

**SECRETARIAT OF THE PACIFIC COMMUNITY**

**THE 3<sup>RD</sup> MEETING OF THE CONFERENCE OF THE PACIFIC COMMUNITY**  
(Suva, Fiji, 10-11 November 2003)

**HARMONISATION OF NEW CROP REMUNERATION ARRANGEMENTS**

(Paper presented by the Secretariat)

**INTRODUCTION**

1. The outcome of the recent triennial review of remuneration arrangements for professional and support staff of participating CROP agencies and the review's implications on SPC is outlined in CRGA(33) Paper 7. The CRGA document and the Committee's recommendations will also be presented to Conference for its consideration of this important policy matter.
2. The current policy of governing councils of participating CROP agencies (FFA, PIFS, SOPAC, SPREP and SPC) is a harmonised remuneration system that ensures staff in regional service enjoy similar terms and conditions of employment. It is also agreed that the remuneration package be reviewed externally every three years against agreed comparator markets in order to update the arrangements as appropriate.
3. Harmonisation of remuneration arrangements across regional agencies is an important policy matter for consideration by Conference. The policy re-affirmed, members are invited to focus on the implications of the recent CROP review on the organisation.

**RECOMMENDATION**

4. The Conference is invited to consider the policy on harmonisation of CROP remuneration arrangements, and the Secretariat's initial indications for likely implementation, as recommended by CRGA.

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10 October 2003