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Twenty Sixth SPREP Meeting of Officials

Apia, Samoa
 22 - 24 September 2015

Agenda Item 8.1: CROP Triennial Review of Staff Terms & Conditions

Purpose

1. To advise the SPREP Meeting of the Secretariat's position on the Report of the 2015 CROP Triennial Review of Staff Terms & Conditions

Background

2. The joint CROP Triennial Review of Staff Terms and Conditions was carried out earlier in the year by AON Hewitt of Australia, a global firm specialising in people and risks. The key objectives of the review were to: (i) examine the existing CROP Harmonisation and Remuneration Guiding Principles and Strategies; (ii) assess their relevance and value amongst the four participating CROP agencies (FFA, PIFS, SPC and SPREP); (iii) assess existing gaps between the CROP practices and international best practices as well as key staff remuneration issues. The review also focused on a number of issues which have been challenging over recent years including the relevant reference markets, Special Drawing Rights (SDR), Cost of Living methodologies as well as the changing nature of global and international employment and challenges of attraction and retention of highly skilled and high performing staff.

3. The Terms of Reference for the review is attached as **Annex 1**. Consultations were carried out with all staff of the Secretariat, Staff Committee, Executive Management and Human Resources team.

4. At the time of preparing this paper, a final draft of the report has not been received by the CROP agencies. It is understood all four CROP agencies have provided constructive feedback to the report and its recommendations. The Secretariat therefore has not had sufficient time to analyse and consider impacts of the final report's findings and recommendations, not only on the staff but on the Secretariat overall. No discussion has taken place at the CROP CEO level of the next steps for a CROP position. A verbal report will be provided to the SPREP Meeting regarding any change to the status of the Review Report, and on Secretariat and CROP discussions on this matter.

5. The Secretariat is also at a stage where it is evaluating the value and relevancy of participating in these ongoing reviews, where costs are consistently incurred as part of the joint CROP efforts. Reports and recommendations have usually required funding for implementation, which the Secretariats of SPREP and other CROP agencies have not been able to afford. In short, recommendations have not been practical for any CROP agency, given the realities of existing resources.

6. In light of the above, the Secretariat notes that any decision on this matter is not possible at the 2015 SPREP Meeting given the final Consultant report has not been received. The Secretariat further believes that a full analysis and evaluation of this CROP approach as well as the 2015 Triennial Review Report is required. These will be carried out over the next couple of months and the Secretariat will be consulting with the other participating CROP agencies for a way forward on these issues. These shall be considered with the best interests of the staff as well as the Secretariat in terms of affordability. The cost of the 2015 Triennial Review for each of the CROP Agencies is about USD\$22k. This cost may increase depending on any other work required after the final report is submitted. This does not include the significant time of staff participating in these reviews and in the work of the CROP Harmonisation Working Group.

Recommendations:

7. The Meeting is invited to:

- **note** that the final draft of the joint CROP Triennial Review of Staff Terms and Conditions has not been received at the time of preparing this report;
- **note** that the Secretariat will carry out a full analysis and evaluation of the relevancy and value of continued participation and involvement in the CROP approach to harmonisation of staff terms and conditions, in consultation with Members; and
- **note** that the Secretariat will provide a report to the 2016 SPREP Meeting of this evaluation as well as suggested ways forward for addressing recommendations of the 2015 CROP Triennial Review Report.