

INDEX OF DECISIONS OF THE 74TH SESSION OF THE FICSA COUNCIL

Based on the Report of the [74th FICSA Council](#) the following actions have been taken.

Actions for FICSA ExCom / Secretariat / Standing Committees

CHAPTER	CONTENT	No of Decisions
I.	LEGAL QUESTIONS	4
II.	HUMAN RESOURCES MANAGEMENT	3
III.	SOCIAL SECURITY/OCCUPATIONAL HEALTH AND SAFETY	5
IV.	CONDITIONS OF SERVICE IN THE FIELD	6
V.	GENERAL SERVICE QUESTIONS	4
VI.	PROFESSIONAL SALARIES AND ALLOWANCES	5
VII.	STAFF/MANAGEMENT RELATIONS	6
VIII.	STRATEGIC DEVELOPMENT	3
IX.	ADMINISTRATIVE AND BUDGETARY QUESTIONS	1
X.	JOINT SESSIONS ON FUTURE OF WORK	4
	TOTAL DECISIONS	41

Actions for FICSA ExCom / Secretariat / Standing Committees		
Decision No.	I. LEGAL	Action / Comments
FICSA/C/74/D/1	The FICSA Executive Committee should send a formal letter to all presidents/chairs of member staff associations/unions, encouraging them to secure legal protection insurance through FICSA where possible, and underlining that those FICSA members that signed a contract with Fortuna should be aware of the need to exercise due diligence in controlling ongoing cases, to ensure that no frivolous cases were filed.	Refer to FICSA Letter dated 7 april 2021
FICSA/C/74/D/2	The FICSA Executive Committee should prepare an updated list of organizations and agencies under the jurisdictions of the ILO Administrative Tribunal (ILOAT) or the United Nations Dispute Tribunal (UNDT)/the United Nations Administrative Tribunal (UNAT) and send it to staff representatives.	Refer to list of FICSA Members and their Tribunal (updated March 2021) *List is not exhaustive and is subject to updates. If the situation has changed in your organization, please inform the FICSA Secretariat.
FICSA/C/74/D/3	The FICSA Executive Committee should prepare a letter encouraging FICSA members to ensure that they are consulted by their respective managements on the review of the jurisdictional set-up of the UN common system, and to designate formal focal points to follow up matters relating to the review.	Refer to FICSA Message to members dated 22 July 2021 Refer to the FICSA website to get the latest updates on this important topic.
FICSA/C/74/D/4	The FICSA Executive Committee should consistently advocate the development of overall administrative guidelines on arrangements for remote working, to cover issues relating to, for example, occupational health and safety, teleworking away from the duty station, changes in the terms and conditions of the employment contract, reimbursement of staff expenditures, insurance and post adjustment.	Refer to FICSA Communications 53/21 - UN System model policy on flexible work.pdf
Decision No.	II. HUMAN RESOURCES MANAGEMENT	Action / Comments

FICSA/C/74/D/5	FICSA and its member organizations should continue supporting the position that the current contractual framework in the UN common system was fit for purpose when participating in the discussions of both the HLCM Task Force on the Future of Work and ICSC. FICSA and its members should continue to dismiss the idea of the UN adopting any precarious contract modalities.	<p>The position has been reiterated in all possible for a, including the ICSC WG on Contractual Arrangements, held in Copenhagen during Oct 2021.</p> <p>A 3 Federations paper is being produced by consultants and should be available before the next ICSC Session in March 2022.</p>
FICSA/C/74/D/6	FICSA leadership should continue discussions on contract modalities with all stakeholders throughout the year and with FICSA members at the 75th Council, based on the white paper to be developed by the Executive Committee and the Standing Committee on Human Resources Management, using the Standing Committee's research into organizations' use of non-regular personnel.	The FICSA Secretariat and the HRM SC recognized that the topic under discussion includes a high degree of non-standardized practices among agencies. Therefore, additional time is requested to develop a comprehensive research into organizations' use of non regular personnel. While the topic is strictly followed by the Executive Committee at HLCM and ICSC level, it was agreed that completion of the original decision is postponed and will be finalized during the 2022 SC workplan.
FICSA/C/74/D/7	The FICSA Executive Committee should, with the support of the Chair and Vice-Chairs of the Standing Committee on Human Resources Management, produce a one-page document with relevant angles for FICSA to use in negotiations with the HR Network and HLCM on the enabling technologies work stream of the Task Force on the Future of Work.	<p>Consultant's work can be found at:</p> <p>Enabling Technology</p> <p>The same resource was shared with the HLCM as a CRP from FICSA.</p>
Decision No.	III. SOCIAL SECURITY / OCCUPATIONAL HEALTH AND SAFETY	Action / Comments
FICSA/C/74/D/8	The FICSA Executive Committee should maintain a presence on all relevant committees and engage at all levels in discussions related to the subject of staff's mental health and well-being.	<p>FICSA ExCom has been constantly focused on the topic during the year and supported the implementation of the UN System Strategy on Mental Health and Wellbeing.</p> <p>The Implementation Board confirmed (Oct 2021) that they hired a consultant for building up a template which will be useful to staff reps to check whether efficient measures are taken at individual organization's level.</p> <p>The template will be provided to FICSA once ready.</p>

FICSA/C/74/D/9	The FICSA Executive Committee should continue its collaborative efforts with UNJSPF and maintain its proactive participation in the meetings of the UNJSPB Participants' Representatives Group.	<p>FICSA participated as observer in the meetings of the UNJSPB Participants' Representatives Group and the board.</p> <p>This opportunity is fully utilized to raise any concerns or issues based on the index of decisions from the last FICSA Council.</p> <p>The ongoing discussion at the UNJSPF Board now is on the composition and size of the board.</p> <p>Refer to the annual Pension Board meeting reports here.</p>
FICSA/C/74/D/10	The FICSA Executive Committee should continue to follow up with the UN Joint Staff Pension Fund Secretariat to provide training for staff representatives on pension-related issues.	FICSA has followed up with the UNJSPF and clarified the type of training FICSA Membership needs. The training will be organized in 2022.
FICSA/C/74/D/11	<p>The FICSA Executive Committee should:</p> <ul style="list-style-type: none"> • encourage staff representatives to join the pension committees of their organizations and to stay informed of developments; and • invite such staff representatives to attend meetings of the Standing Committee on Social Security/Occupational Health and Safety, which would permit it to report updates and developments to FICSA members. 	<p>FICSA has called regular meetings with each member association/union to explain what the role of Staff Representatives is and kept members informed on regular basis.</p> <p>FICSA President will update membership on the UNJSPF Board discussions during the FICSA Council.</p>
FICSA/C/74/D/12	The FICSA Executive Committee should launch a survey to determine standard procedures and best practices in place at the UN level to support staff representatives in their negotiations related to their organizations' medical insurance plans.	<p>FICSA Secretariat and the SC decided to split the work in two phases:</p> <ul style="list-style-type: none"> - Data collection based on in-house Health Insurance rules available on Organizations' websites has been completed on 30th December 2021. - A Google Spreadsheet / Excel sheet with the current information from JIU report has been made available to all participants of - Next step is for the SC to prepare a Terms of Reference for hiring of a consultant to put the gathered data, plus

		to collect data on commercial insurance used by some organizations, in a coherent document that can be used by FICSA membership in their negotiations with administration – part of the 2022 working plan.
Decision No.	IV. CONDITION OF SERVICE IN THE FIELD	Action / Comments
FICSA/C/74/D/13	The FICSA Executive Committee should continue its active involvement in all the meetings of ICSC and other stakeholders that are held to classify field duty stations according to their level of hardship. Further, in coordination with the FICSA standing committee chairs and vice-chairs and the regional representatives, the Executive Committee should launch a survey on specific issues related to local living conditions at hardship duty stations, taking care that colleagues based in the field, as well as staff representatives at headquarters, would have access to the survey.	FICSA has continued its active involvement during 2021, and joined the discussions on the hardship categorization of Duty Stations with a particular focus on the educational aspect for colleagues in the field, often in need of information. The survey was launched and related results and analysis will be presented to the members during next council.
FICSA/C/74/D/14	The FICSA Executive Committee should include questions on local health facilities and services in the survey mentioned above, and provide FICSA members' responses and experience to the ICSC Tripartite Working Group (TWG) on Hardship Classification of Duty Stations, aiming to support an improvement of the assessments of health in questionnaires used in the annual review of hardship classification.	The Field SC and the FICSA ExCom, with a view to improving the questionnaire used in the annual review of hardship classification, have raised the matter of including questions on local health facilities and services available to UN staff in any discussion with the Commission. However the topic was not included in the ICSC TWG agenda at its annual meeting in early December 2021 for lack of time and lack of capacity on the side of the UN Medical Services. The Field SC and the FICSA ExCom deem necessary to continue proposing this recommendation at the next FICSA Council and reiterate their effort to successfully pursue it". The Standing Committee had prepared a website with information resources that can be accessed here .
FICSA/C/74/D/15	FICSA representatives should raise the issue of minimum standards for the security and accessibility in UN common	IASMN meeting took place during 31st August to 2 September 2021. FICSA was represented by UNISERV which confirmed that

	buildings in all fora, including IASMN, as the opportunity arises.	there was no opportunity to raise the topic. It is foreseen it will be presented during next IASMN session.
FICSA/C/74/D/16	The FICSA Executive Committee should work with UN Globe to identify key issues of concern related to security for lesbian, gay, bisexual, transgender, and queer/questioning (one's sexual or gender identity) and intersex (LGBTQI) staff that might be raised during IASMN meetings.	FICSA held a meeting with the current UN Globe President to identify matters of concerns to the LGBTQI community in the field, and how colleagues in this community can raise issues or concern through FICSA to the UN Common System level, based on the MOU between FICSA and UN Globe. Specifically, on the support the UN-GLOBE community would need to facilitate its onboarding, installation and general conditions of work and life in these duty stations away from the HQs. A report of related findings will be made available to membership. The UN Globe President informed that he is currently moving to a different position and will introduce FICSA to the new leadership at UN Globe.
FICSA/C/74/D/17	The FICSA Executive Committee should request membership in the MEDEVAC Task Force, and support the establishment of a UN-system-wide communications mechanism to ensure that staff improve staff knowledge of the MEDEVAC process, and to ensure that the MEDEVAC processes are adequately included in and aligned with the hardship-classification framework. This should form an information packages for FICSA members based in the field.	FICSA General Secretary had contacted the MEDEVAC Task Force to request membership, however, was informed that this is not possible. FICSA ExCom and Field SC deem necessary to continue looking at the topic during next year, in trying to ensure MEDEVAC processes were aligned with the hardship-classification framework, and to provide an information package for FICSA Members.
FICSA/C/74/D/18	In view of the discussion of the ICSC mobility framework, the FICSA Executive Committee should ascertain through a survey what mobility policies and processes FICSA members' organizations have.	FICSA had conducted surveys amongst members in the recent years to collect information and get a copy of the mobility policies amongst member organizations. This can be shared upon request to the FICSA Secretariat. Refer also to the 2021 ICSC Annual Report , which recognized that "125 (b) Recognize that staff mobility requirements vary

		according to the mandates, size, operational needs, programmes and activities of the organizations of the United Nations common system;
Decision No.	V. GENERAL SERVICE QUESTIONS	Action / Comments
FICSA/C/74/D/19	The FICSA Executive Committee should pursue the discontinuation of the use of dual salary scales in case of negative results of the salary survey.	<p>The Working Group on Review of Salary Survey Methodology had agreed to the discontinuation of the use of dual salary scales in case of negative results of the salary survey in principle. The salary survey methodology as a whole has not been approved, and is an ongoing discussion, with its 6th meeting taking place this week in Bonn, and 7th meeting scheduled later in 2022.</p> <ul style="list-style-type: none"> • Presentation from 74th Council on the review. • Current methodology and resources here. • UNGA Resolution 76/240 requested pilot implementation of external data
FICSA/C/74/D/20	The FICSA Executive Committee should continue monitoring developments related to salary surveys globally, survey FICSA members to identify the duty stations lacking a mechanism for interim salary adjustments between surveys, and conduct research and provide technical assistance on putting forward proposals to establish such interim adjustments.	<p>FICSA Comm 46/21 clearly indicated what steps members should take in case of interim salary adjustments for locally recruited staff. Survey is consequently consider to be redundant.</p> <p>Refer to Interim Adjustments for Locally Recruited Staff Salaries</p>
FICSA/C/74/D/21	As soon as the methodology for salary surveys was finalized, FICSA should update its training materials and organize training sessions according to the new survey schedule.	<p>The whole review of the new salary survey methodology is still ongoing, with its 6th and 7th meetings scheduled in 2022. Once the new methodology is approved, the training material will be updated accordingly.</p>
FICSA/C/74/D/22	<p>In view of the impact on staff of digitalization and artificial intelligence (AI), the FICSA Executive Committee should advocate during discussions at high-level fora:</p> <ul style="list-style-type: none"> • equitable access to technology for all staff across the UN system, irrespective of grade or location; 	<p>FICSA has raised the issue within the limited time allocated by HLCM to the topic, by submitting the FICSA White Paper to the HLCM Session.</p> <p>Refer also on HLCM webpage on AI</p>

	<ul style="list-style-type: none"> a multidisciplinary approach to this issue by all relevant actors identified by the Executive Committee. 	
Decision No.	VI. PROFESSIONAL SALARIES AND ALLOWANCES	Action / Comments
FICSA/C/74/D/23	<p>The FICSA Executive Committee should:</p> <p>(a) prepare, preferably in a tabular format, a document highlighting the differences between the old and the new operational rules agreed, by the ICSC at its 90th session, once ACPAQ adopted it;</p> <p>(b) organize training in the methodology and operational rules for post-adjustment calculation for interested members of the Standing Committee on Professional Salaries and Allowances and share with them the example simulations available;</p> <p>(c) encourage FICSA member organizations to actively participate in and provide input to cost-of-living surveys and related matters.</p>	<p>A number of FICSA Communications were sent out on the topic of the Cost of Living methodology and its operational rules. This includes:</p> <p>Communication 39/21</p> <p>Communication 41/21</p> <p>Communication 43/21</p> <p>Table on Methodological and Operational Rules changes prepared in a CRP format to be presented to the Council.</p>
FICSA/C/74/D/24	<p>The FICSA Executive Committee should participate in the discussions of the ICSC TWG and the HR Network, remain vigilant, actively keep the membership informed of the proceedings of ICSC and HLCM on this matter, and seek input from members on any type of proposed contracts that might affect staff benefits.</p>	<p>FICSA ExCom constantly involved in all related discussion, both at HLCM and ICSC level, including the ICSC WG on Contractual Arrangements. Will continue monitoring any possible developments.</p>
FICSA/C/74/D/25	<p>To the extent possible, the FICSA Executive Committee should reject any proposal made by ICSC or HLCM that would negatively affect the conditions of employment and relevant benefits, entitlements and allowances of staff.</p>	<p>FICSA ExCom constantly involved in all related discussion, both at HLCM and ICSC level, including the ICSC WG on Contractual Arrangements. Will continue monitoring any possible developments and update the membership when new information is available.</p>

FICSA/C/74/D/26	The FICSA Executive Committee should discuss in detail with affected members in Montréal their specific concerns related to the education grant, with a view to identifying options to raise with the relevant bodies.	Continue dialogue with our members in Montreal during the year - Vero is strictly looking at how the situation evolves - and discussion taken at ICSC level both by Tanya (in NY) and Vero. Updates will be given during the next Council.
FICSA/C/74/D/27	The FICSA Executive Committee should provide information to member organizations on the status of the changes to the education grant proposed by ICSC, as part of its workplan for 2021.	Resolution_76-240_Session_of_the_Fifth_Committee_of_the_UNGA
Decision No.	VII. STAFF/MANAGEMENT RELATIONS	Action / Comments
FICSA/C/74/D/28	The FICSA Executive Committee should send a standard form, created by a working group of members of the Standing Committee on Staff–Management Relations, to member organizations for completion on a recurring/annual basis. The form would: provide feedback on the status of a staff association’s arrangements within its organization, monitor developments in staff–management relations (deterioration, stability or improvement), help to identify best practices and provide useful statistics.	Survey was sent to membership through Communication 03/22 If you have not done so, please complete it at https://www.surveymonkey.com/r/SMRform The analysis will be posted on the website once it is ready.
FICSA/C/74/D/29	The FICSA Executive Committee should continue to work with the HLCM working group on sharing the costs of securing the release of the staff serving as FICSA’s two full-time officers – President and General Secretary – and encourage members whose organizations were not participating in the agreement to contact the FICSA Secretariat for more information on how their organizations could become part of that agreement.	The cost-sharing has been an integral part of the ExCom workplan during 2021. Continuous dialogue with HLCM WG and member organizations has been a constant element of the working period. Read more at: https://ficsa.org/topics/funding-models-cost-sharing-for-ficsa-elected-officials.html Head of Delegations met on 27 January and took note that urgent and serious action are required – FICSA shared a template letter to executive heads that each FICSA Member can use. In parallel, the ASG for Human Resources, Martha Helena Lopez in her capacity of the Chair of HR Network wrote to the executive heads and HR directors of each FICSA member organization to request their support to the Cost-Sharing.

FICSA/C/74/D/30	The FICSA Executive Committee should advocate to HLCM and in other fora the consistent implementation across all UN organizations of the best practice of 60 days accrued leave payable upon separation.	42 nd HLCM session was virtual and took place for 1 day, there was no room in the agenda to include this item which will be reconsidered for the next HLCM Session.
FICSA/C/74/D/31	The FICSA Executive Committee should encourage staff association representatives to be an integral part of their administration's decision-making processes on all alternative/remote working arrangements to ensure the interests of staff are well represented.	This is related also to Legal IOD - FICSA/C/74/D/4 - The FICSA Executive Committee should consistently advocate the development of overall administrative guidelines on arrangements for remote working, to cover issues relating to, for example, occupational health and safety, teleworking away from the duty station, changes in the terms and conditions of the employment contract, reimbursement of staff expenditures, insurance and post adjustment. See FICSA Comm 53/21 on UN System model policy on flexible work
FICSA/C/74/D/32	The FICSA Secretariat should alert the membership to the need for all staff association representatives to ensure they proactively seek information on the financial status of their organizations, in order to play an active role and be part of any potential solutions.	See FICSA Communication 57/21
FICSA/C/74/D/33	The FICSA Executive Committee should collect good practices via a survey developed by the SMR working group on bullying, misconduct, and unethical behaviour.	The FICSA Secretariat and the SMR SC recognized that the matter includes a high degree of non-standardized practices among agencies. Therefore, additional time is requested to develop a comprehensive research into organizations' policies on bullying, misconduct, and unethical behaviour. It was consequently agreed that completion of the original decision is postponed and will be finalized during the 2022 SC workplan. SC will discuss the Terms of Reference and the requirements of the survey, as well as request for a budget allocation from A&B.
Decision No.	VIII. STRATEGIC DEVELOPMENT	Action / Comments

FICSA/C/74/D/34	As the unprecedented circumstances resulting from the COVID-19 pandemic made proposing any changes to FICSA's budget structure premature, the FICSA Executive Committee should monitor budget performance in 2021 and provide an analysis and recommendations for consideration by the heads of delegations before the 75th FICSA Council.	The FICSA Executive Committee, in particular the President, General Secretary, Treasurer, together with the Information Officer, continuously reviewed the budget performance in 2021 through Monthly Budget Performance Reports produced by the FICSA Accountant. A mid-year budget performance review report was also produced and was reviewed by the ExCom. A Working-Group, chaired by Nabil Sahab, looked at the presentation of FICSA Council documents, and after three meetings, agreed to a new presentation that is comprehensive yet simple, and able to show the income, expenditure and financial levels of FICSA accounts in one sheet, as well as integrating the budget performance. A FICSA online financial dashboard was also piloted, with positive results, and the dashboard is ready to be released during 75th Council.
FICSA/C/74/D/35	The FICSA Executive Committee should survey the membership and use the results to establish a knowledge inventory, which should be updated at least every two years.	Survey will be launched in 2022
FICSA/C/74/D/36	The FICSA Executive Committee should establish a working group to analyse the causes of staff members' lack of engagement with staff associations/unions and to develop a strategy to help motivate staff to become more involved.	The FICSA ExCom has treated the topic as a priority for 2021, and touched base with each of its staff associations to assess the situation at individual organization's level. It is foreseen that the matter is to be further discussed with HoDs and be part of the 2022 workplan.
Decision No.	IX. ADMINISTRATIVE & BUDGETARY QUESTIONS	Action / Comments
FICSA/C/74/D/37	<ul style="list-style-type: none"> • The 74th Council renamed the Terminal Indemnity Fund as the Termination Indemnities and Installation Fund. • The 74th Council would write off a total of CHF 34,000 spent on financial support for legal costs, as these funds would not be recoverable (see document FICSA/C/74/A&B/3 for a detailed explanation). • Further to the 73rd FICSA Council's decision D/34, the 74th Council set up a new Reserve Fund separately, as per the 	<p>FICSA Accountant reflects all the amount written off. FICSA Accountant notes all the changes made to funds and financial rules. This new Reserve Fund is shown as a separate item in the new format of monthly reporting.</p> <p>As FICSA's accounts are recorded on a cash basis, there is no need to write this amount off as it has never been recorded as a</p>

	<p>terms of reference defined, and approved the changes to the financial rules proposed in Appendix 2 to Annex 11.</p> <ul style="list-style-type: none"> The Council agreed that FICSA should write off the outstanding CHF 2,300 of outstanding membership dues of UNWG Rome, which had resigned its membership. 	receipt in the account. The outstanding debt will no longer be pursued.
Decision No.	X. JOINT SESSIONS ON FUTURE OF WORK	Action / Comments
FICSA/C/74/D/38	The FICSA Executive Committee should formalize the relationship with the UN International Computing Centre (UNICC).	Memorandum of Understanding with UNICC
FICSA/C/74/D/39	The FICSA Secretariat should organize virtual “Ask the FICSA Expert” sessions on the three work streams of the HLCM Task Force on the Future of the UN System Workforce.	Done Communication 15/21 Communication 26/21
FICSA/C/74/D/40	The FICSA Executive Committee should propose to HLCM that it develop guidance for the UN common system that is based on the European Social Partners Framework Agreement on Digitalization .	
FICSA/C/74/D/41	The FICSA Executive Committee should continue to raise the importance of the consistent implementation of the UN strategy on mental health across the common system in all fora.	Communication 32/21 Communication 33/21 Communication 36/21 Communication 51/21