

SUMMARY: RELEVANT DECISIONS: CROP CEOs and Deputies: 2015 - 2019

48 th CROP Execs	10 June 2019	<p>CROP CEOs Meeting</p> <ul style="list-style-type: none"> • Remuneration not discussed • Focus on exploring other issues under the Corporate/Finance issues
	21 Nov 2018	<p>CROP CEOs and Governing Council Chairs Meeting</p> <p>Proposal from Deputies Meeting of 16 April tabled. No clear outcome.</p> <p>Yet to locate Final Minutes</p>
	22 Aug 2018	CROP CEO Meeting – issue of harmonisation was not included
3 rd Deputies Meeting	July 2018	<p>Deputies Meeting:</p> <p>Proposed for PIFS to reach out to the Human Resources Working Group to develop a short paper for the next CROP Heads’ meeting, capturing the Deputies’ proposed recommendation for taking forward the CROP harmonisation work and noting the opportunity to explore harmonisation in other areas (e.g. procurement, insurance, IT services).</p> <p>Following a discussion amongst CROP agencies on EU funding, it was decided a meeting/teleconference of CROP DCS/CFOs will convene to explore other options for CROP harmonisation (this group has met several time already).</p>
	31 May 2018	Deputies Meeting: Agreed to strengthen governance and financing
	16 Apr 2018	<p>CROP Deputies Meeting:</p> <ul style="list-style-type: none"> • <i>Actions: CROP Deputies will advise CROP CEOs to recommend to Governing Bodies that no further work be undertaken on CROP Harmonisation REM and that CROP will explore feasibility of harmonisation on specific issues.</i> • <i>CROP Deputies agreed to focus on some principles/common standards for CROP coordination which shall be further developed, building on the existing principles. This would provide agencies with flexibility, while encouraging a common approach. Such principles or standards could be jointly presented to the meeting of CROP CEOs and Governing Council Chairs.</i> • <i>CROP CEOs and Governing Council Chairs to have a strategic discussion on harmonisation/coordination/collaboration and what it would mean for the various agencies.</i> • <i>It is recommended that a meeting of the joint sub-committee be held off until after the meeting of CROP CEOs and Governing Council Chairs, to be able to then take forward their decision. ToRs would also need to be reviewed</i>

		<i>for the joint committee, and this issue be considered by CROP CEOs and Chairs.</i>
	4 -5 April 2018	CROP Heads delegated this issue to be progressed through DDGs when they meet in Auckland 16 th April.
43 rd CROP Execs	28 July 2017	<p><i>CROP Harmonisation on Remuneration</i></p> <p>10. CROP Executives reaffirmed their commitment, and that of their respective agencies, to the principle of harmonisation on remuneration, and noted the need to address a number of recommendations from the 2015 CROP Triennial Review on Remuneration. However, they discussed the practical and operational constraints that have so far made that impossible. They agreed to work through the harmonisation working group to develop a CROP position on the issues raised by the Review. Recognising that different agencies will require varying timeframes for pursuing harmonisation, CROP Executives agreed to progress the implementation of the Joint Remuneration Committee of Governing Councils through their respective governing councils by 3 November 2017.</p>
39 th CROP Execs	22 April 2016	<p><i>Remuneration Working Group</i></p> <p>10. Executives discussed the financial constraints faced by their respective agencies and current considerations by SPC and FFA to withdraw from the process of a harmonised CROP remuneration system. Executives agreed that there is currently no support to progress the proposed joint-CROP agencies initiative due to organisations' financial situations, including managing the impacts of foreign exchange fluctuations. Although Executives remain in support and committed to the basic principle of CROP harmonisation. The draft Terms of Reference of the Joint Remuneration Sub-Committee of CROP Governing Bodies were not endorsed.</p>
38 th CROP Execs	9-10 November 2015	<p><i>2015 CROP Triennial Remuneration Review</i></p> <p>17. Executives noted the key findings of the CROP Triennial Remuneration Review conducted by Aon Hewitt from May to August 2015. Executives agreed to the recommendation to establish a joint sub-committee of the governing bodies to support and facilitate decision making in relation to the CROP harmonisation implementation and tasked the CROP Harmonisation Working Group to develop</p>

		<p>draft Terms of Reference for the joint sub-committee by the next CROP Executives meeting in February 2016. Executives reaffirmed support for the principles of CROP Harmonisation and tasked the CROP Harmonisation Working Group to develop options for parameters for the scope of flexibility to its application and in the review of the harmonisation principles. Executives agreed that the joint sub-committee should consider the issue of separating agency heads from the banding structure, and noted that it is not feasible to renegotiate tax arrangements for CROP as-a-whole. Executives agreed for the CROP working group to have at least two face-to-face meetings by early 2016 (tentatively December 2015 and February 2016), hosted by PIFS and FFA respectively.</p>
37 th CROP Execs	16 July 2015	<p><i>Verbal presentation by Simon – see ppt presentation</i></p> <p>Yet to locate Final Minutes</p>
34 th CROP Execs	12 Feb 2015	<p><i>CROP Harmonisation Working Group Update</i></p> <p>41. Executives recalled the 2004 CROP Harmonisation principles and approved the terms of reference for the 2015 Strategic Triennial Review of the CROP harmonised remuneration system. Executives of participating CROP agencies noted the draft Request for Proposal from the CROP Harmonisation Working Group for PIFS to engage a consultant to conduct the review and confirmed their shared contribution to the costs of the review, including a role in the selection of the consultant. CROP agencies committed to participating in the review process at Senior Executive-level, and noted that any decisions relating to terms and conditions are the responsibility of the respective governing bodies of each CROP agency.</p>