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Rapport d'activité du syndicat sur le conseil de la FICSA 2019.

REPORT OF THE PERMANENT TECHNICAL COMMITTEE ON GENERAL SERVICE QUESTIONS

Results and lessons learnt from recent salary surveys

The Hague: OPCW reported that the International Criminal Tribunal for the former Yugoslavia (ICTY) was experiencing difficulties in finding comparators for the salary survey. As a result, the salary survey that had been scheduled for summer 2016 had been postponed three times. Outside data would most probably have to be purchased.

Washington DC: PAHO also reported difficulties in finding comparators and was concerned that there would be a move towards purchasing data. IAEA agreed to share the terms of reference that they had used to recruit a consultant for the initial stage of identifying comparators in the local job market, while emphasizing that for reasons of confidentiality the person could not be part of the local salary survey committee (LSSC), if s/he were not a staff 99 member. It was also emphasized that HR should not lead the process, but the entire LSSC should be involved in all stages of the survey. It was further advised that a relationship with comparators should be maintained once the salary survey was over with a view to requesting participation in future surveys.

IFAD and FAO: Reported that they had lost their appeals pertaining to the application of the negative result of the 2012 salary survey in Rome (ILOAT Judgement Nos. 3739 and 3740, respectively). The result of the salary survey was a negative 9.2 per cent and salaries had been frozen for six years with the implementation of a secondary salary scale. That secondary salary scale had not been appealed, as it had not been possible to identify a staff

member on the lower scale who would be prepared to come forward. The Rome-based organizations would review the outcome of the appeal and decide on further action.

New York: Ongoing appeal against negative salary survey result.

Schedule of GS salary surveys from 2016 to 2018 (Agenda item 3)

The schedule of GS salary surveys for Methodology I (Appendix 2) was reviewed; it was noted that Bonn, Vienna and Washington DC were at present in the midst of their salary surveys. The cycle was due to end in 2019, at which point the ICSC would review the methodology

QUESTION-AND-ANSWER SESSION WITH ICSC REPRESENTATIVES

14 February 2017

a. What triggered the review for GS category and what is the scope and objective of the review?

ICSC informed the participants that the upcoming review had been triggered by the GA as a logical continuation of the Comprehensive Review of the Compensation Package for Professional staff. The objective of the exercise would be to modernize and simplify the compensation for the General Service categories.

b. Is there more information on the review of the GS compensation package?

In addition to adopting parts of the framework that were used for the review of the Professional staff (i.e. streamline, simplify, modernize), the use of the various categories of staff, the roles and functions and responsibilities of National Professional Officers, General Service, Field and Security Staff would be considered.

c. It has been mentioned by the Commission the potential disappearance of GS grades at the lowest level, recognizing that at times there was an overlap among the highest grades (i.e. G-6/G-7) with the lower P levels (i.e. P-1/P-2) and the need for career progression. With this in mind, is the review envisaged to consider these issues and potentially institutionalize career progression from General Services to Professional one?

The ICSC noted that the overlap was an issue with regard to the interaction among the different categories and career development. The ICSC working paper, which included all mentioned concerns, would be issued very shortly. The time to raise such issues would be before and during the upcoming session of the Commission in March 2017. The ICSC assured the Standing

Committee that they would approach all proposals with an open mind. The intent was to include

all categories in the review, including National Professional Officers.

d. Is there a better title than GS? What is the ICSC definition of a locally recruited staff member?

ICSC informed that the change of title is a point that could be raised by the Federation during the review, but they were not sure why this could be needed and whether it would translate into improvement of conditions for General Service staff.

e. Is there a timeline for the review of the compensation package?

A decision on the final timeline will need to be taken at a later stage. A working group will be formed during the 2017 Spring session of the ICSC to continue work on Phase II of the compensation review. The review of the compensation package will be done independent of the salary survey methodology review due to start in 2019. The review of the use of staff

categories will be followed by the review of the salary survey methodology. ³ However, the ICSC may start gathering feedback for the review of the methodology prior to the end of the current salary surveys cycle. The revised salary survey methodology would not be introduced

until the completion of the present round of Methodology I surveys in 2019.

f. Introduction of an end-of-service severance payment (i.e. situations where agencies close down their country offices).

The attention of the Standing Committee was directed to UNGA Resolution No. 71/264 and the

specific request therein to include the end-of-service severance payment in the common system, the UNGA did not approve but it did not completely shut it down. “Request the ICSC to

undertake a comprehensive analysis (...) including an updated financial implications (...) and report on the 73rd [2019] session and as appropriate the implementation date.”

g. NPOs being used either as GS staff performing admin work or as international Professional staff.

Different categories were used in different situations in different locations and that was neither

against the rules nor against the law. The ICSC recognized that at times there was an overlap and that would need to be discussed, if it were to be continued.

Those NPOs who had experience and who could no longer continue to serve in their home countries would become part of the international mobile workforce of the organization. In the

view of the ICSC, the concept of an NPO was out-dated and should be totally reconsidered as far

as responsibilities were concerned.

h. Apply the classification to all organizations across the organizations

ICSC was aware of the non-use of the master standards (created in 2010). They added they would administer a survey before any review of the master standards took place following the

compensation package review.

***Subsequent: What could the ICSC do to ensure adherence to these classification standards?**

The organization should seek to apply these standards consistently.

***Subsequent: How is the flexibility of the different categories being envisaged and how is it going to be addressed in the upcoming review?**

There was no definite answer to the question; only to say that it was continuously being worked. It would, however, certainly be addressed in the upcoming review.

***How many classifiers are there? - What is the training? Any statistics?**

Hardly any expert classifiers were left in the ICSC Secretariat - nor within the UN system. Many

requests were received from the organizations to provide the relevant training and the ICSC would like to increase the number of qualified classifiers. At the moment, organizations were

considering a joint initiative that included sharing a classifier and hence the costs.

³ Following FICSA Council and the ICSC review of the Q&A record, the ICSC confirmed that the review of the compensation package would include the review of the salary survey methodology.

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***Does the ICSC envisage establishing a working group already in the upcoming meeting, what will be the programme of work?**

ICSC envisaged establishing at least one working group on the issue that would work between

the spring and summer sessions and the questions that had been submitted would provide a good basis for discussion.

The future of the International Civil Servant – HLCM no longer refers to ‘staff’ but to

‘workforce’ – That issue was not formally addressed.

REPORT OF THE STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

The Standing Committee recommended that the Executive Committee convey to the ICSC its concern over the fact that the current survey methodology required revision and improvement. The Standing Committee recommended that the Executive Committee work closely with the ICSC on the new system and that the PSA core group members be kept up to date on developments as and when they happened.

The Standing Committee recommended that the Executive Committee prepare a document with talking points on the proposed CCM as well as a comparison matrix between the two systems.

The Standing Committee also recommended that the Executive Committee obtain views from the FICSA members 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 it was acceptable to them.

The Standing Committee recommended that 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.

The Committee recommended that the Executive Committee closely monitor appeal cases, follow up on ILOAT judgements and share the same with the FICSA membership.

The Committee recommended that the Executive Committee approach the ICSC Secretariat and request the Commission to provide training on both the new CCM methodology, if approved, and the cost-of-living surveys.

The Committee recommended that the Executive Committee approach the ICSC on the issue of: (i) revising the child allowance amount and increasing it to current cost-of-living levels; and (ii) including an item on an end-of-service grant on the ICSC agenda for the spring session.