
7TH MEETING OF THE FINANCE AND ADMINISTRATION COMMITTEE (FAC)

Port Vila, Vanuatu, 14 to 18 February 2020

FAC 7 – Doc 10.2 Staff association update *Secretariat*

1. Background

SPRFMO [Staff Regulation](#) 3.12 provides that, “*Staff members have the right to form a Staff Association (SA). The SA is composed of all SPRFMO employees on a permanent or at least a one-year contract excluding the Executive Secretary*”.

This document provides a summary of the SPRFMO Staff association meetings held during 2019 and informs the FAC about SA identified items of note.

2. Staff Association meetings in 2019

2.1 1st Meeting – 30 July 2019

The first meeting was attended by all four eligible SPRFMO staff members. Notable (non exhaustive) outcomes from this first meeting were that:

- Everyone was in favour of creating a SA. There was a sense that a SA was fair and gave staff an additional opportunity to raise issues of concern/interest;
- Mr. Craig Loveridge was nominated as the Staff Representative and as there were no competing nominations, he accepted this role;
- The SA discussed the performance review recommendation 396(b) - on reviewing the structure of the Secretariat, and provided their ideas concerning the role of the Secretariat and current and future considerations to the Executive Secretary;
- There were some other specific concerns raised which the Staff Representative has conveyed to the Executive Secretary and the SA agreed to keep a watching brief on those issues;
- The Staff wanted to acknowledge the recent changes which have helped improve staff morale and specifically requested a family get-together to be organised prior to the end of the Secondee’s term¹
- It was agreed that meetings should initially be held quarterly.

¹ A family get-together was subsequently held in Otari-Wilton bush Park on Saturday, 30 November 2019.



2.2 2nd Meeting – 18 December 2019

The second meeting was attended by all three eligible SPRFMO staff members. Notable outcomes were:

- Everyone was very happy with the office move and felt that the new premises were a big improvement over the previously cramped space.
- The SA thought it was strange the current rules meant that of the 6 people (excluding the ES) who were in the office each day, only 3 were eligible to be part of the SA. A suggestion was made that those persons who were not formally part of the SA may still be able to attend SA meetings in a similar way in which observers are allowed into Committee meetings.
- The SA expressed a general concern about the annual meeting deadlines and the corresponding stress and workload that this creates during an already stressful time of year.
- Staff confirmed that they had all been encouraged to take advantage of training opportunities and were happy with the accessibility of such opportunities.
- The Staff acknowledged the internal document on “moving to NZ” that the Executive Secretary had created and circulated for comment. There was a feeling that this could be expanded to include a section specifically on the Organisation and the operation of Secretariat and its associated values
- The next meeting was tentatively suggested to be late March 2020

3. FAC7 considerations

- FAC7 is invited to note that a SPRFMO Staff Association has been formed and that it held 2 meetings during 2019, the outcomes of which have been discussed with the Executive Secretary and presented in this document (FAC7-Doc10.2)
- FAC7 is invited to consider the points noted above and provide any commentary it deems relevant.