



SPC/CRGA 45 (15)

Paper 9.4 C
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**FORTY-FIFTH MEETING OF THE
COMMITTEE OF REPRESENTATIVES OF GOVERNMENTS AND ADMINISTRATIONS**
(Alofi, Niue, 31 October–2 November 2015)

AGENDA ITEM 9.4 C: BAND AND REMUNERATION FOR THE POSITION OF SPC DIRECTOR-GENERAL

(Paper presented by the secretariat)

Summary

1. The CROP¹ Triennial Review and Strategic Pay (the provider of salary data and job evaluation methodology to CROP agencies) have both independently recommended a stand-alone salary band for the SPC Director-General position, separate from the general SPC salary band.
2. Based on these two recommendations, this paper presents a revised structure for the salary band, salary range and performance assessment relating to the position.

Recommendations

3. CRGA is invited to approve, with effect from 1 January 2016:
 - i. the creation of an SPC-specific band for the position of Director-General – ‘SPC DG’;
 - ii. the range for the SPC DG band recommended by Strategic Pay, based on their job evaluation methodology.
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¹ Council of Regional Organisations of the Pacific.

BAND AND REMUNERATION FOR THE POSITION OF SPC DIRECTOR-GENERAL

Background

4. CRGA 43 and the 8th Conference of the Pacific Community mandated the secretariat to 'consider the appropriate salary band for the position of SPC Director-General, based on the size and scope of the position relative to CEO positions in other CROP agencies'. This work was carried out by Strategic Pay, the CROP agencies' remuneration advisor.
5. Strategic Pay's evaluation of the job of SPC Director-General concluded that:
 - the position of SPC Director-General has a total points rating of 1566;
 - the current CROP band 18 has an upper limit of 1520 points;
 - to fit within the current salary band model, the position of SPC Director-General would need to be placed in a new band, 19.
6. Strategic Pay's final conclusion was that: 'The SPC Director-General's position is evaluated above the maximum range designating similar band 18 positions.'
7. Together with other participating CROP agencies, the secretariat requested that this point be reviewed during the CROP Triennial Review.
8. The triennial review concluded that: 'Classifying the heads of agencies using Band 18 is potentially counter-intuitive noting appointments at this level may be better negotiated directly with the respective governing bodies.'
9. It further recommended the creation of 'stand-alone' salary bands for each CEO level position in the CROP agencies.
10. The issue of the appropriate level of salary scale and range for the position of SPC Director-General has been raised over a number of years at CRGA and Conference. The secretariat considers that the triennial review and the Strategic Pay study have provided a pragmatic way forward and a reasonable compromise between the principle of harmonisation and the need for each CROP agency to have the flexibility necessary to truly reflect the scope and demands of their most senior roles.
11. The secretariat also suggests that the new 'SPC DG' salary band respect the range advised by Strategic Pay, which is based on their evaluation of the size, scope and responsibility of the SPC Director-General position. The advised range is: SDR 113,309 (80%) – SDR 141,636 (100%) – SDR 169,963 (120%).
12. For reference, the current range for CROP band 18 is as follows: SDR 93,893 (80%) – SDR 117,366 (100%) – SDR 140,839 (120%).

Recommendation

13. CRGA is invited to approve, with effect from 1 January 2016:
- i. the creation of an SPC-specific band for the position of Director-General – ‘SPC DG’;
 - i. the range for the SPC DG band as advised by Strategic Pay, based on their job evaluation methodology.
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