



2nd Executive Board Meeting

2 – 4 September 2020

Agenda Item : 9.6 Review of Staff Remuneration - Terms and Conditions

Purpose of paper

1. To provide an update to the Executive Board of the implementation of the 29th SPREP Meeting decision to engage an independent consultant to review the Secretariat's Remuneration System;
2. To seek endorsement of a way forward for this process.

Background

3. At the 29th SPREP Meeting in 2019, the Meeting:
 - a) noted that there has been no progress at all for the work of the Council of Regional Organisations of the Pacific (CROP) Harmonisation on Remuneration;
 - b) noted that in the absence of a clear position from the participating CROP agencies and the CROP Chief Executive Officers, the Secretariat will continue to employ the CROP remunerations systems and methodology until such time that it is clear that harmonisation of remuneration is no longer possible to pursue and maintain;
 - c) approved the engagement by the Secretariat of an independent qualified consultant to review its remuneration system to ensure it remains competitive in the local and international employment markets; and
 - d) endorsed the establishment of a Friends of the Chair to meet inter-sessionally to consider the proposal from the Secretariat on the adoption of a salary movement of up to USD 300,000 in total for all staff, subject to clear identification of specific funding available. The Friends of the Chair will provide a report to the 2020 Executive Board for a decision. The Executive Board can make a decision on this matter.
4. In light of decision 3(c) above, the Secretariat has initiated the procurement process for the engagement of an independent consultant to review its remuneration system to ensure it remains competitive in the local and international markets.
5. The Secretariat recognises the importance of this work in support of Organisational Goal 5 of the Strategic Plan to ensure that it recruits and retains high calibre staff as well as to support and create an empowering and enabling environment for its people. However, given the challenges of COVID-19 and the current financial impact posed by it on the Secretariat's financial position, the Secretariat is of the view that the consultancy work should be suspended

6. The Secretariat will revisit this in 2021 when the current circumstances have improved. A report will be provided to the 2021 SPREP Meeting.

Recommendations

7. The Executive Board Meeting is invited to:
 1. **defer** the engagement of an independent consultant to review the Secretariat's Remuneration Systems to 2021; and
 2. **note** that a report will be provided to the 2021 SPREP Meeting.
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5 August, 2020