

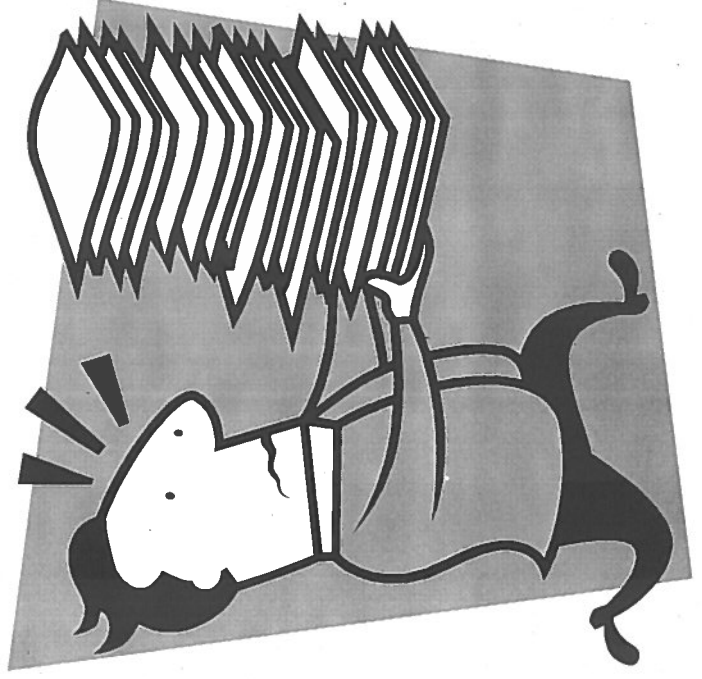
Short-term employment contracts at FAO



Association of Professional Staff (FAO-HQ)

Outline

- Different contracts
- Practice against theory
- Issues



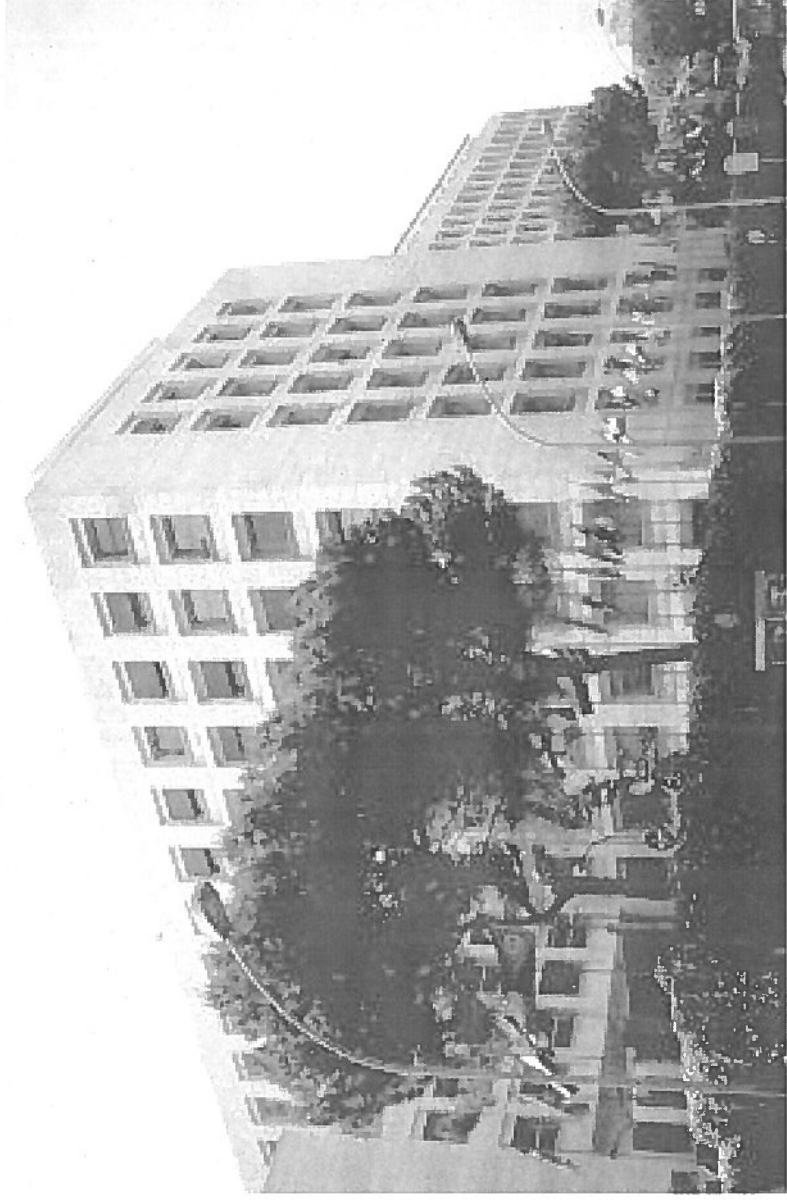
Types of short term contracts

- Short term personnel (MS 316)
- Consultants (MS 317)
- Personal Service Agreement (MS 319)



'Normal' (non short term) personnel

- Fixed term
- Continuing



Short term personnel

- Equally regular staff members
- Less than 12 months
- Recruitment procedure
- Optional joining pension scheme
- Same medical coverage
- Annual and Sick leave

Consultants

- Specialists/Authorities
- Advisory, Consultative, or Demonstrative capacity
- Max 6 months per 12 months
- Taxation same as staff
- Different medical insurance
- No participation pension scheme
- No annual leave, no termination indemnity

Personal Service Agreement

- Specific task
- Not staff member
- Task defined
- Not working on FAO premises
- No supervision
- Maximum 11 months per 12 months (max 4 years)

Personal Service Agreement

continued

- No tax exemption
- No regulation on remuneration
- Lump sum payment (including travel [80% economy fare], element for DSA)
- Medical coverage as consultants
- No pension scheme
- Conflict arbitration by UNCITRAL

Practice against theory

- Most short-term personnel is hired under PSA
- Cheap
- No recruitment procedure
- Not accounted under staff costs

Issues identified by APS on PSA

- Different remuneration amongst colleagues, PSA rates are low
- No representation PSA subscribers
- No participation pension scheme
- No participation medical scheme
- Loss of institutional memory

Proposal

Statement FICSA and CSAIO

