

**REVIEW OF PROFESSIONAL STAFF SALARIES AND ALLOWANCES**

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### **Goals**

- Enhance the stability and predictability of the Commission's budget, including against fluctuations in international exchange rates.
- Ensure that the international character of the Secretariat is maintained and that the efficiency of the Secretariat is not diminished.
- Not affect existing staff arrangements, including the Executive Secretary.

### **Tasks**

- Have the review conducted by persons who are independent of the Commission's Secretariat.
- Investigate the appropriate proportion of the current professional staff salaries and allowances item of the budget against the entire budget.
- Examine if the use of the Commission's resources is optimised by reallocation of funds from this item of the budget, to other high priority projects of the Commission.
- Compare the job responsibility, salary and allowances of the current professional staff with similar positions in Australia, including comparative international organisations.
- Examine options for salary and allowance packages that would attract recruitment of suitably qualified international staff to Australia.
- Consider de-linking the current system of calculating the current professional staff salaries and allowances from the UN pay system and from foreign currency.
- Take into account the 'CCAMLR Secretariat: Management Review – Report of Experts Group' of April 1997, as well as the CCAMLR Headquarters' Agreement and relevant Staff Regulations.

### **Outcome**

- Carry out the review in order to provide recommendations at CCAMLR-XXI, but the review should also include in its consideration any outcome of the UN review of its pay scheme.