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*The Pacific environment, sustaining our livelihoods and natural heritage in harmony with our cultures.*

## Twenty Eighth SPREP Meeting of Officials

Apia, Samoa

19 – 21<sup>st</sup> September 2017

### Agenda Item: 10.2: CROP Harmonisation

#### Purpose

1. To update the meeting on progress with the Secretariat's work on CROP harmonisation

#### Background

2. Formally, CROP harmonisation has been focused on remuneration through a PIFS-managed process via the CROP WG on remuneration. As requested by SM27, this paper updates the Meeting on the limited progress that has been made in this process, and references harmonisation work undertaken by the Secretariat on other issues of shared significance to CROP agencies.

#### Remuneration harmonisation

3. The 27<sup>th</sup> SPREP Meeting in Alofi, Niue in 2016:
  - **noted** that the Secretariat continues to support the principles of CROP Harmonisation of Remuneration;
  - **tasked** the Secretariat to set up an inter-sessional Friends of the Chair on next steps for engaging in the regional process for harmonisation of remuneration; and
  - **directed** the Secretariat to accept the invitation from the Chair of the Forum Officials Committee 2015 to participate in the sub-committee.
4. In following through from SM27 decisions, the Secretariat has:
  - a) Continued to support the principles of CROP Harmonisation of Remuneration;
  - b) Established an inter-sessional Friends of the Chair comprised of Australia, Cook Islands and New Zealand;
  - c) Accepted the invitation from the Chair of the Forum Officials Committee 2015 to participate in the joint member sub-committee under the hand of the 2016/17 Chair of the SPREP Meeting dated 23<sup>rd</sup> November 2016 (**Annex 1**)
5. The Friends of the Chair met on 17 February 2017 and noted lack of progress at the CROP level on Harmonisation of Remuneration. SPREP was the only governing council that had accepted the invitation from the FOC to participate in a joint sub-committee, there being no firm position from the other two agencies that make up the rest of the CROP Harmonisation of Remuneration group. It was agreed however that SPREP would continue to stay

committed to the principles of harmonisation, that SPREP would provide an update of progress of this matter at the CROP level, and that SPREP should start exploring other options for remuneration.

6. At the recent CROP CEO Meeting in Honiara on 28<sup>th</sup> July 2017, the Director General of SPREP raised this matter, noting that it has been an outstanding issue for a long time, and one that required a response by CROP Heads. CROP Heads agreed that the CROP Working Group on Harmonisation of Remuneration should meet to consider key issues relating to harmonisation of remuneration and the impacts and challenges faced by each organisation, and come back to CROP Heads with its advice on a way forward to inform a CROP Heads decision by Friday, 3rd November 2017.
7. SPREP has stayed with the agreed harmonisation principles and not made any progress on remuneration issues since 2014. However, in preparation for implementation of the PIP, and the subsequent structural review of the Secretariat, the development of a People Strategy should review and redefine the Secretariat's approach to its human resources and approach to remuneration.
8. In the meantime the Secretariat has engaged in a number of CROP harmonisation activities other than on remuneration, including on a number of issues covered separately in the Meeting Agenda including:
  - The PCCC (Agenda Item 6.3);
  - FPR, governance and financing (Agenda Item 14.1);
  - Review of the CROP Charter (Agenda Item 14.2);
  - Discussion items in the 2 CROP Heads Meetings held this year (Agenda Item 14.4)
  - Progressing closer collaboration with SPC in particular, given closely related areas of mandate and expertise including on:
    - development of EDF-11 project proposals (Agenda Item 6.6 (EDF-11)); and
    - work on Meteorology (Agenda Item 12.2.2).
9. The Secretariat has also been pursuing other important issues for potential CROP harmonisation. In particular the Secretariat is working with CROP counterparts on sharing policies, experience and practice in cost recovery, exploring potential areas of collaboration such as risk and programme administration fees.

## Recommendations

10. The Meeting is invited to:
  - **note** the intention for CROP Heads to resolve the issues behind the lack of progress with remuneration harmonisation by 3 November; and
  - **note** the progress by the Secretariat in pursuing greater CROP harmonisation on a wide range of issues.



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## **Agenda Item: 10.2: CROP Harmonisation**

The Meeting:

- noted the intention for CROP Heads to resolve the issues behind the lack of progress with remuneration harmonisation by 3 November; and
- noted the progress by the Secretariat in pursuing greater CROP harmonisation on a wide range of issues.