



**FOURTH REGULAR SESSION
FINANCE AND ADMINISTRATION COMMITTEE
Tumon, Guam, USA
02-07 December 2007**

**COUNCIL OF REGIONAL ORGANISATIONS IN THE PACIFIC (CROP)¹
DECISIONS ON HARMONISED CONDITIONS**

**WCPFC4-FAC-2007/10
26 October 2007**

Paper prepared by the Secretariat

Introduction

1. The Commission's staff terms and conditions are conjoined to the harmonised CROP conditions through its Staff Regulations². CROP salary levels are nominally based on the average of three reference employment markets; the Fiji All-Organisations and the Australian and New Zealand Public Sectors (the benchmark).
2. The mechanism for the adjustment of salary levels is three yearly independent surveys supplemented by annual tracking of market movements. The Heads of CROP Agencies provide unified recommendations to their governing bodies in regard to the implementation of survey findings and market movements. In recent years when it has been shown that CROP salaries are below the benchmark they have recommended discounting increases on the basis that maintaining benchmark parity would cause financial difficulties for their respective agencies.

2007 CROP Decisions.

3. The Secretariat has been advised that the Heads of the CROP agencies met in August 2007, considered survey data that showed that the CROP agencies professional level salaries applicable to the Commission were between 7.4% and 16.6% below the benchmark and subsequently recommended to their governing bodies that only 80% of the realignment percentages be paid from 01 January 2008.
4. In terms of specific changes to salary grades the CROP Heads recommendations were Grade J: +5.9%; Grade K: +9.7%; Grade L: +9.0%; Grade M: +13.3% and by association Grade ED +13.3%. It is understood that at their 2007 meetings the Forum Officials Committee and the SPC Committee of Representatives of Governments and Administrations agreed to these increases. The effect of such base salary increases in 2008 is estimated to be USD78,180 and has been tentatively included in the 2008 proposed budget.

Recommendation

5. In order to maintain harmonisation and appropriate salary levels the Committee is invited to recommend to the Commission it adopt the increases set out in paragraph 4 above with effect from 01 January 2008.

¹ Pacific Islands Forum Secretariat, Secretariat of the Pacific Community, Pacific Islands Forum Fisheries Agency (FFA), South Pacific Applied Geoscience Commission, South Pacific Board for Education Assessment, and the Secretariat of the Pacific Regional Environment Programme.

² The Commission's Executive Director has written to the Secretary General of the Secretariat of the Pacific Community (SPC), currently the lead CROP Organisation, in regards to harmonised conditions matters, with a request that the Secretariat be treated as an interested party.