

Agenda Item 6.5: Review of the 2012 Staff Regulations

Purpose of paper

1. To advise the Executive Board of the status of the Review of the 2012 Staff Regulations.

Background

2. The Secretariat has grown since 2012, and human resources and employment principles and practices for global workforces and international organisations have evolved substantively since then.
3. The SPREP Strategic Plan 2017 – 2026's *Organisational Goal 5: SPREP has access to a pool of people with the attitudes, knowledge, and skills to enable it to deliver on its shared regional vision* focuses on SPREP's people as its most important resource in the achievement of its work. This required the Secretariat to embrace new and bold approaches to significant challenges including structural reorganisation, capability building and ongoing change management to capitalise on new opportunities and available resources.
4. Initiatives to achieve this goal have been put in place with the development of the Secretariat's first People Strategy in 2020. The implementation of the People Strategy has identified a need for review of many of the existing systems, policies and processes. This includes changes and enhancements to the 2012 Staff Regulations.
5. Whilst there are matters requiring attention and change that have been identified through organisation-wide consultations on the review of the 2012 Staff Regulations which took place at the end of 2021 and in the first quarter of 2022, there are substantive overarching principles that govern staff terms and conditions which remain outstanding pending the outcomes of the recent Remuneration Review currently being considered by the Members Working Group on the Independent Corporate Review (ICR) of SPREP and the Mid-Term Review of the SPREP Strategic Plan 2017 - 2026. Decisions on these matters would have impact on the review of the Staff Regulations.
6. A greater involvement and engagement of the staff through the Staff Advisory Committee (SAC) in the implementation of the People Strategy is incorporated into the new SAC's Terms of Reference. The newly appointed SAC would require time to be thoroughly engaged and participate in this review process. A report with an update and relevant recommendations will be circulated to the Executive Board by 8 August 2022.

Recommendation:

7. The Executive Board is invited to **note** the progress of the 2012 Staff Regulations Review.

6 June 2022