

FICSA /C/73/PSA/CRP.1

Session: 12 February 2020 @ 10:15 – 11:45 in Conf Room 6-8

Provisional agenda item 11(f)

1.5 hours

STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

Provisional Agenda



**Vice-Chair: Frank Campbell
(excused)**



Chair: Christian Gerlier



Vice-Chair: Santhosh Thanjavur Prakasam

1. Adoption of the agenda
 2. Election of the rapporteur
 3. Report of the PTC/PSA - *Christian Gerlier, Chair*
 4. Status of the new methodology following the meetings/discussions throughout the year ([FICSA/C/73/PSA/Summary Sheet 4](#)) - *Christian Gerlier, Chair*
 5. Eligibility for P-Staff positions requirements and qualifications needed – differences among agencies ([FICSA/C/73/PSA/ Summary Sheet 5](#)) – *Santhosh Thanjavur Prakasam, Vice-Chair*
 6. Benefits/entitlements of P-Staff applied differently, especially concerning change of residence or nationality ([FICSA/C/73/PSA/ Summary Sheet 6](#)) - *Santhosh Thanjavur Prakasam, Vice-Chair*
 7. Workshops and other business
 8. Nomination of Standing Committee officers and core group members
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Agenda Item 4: Summary Sheet

FICSA /C/73/PSA/Agenda Item 4

<input type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Christian Gerlier, ITU
Issue (title)	Status of the new methodology following the meetings/discussions throughout the year
Issue description (including reach: global versus local)	<p>The 2016 cost of living survey of Geneva caused a 5.2% drop in the net remuneration of the staff of the Geneva organizations. Because of the Geneva staff disapproval, ICSC decided in 2018 to review the Post Adjustment methodology and the operational rules that determine the post adjustment index.</p> <p>“The overall purpose of the current system of operational rules was to ensure that the adjustment of the salaries of the United Nations common system staff in the Professional and higher categories was in line with specific compensation policy objectives, including accuracy, stability and predictability of salary adjustments, as well as simplicity and transparency of the salary-setting process”.</p> <p>The objectives of this session are:</p> <ul style="list-style-type: none"> • To have a clear understanding of new developments on the revised methodology for P & D staff. • To learn about the latest recommendations that were proposed by the ICSC or the working group. • To learn about the next meetings planned this year and the training needs.
Background documentation	Report of the FICSA on the 41st session of the ACPAQ
Action(s) requested from Standing Committee participants	A strong commitment on the follow-up of the new methodology and the operational rules for the Professional and higher categories.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE	
Next step(s)/specific action(s)	Required training in 2020
Timeline	

Agenda Item 5: Summary Sheet

FICSA /C/73/PSA/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)	Santhosh Thanjavur Prakasam, UNFCCC
Issue (title)	Eligibility for P-Staff positions requirements and qualifications needed – differences among agencies
Issue description (including reach: global versus local)	<p>There is a broad opinion that similar positions within the UN system have different eligibility requirements for the positions, which are sometimes at the same grade/level.</p> <p>The objectives of this item are to:</p> <ul style="list-style-type: none"> • Gather views from the group to see if this is an issue that affects several agencies • To understand if agencies are using the same standards developed by ICSC for classification of jobs or if there are any ad hoc rules being applied
Background documentation	-N/A-
Action(s) requested from Standing Committee participants	Providing input to understand if the issue affects a broad spectrum of agencies and to decide further course of action
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE	
Next step(s)/specific action(s)	
Timeline	
Resources required	

Agenda Item 6: Summary Sheet

FICSA /C/73/PSA/Agenda Item 6

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Santhosh Thanjavur Prakasam, UNFCCC
Issue (title)	Benefits/entitlements of P-Staff applied differently, especially concerning change of residence or nationality
Issue description (including reach: global versus local)	<p>The objectives of this item are to:</p> <ul style="list-style-type: none"> • Gather views from the group to see how agencies treat the application of benefits and entitlements – relocation, indemnity, nationality change etc • To understand how the wider UN rules are adhered to in different agencies
Background documentation	-N/A-
Action(s) requested from Standing Committee participants	Providing input that help better understand interpretation of rules by different agencies
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE	
Next step(s)/specific action(s)	
Timeline	
Resources required	