
FICSA/C/73/PTC/GSQ/CRP.1
Provisional agenda item 11(e)
3 hours

Session: 9 February 2020 @ 10am - 1pm
Room 12
FOR MEMBERS ONLY

PERMANENT TECHNICAL COMMITTEE FOR GENERAL SERVICE QUESTIONS

Provisional Agenda



Coordinator: Elly Wynsford-Brown

1. Adoption of the agenda
 2. Election of the rapporteur
 3. Report by the Working Group on the ICSC review of the GS salary survey methodology – *Presentation by the members of the FICSA Executive Committee on Compensation Issues*
 4. Results and status of salary surveys conducted between 2017 and 2019
 - 4.a) Report on the GS Salary Survey results in the Hague by *Alberto Fernandez*
 - 4.b) 2018 Budapest Comprehensive Local Salary Survey in Hungary and Joint Statement of UN Agencies ([FICSA/C/73/PTC/GSQ/Summary Sheet 4b](#)) – *Catherine Kirorei Corsini*
 5. Lessons learnt from conducting salary surveys in Headquarters duty stations and non-Headquarters duty stations ([FICSA/C/73/PTC/GSQ/Summary Sheet 5](#)) – *Véronique Allain*
 6. Schedule of GS salary surveys (issued by ICSC)
 7. FICSA workshops on GS salary survey methodology I and II
 8. Evaluation of workshops held in 2019 and review of the list of trainers and resource persons.
 9. Review of the list of PTC/GSQ members
 10. Other business
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FICSA COUNCIL

Permanent technical Committee on GSQ

73rd SESSION

London, 8 to 14 February 2020

Agenda Item 4b: Summary Sheet

FICSA /C/73/PTC/GSQ/Agenda Item 4b

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Catherine Kirorei Corsini, WHO/HQ
Issue (title)	Global announcement on the approval for Hungary local salaries GGSS 21 and NNOO 13, both effective 1 October 2018
Issue description (including reach: global versus local)	<ol style="list-style-type: none"> 1. I am pleased to inform you of approval of salary scale GGSS 21 and NNOO 13, effective one October 2018, following comprehensive salary survey carried out by the United Nations. Revised net salaries reflect an overall weighted average increase of 10.3 per cent for GGSS and 28.5 per cent for the NNOO category. 2. The non-pensionable component for the General Services and National Officer categories were established at 0 per cent, therefore, the gross pensionable salaries for the GS and NO categories have been calculated based on 100 per cent of net salaries. 3. Revised allowances in Forint are as follows: <ul style="list-style-type: none"> • Child allowance: Forint 589,200 net per annum per child for the first two dependent children, Forint 1,182,660 net per annum per child for third to sixth child, subject to a maximum of six children. • Language allowances applicable to GGSS category: First language Forint 248,100 net per annum and second language 124,050 net per annum • Other allowances remain unchanged
Background documentation	<p>Information and Q&A session on the results of the 2018 Comprehensive Salary Survey, Budapest, Hungary</p> <p>Petition to revise the ICSC Local Salary Scale for Hungary</p> <p>Salary Survey study</p>

Action(s) requested from Standing Committee participants	
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	
Timeline	
Resources required	

FICSA COUNCIL

Permanent technical Committee on GSQ

73rd SESSION
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Agenda Item 5: Summary Sheet

FICSA /C/73/GSQ/Agenda Item 5

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Véronique Allain, SCBD
Issue (title)	Lessons learnt from conducting salary surveys in Headquarters duty stations and non-Headquarters duty stations
Issue description (including reach: global versus local)	<p>Following the 2 training workshops organized by the Federation in June 2019 in Brasilia, Brazil and in October 2019 in Lima, Peru, there was a need to reflect about the impacts these workshops have on participants in the regions. A short survey was conducted among the participants in these 2 workshops by Veronique Allain and below are interesting findings:</p> <ul style="list-style-type: none"> • Need to really explain the Flemming Principle, it may be known superficially but not so well understood; • Participation of employer comparators to the UN: <p>ensuring participation by competitive employers is a major problem, and the Federation wanted to find out what the major hurdles could be. (1) lack of interests on the part of the non-UN community; (2) no interest to share data and numbers; (3) many employers use the argument of the confidentiality for not sharing their data and not participating; (4) the communication patterns used by many LSSC members might not be efficient and purposeful but communication is key in this exercise.</p> <p>It is necessary to explain to these employers what these benchmarks are about and why this exercise is carried out. Many colleagues in certain duty stations confirmed that if employers are assured of the full transparency of the documents shared with them and the full confidentiality of the information shared with the UN, the LSSC members and the employers ; potentially this could have a positive impact on the whole exercise; (5) the LSSC Members have to be available at the time when the employers are ready to meet and discuss, not the other way around, even if it is late in the evening or early in the morning. Being fully available on the LSSC members for the employers is essential. This is a reciprocal exercise of trust.</p> <ul style="list-style-type: none"> • The reasons for non-participation could be of a temporary nature or non-availability of responsible officers, or lack of resources or lack of interest in cooperation with the UN in the absence of a valuable return for the efforts

required. It could be also a reason of cultural compliance with privacy principles or legal considerations or constraints. It was suggested by many colleagues in the LAC regions surveyed that being very flexible with the HR person or the Head of these companies/entities is of crucial importance in order not to lose their interest in the UN.

- The intervals between comprehensive surveys seem also to be an issue, i.e. 8-10 years for methodology I and approx. 5 years for methodology II.

The colleagues surveyed suggested to keep the interim surveys each year but would suggest that the comprehensive surveys under methodology II be done every 3 years. In specific countries, like Colombia, it is easier to see the salary movements over a period of 3 years than over 5 years.

It has happened that some employers have introduced salary increases on an annual basis so that the comparison can become more difficult if it is done after 5 years.

- The roles and responsibilities of the LSSC should be strengthened and enforced through proper training and adequate resources should be allocated for these training sessions on the part of the lead UN agency and the other UN agencies participating.

The Methodology II is complex enough and being trained once is not sufficient nor ideal; training sessions need to be repeated and sharing of the knowledge should be thoroughly thought of.

All UN agencies participating in the LSSC should make sure that the staff is adequately trained and up-to-speed with the requirements.

Being trained is one thing but being able to apply all the principles contained in the Methodology II is another matter that is not done by participating in one single training session.

- Considering that many UN organizations are employing more and more staff on temporary contracts basis, it could be useful to include statistics of short-term staff in the selection of benchmark jobs, but the danger is that the UN starts to consider the conditions of service and work of short-term staff as normal and that the more stable and fixed-term positions tend to disappear rapidly.

Background documentation	Informal discussions held between Véronique Allain and participants in the training workshops on salary surveys in Brasilia (June 2019) and Lima (October 2019). To be reported at the session.
Action(s) requested from Standing Committee participants	<p>Actions proposed:</p> <ul style="list-style-type: none"> • Continue advertising the high quality of training courses offered by FICSA and its pool of trainers, in English, French and Spanish; • Monitor the changes meant to be introduced into both methodologies by the ICSC, through its different working groups, so that the Flemming Principle prevails and the role of the LSSC is reaffirmed as vital and extremely important for the smooth carrying out of salary surveys in the duty stations; • Continue advocating, as a Staff Federation, for a well-informed and trained composition of members of the LSSCs to ensure complete transparency in the processes of salary surveys.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	

Next step(s)/specific action(s)	
Timeline	
Resources required	