



Federation of International
Civil Servants' Associations

CIRCULAR

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Ref: 77th FICSA Council

Geneva 5 April 2024

FICSA COUNCIL DECISIONS AND WORK PLAN FOR 2024

To: Chairs, Member Associations/Unions
Members of the Executive Committee
Chairs, Members with Associate Status
Chairs, Associations with Consultative Status
Presidents, Federations with Observer Status
Chairs and Vice-Chairs of Standing Committees

From: Cosimo Melpignano, FICSA General Secretary

For your information, please find attached the Index of Decisions of the 77th FICSA Council. This Index constitutes the Federation's workplan until the 78th FICSA Council in 2025, when the Executive Committee will report on the implementation of the recommendations.

We are collaborating closely with the Chair and Vice-Chairs of the respective [Standing Committees](#) to discuss actions and implementation methods. We will keep you informed throughout the year through the quarterly Heads of Delegation meetings.

FICSA STANDING COMMITTEES 2024-2025
List of Chairs and Vice-Chairs

Standing Committee	Chair	Vice-Chairs
PBAS	Nizar Zaher (OSCE) (Administrative & Budget) Anthony Alozie (IAEA) (Strategy)	Kay Miller (WHO/EURO) Birahim Fall (UPU)
Field issues	Marc Brown (FAO/WFP-UGSS)	Fares Kady (WHO/EMRO)
GSQ	Evelyn Siula (UNAIDS)	Glenda Moreira Lopez (PAHO) Mina Nagy (WHO/EMRO) Kay Miller (WHO/EURO)
HRM	Anthony Alozie (IAEA) Alessandra Marcorio (UNGSC)	Helena Debussy (ICAO)
Legal Questions	Maria Rocio Martin (UNICTF) Andres Orias-Bleichner (WMO)	Salvatore Brunori (UNGSC) Joel Lahaye (CERN)
PSA	Houcine Mhadhbi (IAEA) Leolinda Dieme (UPU)	James Howlett (WHO/WPRO)
SocSec/OHS	Paola Monroy (CTBTO)	Michelle Delinde (CTBTO) Sotirios Markopoulos (CTBTO)
SMR	Viera Seben (ICAO)	Shereen Barry (IMO) Anita Stefin (WHO/EURO) Neddy Mafunga (WHO/HQ) Jaswinder Maan Jussoan Singh (WHO/GSC)

Actions for FICSA ExCom/Secretariat

Chapter and content	Number of decisions
Conditions of Service in the Field	6
General Service Questions	3
Human Resources Management	3
Legal Questions	2
Professional Salaries and Allowances	5
Staff-Management Relations	2
Social Security/Occupational Health and Safety	6
Programme Budget, Administration and Strategy	4
Total	31

Actions for FICSA ExCom/Secretariat

Decision No.	I. Conditions of Service in the Field
FICSA/C/77/D/1	In collaboration with the Standing Committee on Conditions of Service in the Field, the FICSA Executive Committee should continue building the FICSA membership’s capacity, awareness and knowledge of the International Civil Service Commission (ICSC) Tripartite Working Group (TWG) classification of hardship duty stations during 2024.
FICSA/C/77/D/2	The FICSA Executive Committee should advocate during discussions in the ICSC TWG that issues related to access to education are one of the elements to be considered in the current methodology used in the classification of hardship duty stations.
FICSA/C/77/D/3	In collaboration with the Standing Committee on Conditions of Service in the Field, the FICSA Executive Committee should continue to work with the Inter-Agency Security Management Network (IASMN) to increase FICSA members’ awareness and knowledge of safety and security issues in 2024.
FICSA/C/77/D/4	In collaboration with the Standing Committee on Conditions of Service in the Field, the FICSA Executive Committee should continue engaging with ICSC on differences in the allowances that are available to internationally versus locally recruited staff members, particularly in the context of emergencies, to work towards equitable treatment of all staff, regardless of their contract category. Specifically, the FICSA Executive Committee should advocate for an amendment to the methodology that determines the level of danger pay for locally recruited staff, to ensure that the midpoint takes account of all locally recruited staff, including national professional officers (NPOs).
FICSA/C/77/D/5	In consultation with the Standing Committee on Conditions of Service in the Field, the FICSA Executive Committee should collaborate with all relevant stakeholders to bring to the attention of ICSC and all relevant entities, including the US State Department, ongoing issues with G-4 visas and green cards for retirees in the United States of America.
FICSA/C/77/D/6	In collaboration with the standing committees on Conditions of Service in the Field, Human Resources Management and Legal Questions, the FICSA Executive Committee should prepare and present to 78th FICSA Council a draft strategy paper to educate and advocate flexible working arrangements (FWA) to FICSA membership, based on the Joint Inspection Unit (JIU) report on FWA (JIU/REP/2023/6), and other pertinent information sources.
Decision no.	II. General Service Questions
FICSA/C/77/D/7	The FICSA Executive Committee should supply to the members of the Standing Committee on General Service Questions a document, to be constantly updated by FICSA members, that consolidates the experience of, and lessons learned by staff involved in local salary survey committees (LSSCs).

FICSA/C/77/D/8	The FICSA Executive Committee should continue liaising with standing committee chairs and vice-chairs before the meetings of the International Civil Service Commission (ICSC) working groups set up for the review of the compensation package, in order also to consider the conditions of service of locally recruited staff, as per the terms of reference of the FICSA task force on the review of the compensation package.
FICSA/C/77/D/9	With the eighth round of salary surveys being rolled out in headquarters and non-headquarters duty stations, the FICSA Executive Committee should organize capacity-building and training workshops on salary-survey methodology and job classification, as requested by FICSA members.
Decision no.	III. Human Resources Management
FICSA/C/77/D/10	When planning the 78th FICSA Council, the FICSA Executive Committee should ensure that the new Human Resources Management Permanent Technical Committee on Non-regular Contracts meets and opens a constructive dialogue on the dual-track employment framework(s). The FICSA Executive Committee should build an agenda for the Committee that covers different frameworks used by UN organizations and scenarios of cultural overlap, and investigate the availability of case studies, with enough lead time to inform the membership before the 78th Council meets.
FICSA/C/77/D/11	The FICSA Executive Committee should issue guidance that encourages staff representatives to take part in discussions on the use of artificial intelligence (AI) in the workplace through FICSA communications on the impact of AI on mental health and wellbeing, based on the recommendations of the High-Level Committee on Management (HLCM) Task Force on Artificial Intelligence.
FICSA/C/77/D/12	FICSA should explore options to add capacity building and training related to the use of AI in the workplace to its catalogue.
Decision no.	III. Legal Questions
FICSA/C/77/D/13	The FICSA Executive Committee should ensure that the information on the legal support accessible to members reflects the current evolution of the internal appeals mechanisms in each organization.
FICSA/C/77/D/14	The FICSA Executive Committee should organize some training sessions by legal experts on basic legal concepts, including information on the procedures pertaining to both tribunals, the ILO Administrative Tribunal (ILOAT) and the UN Dispute Tribunal (UNDT)/UN Appeals Tribunal (UNAT).
Decision no.	IV. Professional Salaries and Allowances
FICSA/C/77/D/15	The FICSA Executive Committee, in conjunction with the Standing Committee on Professional Salaries and Allowances, should develop model terms of reference for local survey committees (LSCs) based on the ICSC guidelines, and share them with staff associations/unions prior to the roll out of future cost-of-living (COL) surveys to Professional staff.
FICSA/C/77/D/16	In relation to the International Civil Service Commission (ICSC) comprehensive assessment and review of the compensation package for staff in the Professional and higher categories, the FICSA Executive Committee should consider time-zone differences when organizing online training sessions for Professional staff and explore the feasibility of organizing additional sessions in different languages and for staff in the same time zone.

FICSA/C/77/D/17	The FICSA Executive Committee should ensure that the Chair or a designated member of the Standing Committee on Professional Salaries and Allowances is present during the virtual meetings of the Task Force on the Compensation Review, and update the Task Force's budget and terms of reference to reflect the meeting modality.
FICSA/C/77/D/18	The FICSA Executive Committee should collect from the membership policies related to the criteria for eligibility for the education grant and present the results of its analysis for further discussion by the FICSA Executive Committee and the Standing Committee on Professional Salaries and Allowances prior to the 78th FICSA Council.
FICSA/C/77/D/19	The FICSA Executive Committee should continue to reinforce to the Human Resources (HR) Network and the High-Level Committee on Management (HLCM), that, in order for inter-agency mobility to be effective, the inter-agency mobility framework agreement should include the retention of acquired rights, and facilitate career development and exchanges among organizations.
Decision no.	V. Staff-Management Relations
FICSA/C/77/D/20	The FICSA Executive Committee should continue emphasizing the importance of staff associations/unions' having a signed memorandum of understanding or recognition agreement with their administration.
FICSA/C/77/D/21	The FICSA Executive Committee and Secretariat should proactively advertise, organize and conduct online or prerecorded orientation training sessions/webinars for newly elected staff representatives, working within the available budget, resources and using in-kind contributions from members.
Decision no.	VI. Social Security/Occupational Health and Safety
FICSA/C/77/D/22	The FICSA Executive Committee, in conjunction with the officers of the Standing Committee on Social Security/Occupational Health and Safety, should: <ul style="list-style-type: none"> a. continue to raise in all fora the members' concerns about discrepancies in or inequitable access to benefits offered to staff with children living with disabilities; and b. develop, distribute and discuss among FICSA members a white paper on benefits and allowances for staff with children living with disabilities, with a particular focus on equitable access to the benefit for all staff, including locally recruited staff.
FICSA/C/77/D/23	The FICSA Executive Committee should continue to actively participate in the Participants' Group of the UN Joint Staff Pension Board.
FICSA/C/77/D/24	The FICSA Executive Committee should organize a joint session of the standing committees on Social Security/Occupational Health and Safety and Staff/Management Relations to finalize the toolkit of best practices on harassment, sexual harassment and abuse of power, with a view to the final result being posted on the FICSA website.

FICSA/C/77/D/25	Once the Joint Inspection Unit (JIU) report on staff health insurance is released, the FICSA Executive Committee should inform staff associations about its recommendations, to enable them to be included in discussions with their organizations; and the Executive Committee should follow up in all related fora.
FICSA/C/77/D/26	The FICSA Executive Committee should advocate in the CEB High-Level Committee on Management (HLCM) to urge UN organizations to make funds available for the implementation of the UN strategy on disability inclusion .
FICSA/C/77/D/27	The FICSA Executive Committee, in consultation with the Standing Committee on Social Security/Occupational Health should advocate in all relevant fora for the improvement of benefits for UN staff living with disabilities.
Decision no.	VII. Programme Budget, Administration and Strategy
FICSA/C/77/D/28	The 77 th FICSA Council should confirm the permanent merger of the former ad hoc committees for Strategic Development and Administrative and Budgetary Matters into the Standing Committee on Programme Budget, Administration and Strategy.
FICSA/C/77/D/29	In collaboration with officers of the Standing Committee on Programme Budget, Administration and Strategy, the FICSA Executive Committee should establish, call for nominations for and draft clear terms of reference for a working group to develop a long-term strategy for FICSA.
FICSA/C/77/D/30	In collaboration with officers of the Standing Committee on Programme Budget, Administration and Strategy, the FICSA Executive Committee should set up, call for nominations for and draft clear terms of reference for a working group to adopt guidelines on fundraising, drawing on organizations' existing guidelines, to find alternative sources of income, with the aim of reporting to the 78th Council.
FICSA/C/77/D/31	The 77th FICSA Council should write off the amount of CHF 25,230 from the Legal Defence Fund, which was not recoverable from the WIPO and PAHO/WHO staff associations.