

SUMMARY: Efforts by the Secretary to Pursue Harmonisation

September, Niue	SPREP Meeting
25 November 2016	The SPREP Chair responded to the invitation from the FOC Chair to join the Joint Members Sub-Committee on Remuneration PIFS reps on CROP HR Working Group advised of this response sent to the PIFS Secretary General
10 Jan 2017	Secretariat followed up with PIFS of any further plans for convening the Joint Sub-Committee
17 Feb 2017	Friends of the Chair Meeting by Teleconference Agreed to continue with Harmonisation.
1 Mar 2017	Secretariat followed up again with PIFS on progress of the Sub-Committee
6 Mar 2017	Secretariat followed up again with PIFS on progress of the Sub-Committee PIFS responded suggesting a teleconference call to discuss
8 Mar 2017	CROP HR Teleconference Noted no progress at all – SPREP was the only one who had accepted the invitation for the Joint Sub-Committee. Other members encouraged to follow up with their Government Councils a response and way forward. Need for a face to face
15 Mar 2017	PIFS requested a Face to Face Meeting for the CROP HR Working Group
23 Mar 2017	Face to face meeting in Auckland scheduled for 27 and 28 March cancelled last minute as SPC pulled out, FFA could not attend.
27 Mar 2017	The Secretariat followed up with PIFS a formal response to the SPREP Chair's letter
5 Apr 2017	PIFS responded that it was challenging to arrange for a Joint Sub-Committee meeting. FFA had not responded. SPC has not responded and their communications have been unclear.
End of April	Advice from PIFS that there has been a <i>Joint Steering Committee Meeting for the Analysis of Governance & Finance</i> involving the Head of Corporate Services and Finance. Remuneration planned to move to this group.
2 May 2017	FFA suggested a face to face meeting to deal with many outstanding harmonisation and remuneration issues. SPC supported this. The Secretariat DDG received invitation from PIFS for a face to face meeting for Regional Governance and Finance

10 May 2017	The Secretariat advised PIFS that before it can commit to any further meeting regarding harmonisation of remuneration, it would like to see responses from FFA and SPC on the Joint Sub-Committee
11 May 2017	SPC advised that they will come back with a position on a representative for the Joint Sub-Committee in the next 2 months
5 June 2017	CROP HR Working Group meeting in Suva – The Secretariat did not attend given the absence of any commitment from the other agencies to the invitation for a Joint Sub-Committee Meeting outcomes were circulated – continued to compare terms and conditions but with no firm way forward
19 June 2017	SPREP DG proposed to PIFS to include the issue of CROP Harmonisation on Remuneration on the next CROP CEO meeting agenda
28 July 2017	The CROP CEOs considered a submission from the CROP HR Working Group seeking a firm way forward for the work on remuneration, in particular seeking responses from FFA and SPC on participation on the Joint Sub-Committee Outcomes: DG's notes <ul style="list-style-type: none"> • SPREP raised this issue because it has been outstanding for a long time, and needed a CROP Heads response. • SPC agreed in principle but harmonisation is not progressing the way it should be for SPC • PIFS agreed something needed to be done • CROP Heads agreed for the CROP WG to meet to discuss and come back to Heads with a way forward. Agreed that this issue must be resolved by CROP Friday 3rd November. Record of the Meeting: <i>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.</i>
17 Aug 2017	The Secretariat requested PIFS for plans of action for the CROP CEO decision for the CROP Working Group to meet and discuss a way forward
18 Sept 2017	PIFS sent out a follow up to FFA and SPC to confirm their Governing Council's participation and representative to the Joint Sub-Committee approved by the CROP CEOs
7 Nov 2017	SPC confirms participation and representation on the Joint Sub-Committee

23 Feb 2018	CROP HR Working Group: discussed a way forward as decided by the CROP CEOs Agreed to a face to face meeting – acknowledged the many outstanding issues Confirmed the dates for the first Joint Sub-Committee
5 Mar 2018	PIFS advised that a TOR is needed for the Joint Sub-Committee. This was developed and agreed to by the WG but was never approved by the CROP CEOs. Joint Sub-Committee meeting postponed.
26 and 27 Mar 18	CROP HR WG Meeting <ul style="list-style-type: none"> Finalised TOR for Joint Sub-Committee
4 – 5 Apr 2018	CROP CEOs Meeting – HR WG tabled a submission to seek approval of the TOR for the Joint Sub-Committee Meeting and progressing the Sub-Committee meeting given all 4 CROP agencies have confirmed members RECORD OF MEETING: CROP Heads delegated this issue to be progressed through DDGs when they meet in Auckland 16 th April.
16 Apr 2018	CROP Deputies Meeting: <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 for the joint committee, and this issue be considered by CROP CEOs and Chairs.</i>
24 Apr 2018	The Secretariat requested PIFS for update of DDG's recommendations to the CROP CEOs
21 May 2018	The Secretariat sent a follow up request to PIFS regarding DDG recommendations
31 May 2018	Deputies Meeting: Agreed to strengthen governance and financing
23 July 2018	The Secretariat followed up with PIFS status of the DDG recommendations to CROP CEOs
July 2018	Deputies Meeting: 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'

	<p>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>
22 Aug 2018	CROP CEO Meeting – issue of harmonisation was not included
30-31 May 2019	<p>Corporate Services / Chief Finance Officers Meeting</p> <ul style="list-style-type: none"> • CROP Corporate harmonisation • Issue of Harmonisation of Remuneration was included in agenda <p>SPREP POSITION:</p> <ul style="list-style-type: none"> • Open to explore other areas where harmonisation could work e.g. insurance, training • That remuneration not be revisited in light of the CROP CEO and Deputies agreement but seek a firm decision on position regarding the Deputies proposal to explore other areas to harmonise but not remuneration
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
5 July 2019	<p>PIFS seeks CROP views on their submission to FOC recommending options for remuneration with specific recommendations:</p> <p>Recommendations:</p> <ul style="list-style-type: none"> • That Ministers discuss the current flexible settings for future CROP remuneration harmonisation, and consider whether any further coordination action is required, noting that any proposed action by members needs to be realistic and achievable. • Where additional actions are recommended by Ministers, then it is suggested that these be time-bound as well. <p>If Ministers decide they wish to take action on this issue then:</p> <ul style="list-style-type: none"> • The Secretariat would convey the Ministers decision to the participating agency heads through CROP; and • To give effect to any decision to take action, the Forum Chair should table a common paper at all participating CROP governing councils that is co-sponsored by all Forum member countries – ie the paper is submitted under the names of all Forum members. <p>SPREP position:</p> <p>SPREP notes that the matters raised need to be first discussed by our governing council which shall meet in September - before any position can be agreed to or conveyed on behalf of SPREP</p>