

31st SPREP MEETING OF OFFICIALS

5, 6, and 7 September 2023, Apia, Samoa

Agenda item 6.6: Review of the 2012 Staff Regulations

Purpose of paper:

1. To advise the SPREP Meeting of the status of the Review of the 2012 Staff Regulations.

Background:

2. The Secretariat presented an update on the progress of the review of the 2012 Staff Regulations to the Executive Board in September 2022.
 - a) The Executive Board noted that the substantive overarching principles that govern staff terms and conditions remained outstanding pending the outcomes of the Remuneration Review submitted to the 30th SPREP Meeting in September 2021.
 - b) The Remuneration Review was approved by the 30th SPREP Meeting in September 2021 to be considered by the Members Working Group on the Independent Corporate Review of SPREP and the Mid-Term Review of the SPREP Strategic Plan 2017–2026.
 - c) The Executive Board further noted that decisions on these matters will have impact on the review of the Staff Regulations.
3. The Secretariat will provide an update from the Members Working Group on the progress of their review particularly as the data used for the review and recommendations of the 2021 Remuneration Review are now two years old and out of date.
4. There are matters requiring attention and change that have been identified through organisation-wide consultations on the review of the 2012 Staff Regulations which are within the discretion of the Director General to approve. However, there are substantive overarching principles that govern staff terms and conditions which remain outstanding awaiting a position of the Members Working Group.

Recommendations:

5. The Meeting is invited to:
 - 1) **Note** the progress of the 2012 Staff Regulations Review; and
 - 2) **Decide** on a firm way forward for the 2021 Remuneration Review in the absence of any progress from the Members Working Group.