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## Twenty Sixth SPREP Meeting of Officials

Apia, Samoa  
 22 -24 September 2015

### Agenda Item 8.2: Annual Market Data

#### Purpose

1. To update the SPREP Meeting on the 2015 Annual Market Data Review for Staff.

#### Background

2. The market data review is a joint CROP project carried out on an annual basis to obtain and analyse comprehensive remuneration data from the relevant CROP reference markets and to propose related market movements in the CROP pay structure. The challenge with the CROP Annual Market Data Review, as for the CROP Triennial Review (SM Paper 8.1), is that recommendations have proved to be impractical given the financial resources available to SPREP and all other CROP agencies.
3. The SPREP Meeting has been informed annually of the challenges the CROP agencies continue to face regarding parity of salary scales with the market data, and the inability of each agency to keep up with the recommended market position, given the availability of financial resources.
4. The following table presents the current CROP positions in relation to the implementations of the proposed Annual Market Data Review since 2011.
  - a) Movement in salary scales has varied between CROP agencies since 2011, in line with decisions of respective governing councils. Major movements in the market midpoints since 2012 have had a major impact on both the ability of the CROP Agencies to maintain market parity with their midpoint positioning and in maintaining market relativity for internationally recruited staff.
  - b) In 2014, there was a decline in the market data by an average of 3.7% from comparable figures for 2013. Given the substantive increases proposed in the Annual Market Data Review in previous years, this decline had offset only a portion of increases not yet implemented by the CROP agencies, but still places them behind the current reference markets.

	2011	2012	2013	2014	2015	Salary Scale currently in use
PIFS	Implemented 50% of increases	Implemented the rest of the 50% of the 2011 increases	Approved 1.5% increases from 2012 Market Data	Implemented 1.5% increase	Survey to be commissioned – decision to participate yet to be made	About 16.5% of 2012 Salary Scale
FFA	Nil	Plans to consider implementing some % of 2011 increases	Implemented 100% of 2011 increases	Implemented 25% of the 2012 increases	Survey to be commissioned – decision to participate yet to be made	25% of 2012 Mkt Review
SPC	Nil	Implemented 50% of 2011 increases	Implemented another 25% of 2011 increases (another 2% increase of the full average 8% increase for 2011)	1.5% salary increase 2% midpoint increase	Will not participate	Reference to previous years Salary Scale irrelevant
SPREP	Implemented 100% of increases	Nil	Approved 50% of 2012 increases	Implemented 50% of 2012 increases	Survey to be commissioned – decision to participate yet to be made	50% of 2012 Salary Scale

5. Working Paper 8.1 discussed the CROP Triennial Review – the reference markets for sourcing the Annual Market Data is one of the key issues covered under that review, which has yet to be finalised. The review also includes locally recruited staff market data. The Secretariat has not yet received the final report on the review and has therefore not decided on a position regarding the report recommendations.

6. The CROP Harmonisation Working Group has not yet commissioned the Annual Market Data Review for 2015. SPC has already confirmed they would not participate in the 2015 review. Further discussions and analysis of the value and relevancy of continuation with this annual review will shortly be carried out by other participating agencies. A verbal report will be provided to the SPREP Meeting regarding the status of this review and any discussions at the Secretariat and at the CROP level, on this matter.

### Recommendations

7. The Meeting is invited to:

- **note** the challenges in implementing the Annual Market data Review in SPREP and in other participating CROP Agencies
- **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 annual market data review , in consultation with Members;
- **note** that the Secretariat will provide a report to the 2016 SPREP Meeting of this evaluation as well as suggested ways forward for addressing future market data reviews.