

FICSA CIRCULAR



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To: Chairs, Member Associations/Unions
Members of the Executive Committee
Chairs, Members with Associate Status
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Presidents, Federations with Observer Status
Chairs and Vice-Chairs of Standing Committees

From: Diab El-Tabari, President

*** Revision ***

**STATEMENT BY
THE FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS (FICSA)
TO THE 30TH SESSION OF THE HIGH-LEVEL COMMITTEE ON MANAGEMENT (HLCM)**

(IMO HQ London, 5 October 2015)

Delivered by the FICSA President, Diab El-Tabari

Mr. Chair, Members and Colleagues of the High-Level Committee on Management,

FICSA wishes to officially welcome on board Ms. Simona Petrova, the Acting Secretary to the Chief Executive Board (CEB).

Although FICSA fully appreciates HLCM's new form of consultation, it however believes that cooperation and coordination could further be strengthened and that the involvement in the HLCM working groups could pave the way for increased collaboration.

FICSA looks forward to sharing its views with the HLCM during today's discussions on items which are of utmost importance to the staff.

FICSA appreciates the position of the Members of the HLCM with regards to the major challenges for both the organizations and staff regarding the compensation package being proposed by the ICSC. Representatives of FICSA were fully engaged in all of the ICSC working groups created for this purpose and have noted through the discussions in these groups that the interconnection between, and relevancy of, many elements which would comprise the compensation package of the UN common system. In very simple terms, the package as proposed threatens the future of

UN staff and that some of the proposed changes to the allowances could have serious ramifications on the future delivery of the services where need be.

FICSA reiterates its concerns that certain actions like discrimination against single parents, a reduced additional hardship allowance for staff with dependents and changes to the mobility allowance, to name but a few, could also have repercussions on staff morale and motivation which would be counter-productive to the organizations' objectives of efficiency.

We were pleased to see that the HLCM session will discuss the adverse effect that the proposed package could have on service delivery and on the international civil service. The CEB has maintained their position on the compensation package since 2013.

FICSA hopes that in this HLCM staff and organizations could establish common grounds to address the issue of the comprehensive review at the next session of the UN General Assembly.

In reviewing the remaining items on the agenda of this 30th session of the HLCM, FICSA takes note regarding the progress on various items and will be making brief interventions where needed.

FICSA remains concerned regarding the deterioration in staff/management relations within a few organizations and continues to strive to find amicable solutions to the disputes. As an example, FICSA has been following the developments at WIPO, UPU and FAO and will continue to do so.

FICSA fully appreciates the inclusion of our cost-sharing proposal for the release of its elected primary officers at this session and fully appreciates that since the last HLCM session in Paris further discussions have taken place at the HR Network and that the issue will be further discussed in this session.

As usual, we thank you for providing the Federation with this opportunity to address the HLCM with some of the concerns raised by the staff it represents, and we look forward to continued dialogue not only with the HLCM, but also with the ICSC, the HR Network and the UN Joint Staff Pension Board.
