

**63rd. Session of FICSA Council,**

**Geneva**

**18 - 22 January 2010**



**SA PAHO/WHO Participants (from the left to the right):**  
Dr. Mario Cruz (WLO-SA President)  
Mrs. Carolina Báscones (Member of the FICSA EC)  
Mrs. Pilar Vidal (President, EC)  
Mrs. Vivian Huizenga<sup>1</sup> (General Secretary, EC)

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<sup>1</sup> Also has the Vice-Chair role of FICSA SGQ sub-committee

SUBJECT	DESCRIPTION AND IMPLICATIONS FOR THE PAHO/WHO SA
<p><b>STANDING COMMITTEE ON SOCIAL SECURITY</b></p> <p><b>Member of the Committee: Pilar Vidal for 2010</b></p>	<p>The most important issues focused on were:</p> <ul style="list-style-type: none"> <li>○ Mandatory Retirement Age</li> <li>○ Report of the Board of Pension (Impact of currency fluctuation in benefits and Benefits for the surviving spouse)</li> <li>○ HIV-AIDS in the workplace</li> <li>○ Policy for hiring people with disabilities</li> </ul> <p><b>General Considerations:</b></p> <ul style="list-style-type: none"> <li>○ On the issue of <b>mandatory retirement age</b>, to date age 60 is for those who joined before 1991 and 62 years for those who joined after. Extending the age from 62 to 65 years is being discussed. The HR NET is proposing that the age of separation for all staff be 62 years old as of January 1- 2012 and those to be removed at 60 years old, can extend by their own right service to 62 years (to date this extension is only authorized by the respective administrations). In order to rise retirement age from 62 to 65 years, it is also required to include an analysis of the impact on the pension systems, a study that would be the responsibility of the Fund. The <b>Pension Fund</b> is facing 3 core issues: a) the collapse of the market value of investments, b) the increase of the pensioners' longevity, and c) the change of contracts that affect the contributions.</li> <li>○ Additionally, the UN association of retirements is asking for changing the eligibility so the surviving spouse can receive the benefits from 10 to 15 years. The Pension Fund has a working group that has been operating the last 2 years in order to discuss these and other issues that can affect the design of the Fund. In general, this is an issue that has to be permanently focused. <b>Note: with the recent elections of the WHO's Pension Fund, we have Isabel Vigil elected as alternate for 3 years to help monitor this issue.</b></li> <li>○ It is recommended that all Associations support the definition and application of a <b>specific policy for hiring people with disabilities</b>, especially those organizations that already have this policy to monitor its implementation, e.g.: in infrastructure facilities (stairs, bathrooms, etc.)</li> </ul>

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<p><b>STANDING COMMITTEE TERMS OF SERVICE IN THE FIELD</b></p> <p><b>Recommendation:</b> We reiterate that it should be seriously considered, as a working strategy of LO, that they become proactive agents for the formation of FUNSAS, as well as if they already have a FUNSA, they enable their participation to a lower regional cost role.</p>	<p>The most important issues were concentrated in:</p> <ul style="list-style-type: none"> <li>▪ National Professionals (NPO)</li> <li>▪ IASMN recommendations (interagency committee in security for the staff)</li> <li>▪ Revision of the methodology to classify duty stations and conditions of hardship-mobility</li> <li>▪ Donation for Haiti.</li> </ul> <p><b>General Considerations:</b></p> <ul style="list-style-type: none"> <li>○ <b>National Professionals (NPO):</b> ICSC carried out a very interesting analysis of the evolution of this UN hiring category, and the subject will be presented in the ICSC meeting in February 2010 in Santiago. Basically the recommendation summary is that such a category should not be used for regional activities or replacement.</li> <li>○ <b>Security:</b> This is one of the priorities of the UN, as well as the <b>duty station Classification:</b> it is very clear that at country level, the resident coordinator and the UNCT <b>have an important role</b> in reporting conditions in the duty stations and country stations. In this regard, FUNSAS is a necessary space to monitor these aspects.</li> <li>○ LOs should promote the creation of FUNSAS as a mechanism that eventually will help them to be considered for the different benefits that the UN system foresees at country office levels. We, as SA, are behind in this practice and also we are able to expand the networks at the country level with other agencies. This is a core role of the LOs.</li> <li>○ <b>We must generate capabilities</b> on issues related to mobility and hardship, security standards and in general, service conditions in country offices.</li> <li>○ <b>Haiti:</b> There will be a general notification to all UN in order to help in the collection of resources for the injured staff that works in Haiti for the different UN agencies.</li> </ul> <p><b>Commitment: PAHO/WHO SA</b> will act as facilitator in order to have an estimated damage of the UN staff in Haiti.</p>
<p><b>STANDING COMMITTEE ON HUMAN RESOURCES</b></p> <p><b>Member of the committee: Mario Cruz-Penate, he assumed the role of vice-chair of the committee for 2010</b></p>	<p>Among the issues discussed in this committee, those that required more attention were:</p> <ul style="list-style-type: none"> <li>▪ Implementation of contractual reform</li> <li>▪ Performance evaluation</li> <li>▪ Mobility (between agencies and within the same agencies)</li> <li>▪ Working groups in the GS post classification</li> </ul> <p><b>General considerations:</b></p> <ul style="list-style-type: none"> <li>▪ <b>FICSA</b> was committed to perform overall monitoring regarding the implementation of the reform in different organizations. No discrepancy in the implementation of the reform has been reported.</li> <li>▪ Concerning the subject of evaluation there is enough information available both in FICSA and ICSC website. There is no progress in the ICSC subject.</li> <li>▪ Regarding the mobility subject, most of the agencies are in favor of this modality, although it is necessary to modify some aspects such as: definition of internal candidate (pro and cons), that agencies have to be more explicit providing mobility between agencies, etc.</li> <li>▪ The post classification was performed in a joint session with the Standing Committee on questions about GS.</li> </ul> <p><b>Note: several of the HR issues are already part of our SA working plan</b> (some of which are even already approved by the Administration), e.g.: contractual reform framework, provisions and benefits for nontraditional couples, and mobility and rotation, among others. It is recommended that PAHO/WHO SA continues its proactive action in the human resources issues through our HR standing committee, including the NO issue.</p>

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<b>STANDING COMMITTEE ON LEGAL QUESTIONS</b>	<ul style="list-style-type: none"> <li>• <b>The reform of the administration of justice continues</b>, and in this regard we have informed the LOs about the progress. It is recommended that this issue continues being monitored.</li> <li>• The subject on the revision of FICSA statutes continued.</li> </ul>
<b>STANDING COMMITTEE ON STAFF-MANAGEMENT RELATIONSHIP</b>  <b>Member of the committee: Carolina Báscones</b>	<p>This committee was established in 2006. The subject was initially located within Human Resources, but considering the complexities involved, it was decided to treat it separately. Among the subjects addressed these were highlighted:</p> <ul style="list-style-type: none"> <li>▪ Status of the FICSA Executive Committee general Secretary.</li> <li>▪ Global survey of staff satisfaction</li> <li>▪ Official recognition to the role of the staff representative</li> <li>▪ Training on staff association subjects.</li> </ul> <p><b>General considerations:</b>  Most of the time and energy of the Council was devoted to the General Secretary subject and how to ensure her paid leave of absence as her elected representative condition. There is some background and the EC was guided to FICSA on what steps to take. On the subject of the <b>survey</b>, we hope to have the results for PAHO to end of March 2010. Regarding recognition, several formulas were discussed with the purpose of making more visible the institutional importance of this role and also to serve as encouragement to staff who wishes to assume this task.</p> <p><b>Training: PAHO/WHO SA offered to organize one of these training activities, and with the World Bank SA, to carry it out jointly.</b> The contacts with FICSA secretary, should be initiated, to set the date and details (trainer, contents, etc.)</p>
<b>STANDING COMMITTEE ON PROFESSIONAL SALARIES AND BENEFITS</b>  <b>Member of the committee: Mario Cruz-Penate is part of the PPTC (the technical group) and also requested an additional space for the PAHO/WHO SA in the committee.</b>	<p>The focused issues to discuss were:</p> <ul style="list-style-type: none"> <li>▪ Report about the ACPAQ meeting</li> <li>▪ Review of the methodology to determinate the educational grant performed by the ICSC</li> <li>▪ Capacity training in PSA</li> </ul> <p><b>General Considerations:</b></p> <ul style="list-style-type: none"> <li>○ For duty services that are not HQ (like WDC), the need to encourage the creation of a <b>core group of professionals</b> to collect information about prices, measure the market evolution, and monitor the methodology application, has been noted. All technical aspects about determining professional salaries are described in a methodology, which is not easily understood. FICSA standing committee considers it important to have a technical group – standardizing the GS form of working – so the formation of the PPTC was approved in this Council.</li> <li>○ <b>Implications for the PAHO/WHO SA:</b> the financial period of duty station allowances will be carried out during 2010. Several formulas to encourage participation including training activities taking place in NY, where the majority UN staff members exist and must fill out the surveys, were discussed. WLO will take the leadership in this subject.</li> <li>○ <b>Educational allowance:</b> although, changes on methodology in ICSC in 2009 were not accepted, this issue has been included in the agenda this year. There is a real danger that changes to the methodology that lead to the reduction of this benefit could be carried out. FICSA will closely follow this subject.</li> <li>○ <b>Training and Capacity formation in this area:</b> FICSA has developed material that is available in the FICSA PSA Blog. It is also necessary to make improvements to update such material and resources; 2 workshops have been reserved to carry out this task.</li> </ul>

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<p><b>STANDING COMMITTEE ON GENERAL SERVICES QUESTIONS</b></p> <p><b>Member of the committee: Vivian Huizenga is the Chairwoman of this committee</b></p>	<p>This is one – but the only of the standing committees of FICSA – that is active all year and we must make special recognition in this regard, because FICSA has high quality experts in this area.</p> <p>The issues which are still being worked on relate to the two working groups ICSC has created, they are: <b>a) Review of the GS post classification and b) Review of the methodology for the determination of local recruitment salaries.</b></p> <p>During committee sessions, Mr. Wolfgang Stoeckl, ICSC vice-chairman was also present, his specialty is GS. The committee focused its discussions on planning the discussion strategy in working groups during 2010. All information on achievements in 2009 and proposed changes in ICSC are in the FICSA web under the SGQ blog. <b>The training activities were also planned based on the geographical distribution of the surveys to be carried out provided by ICSC, for 2010.</b></p> <p><b>PAHO/WHO SA has always had an important presence in this committee and still maintains it.</b></p>

Other issues addressed by the Council were:

1. Establishment of a working group to define FICSA work strategy.
2. FICSA presence in New York.
3. Executive Committee elections, where Mr. Mauro Pace from FAO-UGSS SA was elected.
4. Determination of the FICSA budget through the A&B *ad-hoc* committee, and collection of fees. This year 2010, PAHO/WHO SA will pay a fee of US\$ 37,861.