

## Thirty Second SPREP Meeting of Officials

2-4 September 2025

Sheraton Aggie Greys Hotel & Bungalows  
Apia, Samoa

“Sustaining our Pacific Environment in Harmony with our Cultures”

### Agenda item 6.5: Report of the SPREP Working Group on the 2021 Staff Remuneration Review

#### Purpose:

1. To advise the SPREP Meeting of the status of the Report of the SPREP Working Group on the 2021 Staff Remuneration Review.

#### Background:

2. At the Executive Board Meeting in September 2024, the report from the Members Working Group on the Remuneration Review was considered. The Executive Board Meeting:
  - a) **Noted** that a consultancy has been engaged to carry out an independent review of remuneration and employment conditions, and a report is expected to be prepared by mid-October 2024; and
  - b) **Indicated** the Meeting’s preference for a mechanism to decide on recommendations, through either:
    - i. an out of session decision, with papers circulated to Members for a decision by email; or
    - ii. calling a Special Meeting of the Members.
3. Strategic Pay of New Zealand was engaged in August 2024 to carry out the independent review of the Secretariat’s staff remuneration and employment conditions with completion expected at end of October 2024.
4. The contract, however, with Strategic Pay has been extended three times with the final end date set for 2 May 2025. This has been mainly to allow more time for Members to provide feedback into the review.
5. The final report by Strategic Pay was circulated to the Members Working Group on 8 May 2025 with a meeting scheduled for 5 June 2025 to consider the Report and recommendations, including the way forward and a report to the SPREP Meeting.

#### Recommendation:

6. The Meeting is invited to:
  - 1) **Note** the update on the Remuneration Review and that the Members Working Group will provide a report on the way forward, once it has considered the Remuneration Review report and its recommendations.

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