

# RECORDING ACTION TAKEN

Ref. FICSA/CIRC/1326

6 February 2020

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Decision No.	I. LEGAL	Action / Comments
FICSA/C/72/D/1	<p>The Executive Committee should write a letter to the ILO Legal Advisor and stress five points relating to: the withdrawal process per se, the manner in which notification of withdrawals were given, the effectiveness of withdrawals, consultations with staff representatives and proposals advanced by member organisations.</p> <p>a) In respect of the first point withdrawal process per se, it had to be recognised that constraints already existed <u>at present</u> and had to apply in respect of a decision to withdraw, Those constraints were, <i>inter alia</i>: (i) decisions could not be arbitrary; (ii) consultations with staff as provided for by existing provisions was a requirement; and (iii) decisions to withdraw could be challenged, if existing constraints were not heeded.</p> <p>b) In respect of the second point, it had to be recognized that notification by the executive head was not problematic provided that: (i) the decision to withdraw had in effect been taken by the organization's governing body; (ii) the relevant regulations had in effect been amended accordingly by the same governing body; and (iii) those governing body decisions were communicated together with the withdrawal declaration.</p> <p>c) In respect of the third point, it was essential that, in the interests of ensuring legal stability and security, the possibility of challenging administrative decisions taken <u>prior</u> to a withdrawal decision be upheld via an appeal being lodged with the ILOAT, irrespective of the effectiveness period; and (ii) the possibility of introducing requests for execution of ILOAT judgements must <u>remain</u>, irrespective of the effectiveness period.</p>	<p>3 Letters sent by the FICSA President to the Legal Adviser of the ILO AT (18/28.2.19, and in March 2019)</p> <p>Relates to Agenda of the PTC/PSA; Agenda Item 7 : ILOAT judgement (4134) regarding the PA in Geneva, and to Agenda of the Joint Session on PSA/LEG; Agenda Item 3: Update on current litigation re PA and lessons learnt</p>

	<p>d) In respect of the fourth point, it had to be recognized that (i) consultation, concertation/dialogue or negotiation with staff representatives, as provided for in the existing regulatory texts of the withdrawing organization, were essential; and (ii) should the essentiality of the same not be respected, the possibility of challenging the corresponding withdrawal decision (including before the ILOAT) had to be upheld.</p> <p>e) In respect of the fifth point and in relation to proposals advanced by member organizations despite the ILOAT having already examined those proposals and providing a valid rationale for not entertaining them any further, FICSA should request that such proposals not be given any further consideration.</p>	
FICSA/c/72/D/2	<p>The Executive Committee should seek the opinion of a renowned scholar on the UNAT judgment, in particular its impact on acquired rights, with a view to possibly publishing the findings in an academic journal and using them in lobbying at a political level in a manner to be decided by the Executive Committee after due analysis.</p>	<p>A brief was written by lawyer Rishi Gulati. A journal article is under peer review. The lawyer will attend the 73<sup>rd</sup> Council to discuss the issue further.</p> <p>Relates to Agenda of the LEG; Agenda item 5 – Updates on commissioned legal studies through FICSA.</p>
FICSA/c/72/D/3	<p>The FICSA Executive Committee should prepare an informative document describing the offer of a collective legal insurance contract for international officials negotiated by FICSA and disseminate the same as soon as possible, so that staff associations/unions and individual members could decide whether to join and thus obtain the minimum number required for the entry into force of the legal protection contract.</p>	<p>Discussion have been had all year long with Generali/Fortuna Insurance. In Communication 8/20 (which also refer to previous communications on the topic) we distributed Q&amp;As and at the 73<sup>rd</sup> Council these Q&amp;A are distributed together with an explanatory PPT through the SC Legal Question agenda,</p>

		<p>Agenda Item 4: Update on the collective legal insurance contract. Further discussions are ongoing with AXA/ARAG, but they might also be dependent on similar restrictions of the Swiss market (FIMA). We will report at the 73<sup>rd</sup> Council under the above Agenda Item.</p>
FICSA/c/72/D/4	<p>The Executive Committee should assess the proposal made by the Standing Committee on Conditions of Service in the Field on the creation of an additional geographical region for the purposes of representing the Federation in the Middle East, North Africa and Arab-speaking countries and, by virtue of the mandate conferred on it by Article 36 of the FICSA Statutes, pronounce itself and, if deemed appropriate, proceed to a postal vote during 2019 to settle the matter.</p>	<p>Item closed due to lack of further action.</p>

Decision No.	II. HUMAN RESOURCES MANAGEMENT	Action / Comments
FICSA/C/72/D/5	<p>The Working Group on Whistleblowing, established at the 70th session, should continue with its mandate in 2019 and:</p> <ul style="list-style-type: none"> <li>(a) prepare a template of common policies that the SC could share at the 73rd session of the FICSA Council;</li> <li>(b) look into the establishment of a platform for FICSA members to facilitate the sharing of lessons learned, best practices and success stories;</li> <li>(c) develop a questionnaire to send to the membership so that an inventory of current whistle-blowing policies could be compiled;</li> <li>(d) establish whether the General Data Protection Regulation was being applied to the United Nations; and</li> <li>(e) draft a resolution on whistleblowing protection in the UN Common System for review by the SC at the 73rd FICSA Council</li> </ul>	No action on the decision from the responsible parties. Item closed

FICSA/C/72/D/6	<p>FICSA Executive Committee should:</p> <ul style="list-style-type: none"> <li>(a) advocate in all relevant bodies that the definition of 'retaliation' be broadened to include any action or lack thereof that could harm persons who disclosed or contributed to the disclosure of misconduct/wrongdoing;</li> <li>(b) strongly advocate that, in line with the duty of care of all UN organizations, any whistle-blower protection policy should apply to both serving and former UN staff members, as well as to so-called 'non-staff';</li> <li>(c) promote training for staff representatives on the topic of whistle-blower protection in line with applicable UN policies; and</li> <li>(d) take the lead in the creation of a cross-federation whistle-blower protection task force in order to encourage dialogue and information-sharing among the staff associations and ascertain the best practices across the UN system as a whole.</li> </ul>	<p>Discussions were held with the two sister federations on 22 Jan 2020 about a common approach to whistle-blower protection with a view to finding out what policies and protection mechanisms exist, what is included under these policies and then to develop a holistic decision paper which would protect all staff and non-staff personnel. Further discussions are to be held in March with the sister federations.</p>
FICSA/C/72/D/7	<p>The FICSA Executive Committee should compile and evaluate the information it received on conditions for dismissal via the policies on performance appraisals, assessments or evaluations and provide the FICSA membership with clear and concise recommendations on best practices.</p>	<p>Relates to Agenda of the HRM, Agenda item 3: Conditions for dismissal through the performance appraisal/assessment/evaluation.</p>
FICSA/C/72/D/8	<p>A working group should be set up to address by organization the implications that 'non-staff' contracts bore for staff in regular employment. The working group should submit its findings to the 73<sup>rd</sup> FICSA Council.</p>	<p>Relates to Agenda of the HRM, Agenda item 4: Increase in use of non-staff.</p>

FICSA/C/72/D/9	The FICSA Secretariat should request the membership to provide information on any policies or practices relating to compressed working schedules. In submitting that information, the members should provide details on how their policies and practices were negotiated with their respective managements and the mode of implementation thereafter.	Concluded in 2018 since results of the 2018 survey by FICSA were listed in the 2018 documentation for Council (FICSA/72/HRM/2Rev.1, PA item 12(b)).
FICSA/C/72/D/10	<p>FICSA secretariat should request those staff associations/unions in organizations which had gone through a re-organization that had had an impact on staff to:</p> <ul style="list-style-type: none"> <li>(i) share their experience of the restructuring process; and</li> <li>(ii) describe their role in the process and steps they had taken to ensure transparency throughout the same. The FICSA secretariat would compile a compendium to be posted on the FICSA website for ease of membership reference.</li> </ul>	<p>Relates to Agenda of HRM, Agenda Item 6: Organizational Restructuring, It provides a compilation of responses to the survey.</p> <p>It is for discussion at the FICSA Council and thereafter for posting on the website under a relevant section on good practices/restructuring.</p>
FICSA/C/72/D/11	FICSA Executive Committee should keep abreast of the UN Reform and its impact on organizations and brief the FICSA membership at the 73 <sup>rd</sup> FICSA Council.	Discussions have been ongoing on this issue, in particular with the RegReps. A presentation from UN NY is planned for Council and also for the ExCom and the RegReps to understand better the implications of the UN Reform on the Federation's work and the impact on staff representation and staff in general.

FICSA/C/72/D/12	<p>Funds should be provided for training on</p> <p>(a) Workshop on whistle-blowing issues for Africa and Europe (WHO/AFRO) (WHO/HQ); abandoned – no follow-up on this issue</p> <p>(b) Job classification (WHO/HQ);</p> <p>(c) Strategy for successful organizational change (SCBD);</p> <p>(d) Communication and negotiation skills (CTBTO);</p> <p>(e) Training on the rights of staff during a re-organization (UNFCCC) (WMO) – abandoned (no replies received from messages sent by the secretariat)</p> <p>The Standing Committee also recommended that the FICSA Executive Committee explore the possibility of developing a training course on Active Bystander Intervention.</p>	<p>The FICSA President signed an MoU with ITC ILO Turin for a 10% reduction for FICSA members. Details are to be in Communication 11/20 distribute on 6 February 2020 to the membership.</p>
<b>Decision No.</b>	<b>III. SOCIAL SECURITY / OCCUPATIONAL HEALTH AND SAFETY</b>	<b>Action / Comments</b>
FICSA/C/72/D/13	<p>The Co-Chair should be entrusted with the task of summarizing the key points in the Secretary-General's Report on ASHI (FICSA/C/72/SOCSEC/CRP.2), whereafter the FICSA Secretariat would distribute the summary to the FICSA membership.</p>	<p>Relates to Agenda of SocSec/OHS; Agenda item 3a: Staff Wellbeing – update on the issue of After-Service Health Insurance (ASHI).</p>
FICSA/C/72/D/14	<p>The Federation should support the re-purposing of the UN Cares model as part of the implementation of the Mental Health Strategy.</p>	<p>Ongoing support was provided through various high-level meetings.</p>
FICSA/C/72/D/15	<p>FICSA Executive Committee should contact the FICSA member associations/unions and ask them to provide information on any steps taken towards the</p>	<p>The FICSA membership was informed through Communications 5/19 and 37/19.</p>

	implementation of the Mental Health Strategy, where-after that information should be compiled in a web publication of good practices.	Relates to Agenda of SocSec/OHS; Agenda item 3b: Staff Wellbeing – Implementation of the Mental Health Strategy.
FICSA/C/72/D/16	In the light of the report given by the FICSA General Secretary, the FICSA Executive Committee, in close collaboration with FAFICS, should continue to allocate appropriate time and resources to the issues that the General Secretary had raised in her presentation, including the IASMN, Mental Health Strategy and the Duty of Care Task Force.	DoC framework finalized and presented at the HCLM in Turin on 15-16 October 2019.  Relates to Agenda of SocSec/OHS; Agenda item 3c: Staff Wellbeing – Update on the HLCM Duty of Care Task Force.
FICSA/C/72/D/17	The Standing Committees on Social Security/OHS and Human Resources Management should liaise on matters related to the Working Group on the increase in the use of non-staff contracts and the impact on the UN system. The Working Group should also address issues related to the Pension Fund and ASHI.	Relates to Agenda of HRM; Agenda item 4: Increase in use of non-staff.
FICSA/C/72/D/18	The FICSA Executive Committee should re-consider the documentation on the impact of currency devaluation and inflation on UN pensions that UNESCO had submitted to FICSA the previous year and take appropriate action, as required.	Closed for this Council but noted that currency devaluation and inflation have an impact on staff and their UNJSPF.
FICSA/C/72/D/19	The FICSA Executive Committee should consider the feasibility of developing an in-built evaluation component in the FICSA training modules.	Will be tackled in 2020. It would be desirable to have a particular FICSA questionnaire to allow comparisons and the impact measurable. There should also be an automated reminder after the training which asks if and how the learned materials were applied.

		This refers back to the Functional Review and parts of the Accountability Framework.
FICSA/C/72/D/20	The Executive Committee should review the recommendation it had adopted at the 65th session of the FICSA Council, which read: 'While recognizing that staff representative bodies do not represent 'non-staff', the FICSA Executive Committee should try to ensure adequate social security benefits for that category and at the same time endeavour to limit the proliferation of non-staff use.	Relates to Agenda of HRM, Agenda item 4: Increase in use of non-staff as well as Agenda of Ad Hoc SD; Agenda item 6: Membership of non-international civil servants/consultants in staff associations/unions (A relevant study by a lawyer attached to the agenda).
<b>Decision No.</b>	<b>IV. CONDITION OF SERVICE IN THE FIELD</b>	<b>Action / Comments</b>
FICSA/C/72/D/21	The Executive Committee should maintain an active presence in the different bodies involved with salary surveys and uphold the validity and applicability of the Flemming principle.	Covered in report on GS Salary Survey Methodology Review, Relates to Agenda of PTC/GSQ; Agenda item 4: Results and Status of salary survey conducted between 2017 and 2019.
FICSA/C/72/D/22	When communicating with the membership, the Executive Committee should: <ul style="list-style-type: none"> <li>(a) stress the importance of consistently completing the TRIP requirements in advance of all duty travel; and</li> <li>(b) strongly encourage all staff to complete the TRIP requirements even when leaving the office on personal leave, as it had proven to be equally important in terms of ensuring the safety of all UN staff in times of crisis that could occur at any time.</li> </ul>	Communication 8/19 was sent to the membership on this issue.
FICSA/C/72/D/23	The Executive Committee should continue participating actively in the ICSC regular meetings devoted to the classification of hardship duty stations.	Relates to Agenda of FIELD; Agenda item 4: Update on the annual ICSC

		meeting to review the classification of hardship duty stations for Asia & Pacific Region.
FICSA/C/72/D/24	The Executive Committee should continue advocating on behalf of staff deployed in D duty stations and safeguarding their interests, since their living and working conditions did not justify simply ignoring their plight.	Raised in the ICSC session.
FICSA/C/72/D/25	In countries suffering from currency devaluation and volatilities, the Executive Committee, in tandem with the Standing Committee on General Service Questions, should argue in favour of switching payment of salaries for locally recruited staff from domestic currencies to US dollars, thus offering the Federation insight into the critical circumstances currently faced by a number of countries.	Relates to Agenda of PTC/GSQ; Agenda item 3: Report by the Working Group on the ICSC review of the GS Salary survey methodology.
FICSA/C/72/D/26	The Executive Committee should take into consideration the list of countries proposed for the MENAASC region and discuss with the Standing Committee on Legal Questions the modalities of amending the Federation's Statutes (see Annex 1), with a view to finalising in due course the process for establishing the new region in line with FICSA procedures.	SUSPENDED – read in conjunction with FICSA/c/72/D/4
FICSA/C/72/D/27	The Executive Committee, in consultation with the Regional Representatives and the Executive Committee Member for Field and Regional Issues, should plan video presentations on the UNJPSF for FICSA members based in Africa, Latin America and the Caribbean, the Arabic-speaking countries and Europe.	Presentation by the PF in Cairo and in contact for further presentations in other countries with PF colleagues.
FICSA/C/72/D/28	The Executive Committee should compare the compliance and consistency of the preferred hotel programme policy that WHO and FAO had recently introduced with that of the UN Secretariat official travel policy, on the basis of which it could assess the impact on staff travelling on official business.	Parking lot might be referred to after Council 2020, if still desired.
FICSA/C/72/D/29	The Executive Committee should seek the intervention of the ICSC in respect of the revised (unofficial) procedure that FAO was adopting to calculate rental subsidies in	The FICSA President wrote to the ICSC Executive Secretary to explain this

	the field. The ICSC should alert the FAO management to the fact that the ICSC place-to-place survey report should not be used to establish maximum reasonable rents.	situation and request assistance. The ICSC Executive Secretary responded by explaining the partial role of the ICSC in this matter and the role of the lead agency in a duty station. It might be useful to raise this matter again with the new FAO management.
FICSA/C/72/D/30	The Executive Committee should request the membership to inform the FICSA Secretariat promptly of any changes that would affect staff in the wake of the UN Reform currently being implemented.	Discussions will continue on this topic through 2020, See also coinciding decision FICSA/C/72/D/11.
FICSA/C/72/D/31	The Executive Committee should pay particular attention to the manner in which the Global Service Delivery Model was being implemented in the field so that the Federation could react and protect staff interests.	Only discussions held so far at the HCLM in Turin on 15-16 October 2019, but it is on our radar in relation to the UN Reform and the new roles of the Resident Coordinators.

Decision No.	V. GENERAL SERVICE QUESTIONS	Action / Comments
FICSA/C/72/D/32	The FICSA Executive Committee should continue supporting the ongoing work of the Ad Hoc Task Force on the ICSC review of the GS salary survey methodologies and report to members accordingly. Funds should be allocated for at least one meeting of the FICSA Ad Hoc Task Force, if necessary.	Relates to Agenda of PTC/GSQ; Agenda item 3: Report by the Working Group on the ICSC review of the GS Salary survey methodology.
FICSA/C/72/D/33	The FICSA Executive Committee should continue to invest in training a pool of trainers, with due consideration being given to gender balance and geographical distribution.	Delayed due to the late onboarding of the information officer. Can be part of the 2020 decisions if required.
FICSA/C/72/D/34	Given the difficulties of finding comparators willing to participate in local salary surveys, the FICSA Executive Committee should follow up on the matter with UN OHRM and inform UNESCO/STU of the outcome accordingly.	Relates to Agenda of PTC/GSQ/CRP/1.
Decision No.	VI. PROFESSIONAL SALARIES AND ALLOWANCES	Action / Comments
FICSA/C/72/D/35	The Executive Committee should convey to the ICSC the Federations Concern over the fact that the current survey methodology required revision and improvement	Relates to discussions and updates through the Permanent Technical Committee on PSA (FICSA/C/73/PTC/PSA/CRP.1)
FICSA/C/72/D/36	The Executive Committee should work closely with the ICSC on the new operational rules and keep the members of the PSA core group abreast of developments as and when they occurred.	Relates to discussions and updates through the Permanent Technical Committee on PSA (FICSA/C/73/PTC/PSA/CRP.1)
FICSA/C/72/D/37	The Executive Committee should prepare a document with talking points on the proposed controlled convergence mechanism and draw up a comparison matrix with the current system.	CCM methodology will not be implemented. Cost of living survey methodology is not finalized. To be continued in 2020.

FICSA/C/72/D/38	The Executive Committee should obtain the views of the membership on how interested they were in using the new system and, based on their perception of the stability and predictability of the new methodology, whether they accepted it.	CCM methodology will not be implemented. Cost of living survey methodology is not finalized. To be continued in 2020.
FICSA/C/72/D/39	In the light of judgement 2017/098 delivered by the UN Dispute Tribunal on the implementation of the new compensation package, the Executive Committee transmit a letter of protest to UNAT, the Member States and the UN Secretary-General, further to which the Standing Committee on Legal Questions should address the issue.	Relates to Agenda of LEGAL; Agenda item 5.a: Updates on commissioned legal studies through FICSA, a peer-reviewed journal article (under review), and a FICSA internal paper regarding acquired rights in the context of international civil service under the jurisdiction of the UNAT and ILOAT.
FICSA/C/72/D/40	The Executive Committee should monitor appeal cases closely, follow up on ILOAT judgements and share the same with the FICSA membership.	Relates to Agenda of PSA/LEG; Provisional Agenda item 3: Update on current litigation regarding post adjustment and lessons learnt from the pay-cut campaign.
FICSA/C/72/D/41, NOT PSA, its SMR	The Executive Committee should approach the ICSC secretariat with a request that it provide training on: (i) the new CCM methodology, should it be approved; and (ii) the cost-of-living surveys.	CCM methodology will not be implemented. Cost of living survey methodology is not finalized. To be continued in 2020.
FICSA/C/72/D/42	The Executive Committee should approach the ICSC secretariat on revising the child allowance in keeping with current cost-of-living levels and including the introduction of an end-of-service grant as an item on the agenda of the Commission's spring session.	ExCom requested the Commission, at its 2019 spring session, to return to the UN GA with modified recommendations relative to the earlier recommended increase in the child allowance and introduction of an end-of-service grant. The Commission decided that the UN GA had no appetite to reconsider these

		two items in 2019, but it agreed that the staff federations could reopen discussions on these two issues later, i.e. in 2020.
<b>Decision No.</b>	<b>VII. STAFF/MANAGEMENT RELATIONS</b>	<b>Action / Comments</b>
FICSA/C/72/D/43	FICSA members should, to the extent possible, submit to the Secretariat copies of their internal staff rules and regulations, recognition agreements, memoranda of understanding and any other statutes and provisions pertaining to communications between staff representatives and management or governing bodies that would be shared on the FICSA website.	Relates to Agenda of SMR/CRP; Agenda item 3: Results of the survey on arrangements for staff associations.
FICSA/C/72/D/44	The FICSA Executive Committee should continue its work with the HLCM Working Group on sharing the costs of securing the release of two FICSA officers.	Relates to Agenda of SMR/CRP; Agenda item 4: Update on cost sharing for release of FICSA officers.  It is now up to the HR Network meeting to be held in March 2020 to make the final decision on the number of contributors and obtain their commitments.
FICSA/C/72/D/45	The FICSA Executive Committee, in collaboration with the Staff Union of UNESCO, should draft a letter for signature by the President of FICSA addressed to the Director General of UNESCO, providing a detailed description of the difficult situation prevailing in the UNESCO Office in Montreal.	Letter was sent by Brett
FICSA/C/72/D/46	The membership should note with concern the dire situation in UNWTO and offer full support to the staff there.	Relates to Agenda of SMR/CRP; Agenda item 5: Follow-up on staff-management relations issues.

FICSA/C/72/D/47	As an expression of the Federation's support, the FICSA Executive Committee should include in all statements and addresses (in whatever context they be delivered) the sentence: 'We support the WIPO Staff Association'. It should also encourage all FICSA members to lend, to the extent possible, similar support to the WIPO Staff Association.	Communication sent 20/19.
FICSA/C/72/D/48	Following adoption of the resolution 72/2 on the situation in UNRWA, all FICSA members and members of their sister organizations should be requested to follow up on the issue by sending letters to the Commissioner General, with copies to the UN Secretary General.	Relates to Agenda of SMR/CRP; Agenda item 5: Follow-up on staff-management relations issues.
FICSA/C/72/D/49	Work on the agency rating survey be discontinued until further notice.	Issue has been suspended  No further action
FICSA/C/72/D/50	The FICSA Executive Committee should organise two training courses on job-classification in the course of 2019 in Geneva (WHO/HQ) and Manila (WHO/WPRO), respectively. Both WHO/HQ Geneva and WHO/WPRO Manila offered to host a workshop on Job classification (led by Aaron Peacock) in two distinct regions.	Job classification in Geneva took place (led by Aaron Peacock), but the second workshop is postponed to 2020 due to Manila's request.
<b>Decision No.</b>	<b>VIII. STRATEGIC DEVELOPMENT</b>	<b>Action / Comments</b>
FICSA/C/72/D/51	Given the general agreement on the Executive Committee's comments in respect of the consultants' recommendations, FICSA should proceed with the implementation thereof in keeping with the internal review findings.	In progress.
FICSA/C/72/D/52	In line with the conclusions of the functional analysis, the FICSA Executive Committee should initiate a tripartite meeting of all three Staff Federations for the purposes of preparing a joint plan of cooperation activities. The FICSA Executive	Relates to Agenda of SD/CRP; Provisional Agenda item 5: Assessment and review of cooperation agreements with other staff federations.

	Committee would be responsible for following up on the implementation of the activities planned.	
FICSA/C/72/D/53	The FICSA Information Officer should advise the FICSA membership in Geneva to withdraw from the WhatsApp group known as <i>Groupe de Genève</i> and only use the WhatsApp group reserved exclusively for FICSA members.	Complete.  No further action required.
FICSA/C/72/D/54	The Executive Committee should examine the possibility of converting the Ad hoc Committee on Administrative and Budgetary Questions into a Standing Committee and submit a proposal thereon to the 73rd session of the FICSA Council.	Relates to Agenda of SD/CRP; Provisional Agenda item 3: Proposed changes to the FICSA Statutes.
<b>Decision No.</b>	<b>IX. ADMINISTRATIVE AND BUDGETARY QUESTIONS</b>	<b>Action / Comments</b>
FICSA/C/72/D/55	In view of the fact that the format and mode of presentation were a legacy from the past, the budget-related reports and tables should be extensively re-designed. Emphasis should be placed on comprehensibility and readability, as well as consistent adherence to any new accounting standards adopted.	Robyn, Irwan and Kay discussed how the graphics/ charts in the Treasurer's report and how it can be modernized in the future.  Treasurer's Report for 73 <sup>rd</sup> Council already includes additional visualizations.  Work is ongoing to identify modern accounting software that may have integrated visualization and analytics function. Cresus, the accounting software currently used by FICSA, generates the raw data in Excel or CSV format.

FICSA/C/72/D/56	Given the importance of setting timelines for the testing stages and the final acceptance of the electronic voting system, due financial provision should be made to ensure that the system was up and running in time for the 73rd Council session in 2020.	Completed
FICSA/C/72/D/57	Both FAO/WFP-UGSS and WHO/AFRO should submit a formal request describing the situation they were facing and prepare a structured justification for the reduction in dues that they were requesting. Both submissions would be submitted to the Executive Committee for favourable consideration.	Submissions never received.  No current status available.
FICSA/C/72/D/58	The WIPO Staff Association, a full affiliate of FICSA, should be granted a 50 per cent reduction in its dues for the current year, and that for the same year the association should be granted exceptional financial assistance amounting to one sixth of its regular dues.	Completed  No further status available
FICSA/C/72/D/59	The FICSA Secretariat should send the staff figures that had been used to calculate the dues to all members for verification and confirmation.	Completed Email sent to members/associates 3 Dec 2019.
FICSA/C/72/D/60	The working group entrusted with the task of identifying improved means of calculating dues should take up its work once more and submit its recommendations to the Executive Committee. The Treasurer should take the lead in re-launching the initiative and reconvene the working group, whose report should be finalised by October 2019 at the latest.	Relates to Agenda of A&B/CRP; Provisional Agenda item 4: Update on new methodology for assessing dues and the other sources of income possibilities.
FICSA/C/72/D/61	The FICSA Executive Committee should be entrusted with the task of exploring and generating new sources of funding.	To be continued in 2020, delayed due to the late-onboarding of the Information Officer.