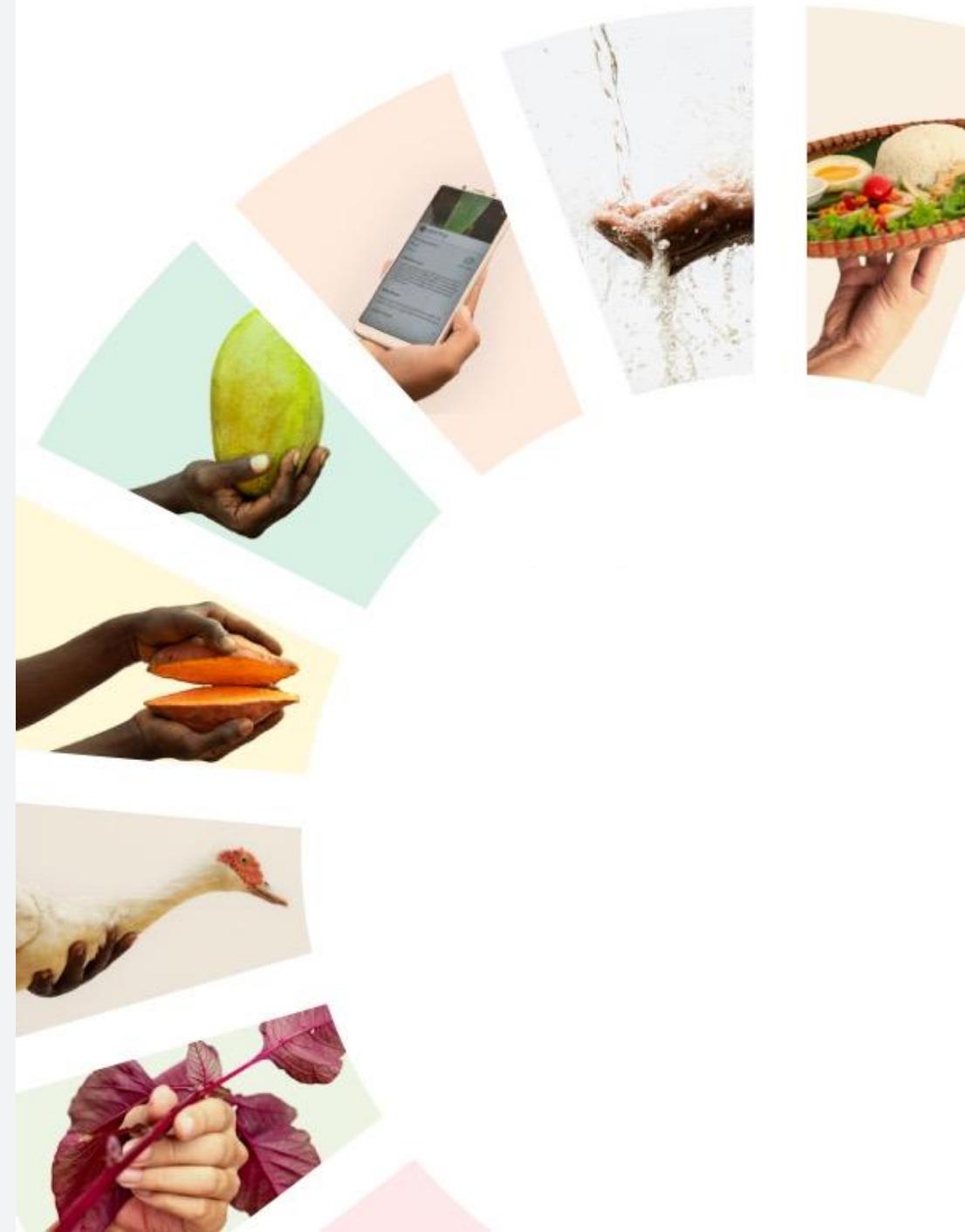




Agenda Item 15
Document SC21-15
For Information
(Article 6.2e, 6.2f, CGIAR System Framework)
Issued: 31 May 2025



5th Report from the Nominations Committee of the System Council

Purpose: This presentation provides an update to the System Council on the work of the Committee since its last report given in December 2024. It also shows the progress and process for the Honorarium Review.

Prepared by: NCSC Secretariat

Outline

1. Membership
2. Honorarium Benchmarking Process – Mandate and Current Honorarium
3. Honorarium Benchmarking Process contd. - Methodology
4. Honorarium Benchmarking Process contd. – Organizations and Stakeholders
5. Honorarium Benchmarking Process – Timelines
6. Next task for the NCSC

Membership

Paragraph 2 of the NCSC Terms of Reference gives the composition of the Committee .

The Committee has 11 members, 10 with voting status and one ex-officio voting member.

In Quarter 1 2025, the Committee welcomed two new members

Santiago Ruy Sanchez de Orellana- Host Country Representative Latin America

Cristina Rumbaitis del Rio – General Assembly of Centres (GAC) was also appointed as the second Co-Chair of the Committee.

The demise of *Dr. Kanayo Nwanze* created a vacancy in the Committee. The Committee has also made a decision to the System Council for the appointment of *Prof. Matthew Morrell*, CIMMYT Board member and Chair of the Board's Audit, Finance and Risk Committee.

Name	Category	Role
Ruben Echeverria	SC Member	Voting member
Gary Jahn	SC Member	Voting member
Christophe Larose	SC Member	Co-Chair (voting)
Santiago Ruy Sanchez de Orellana	Host Country Representative	Voting member
Prof. Dato Dr. Aileen Tan Shau Hwai	Host Country Representative	Voting member
Dr. Fikru Regassa	Host Country Representative	Voting member
Cristina Rumbaitis del Rio	GAC Representative	Co-Chair (voting)
Akica Bahri	GAC Representative	Voting member
<i>Vacancy</i>	<i>GAC Representative</i>	<i>Voting member</i>
Andy Homer	Independent Member	Voting member
Lindiwe Majele Sibanda	IPB Chair	Ex officio non-voting member

Honorarium Benchmarking Process – Mandate and Current Level



Mandate: Paragraph 9.6 of the Nominations Committee of the System Council (NCSC) [Terms of Reference](#) states, “*The Committee will also recommend to the System Council for approval the remuneration and travel policies of the IPB and its committees, and advise on any other IPB-related protocols, as requested by the System Council*”.

In a virtual meeting on 27 September 2024, the System Council approved the Honorarium Levels for the IPB [SC/M20YY/DP3](#)

“The System Council approved the current honorarium practices until such time a new Integrated Partnership Board (IPB) honorarium policy is approved by the System Council. Therefore, gross annual honorarium is approved as follows:

- **IPB members - \$35,000 based on an estimated workload of 35 days annually with an option for additional payment of \$800 per day for up to 50 days served. This includes time spent serving on the Center/Alliance governing boards to which they are appointed, and members do not receive additional compensation from those Centers.**
- **IPB Chair - \$100,000 during their term as Chair and such honorarium covers all duties in respect of the role of Chair and member of the Board, including attendance at System Council and Board meetings (IPB and Center), attending meetings of adhoc working groups and Board committees, together with all representational events.**
- **IPB Vice Chair - \$12,000 during their term as Vice Chair in addition to the honorarium payable for services as an IPB member and such honorarium covers all duties in respect of the role of Vice Chair, including attendance at representational events to support the Chair, which are not covered by the honorarium for Board member services.”**

Honorarium Benchmarking Process Methodology

The methodology decided by SCHR to handle the process.

The SCHR, recognising the importance of having feedback and information from key stakeholders of the CGIAR System, developed a ToR for the benchmarking review that had two parts.

Qualitative: Involves interviews with key stakeholders identified by the SCHR

Quantitative: Benchmarking the current IPB honorarium against similar organisations, the similarity in size, geographical spread, and business focus.

The SCHR wanted the two research processes to be done **in parallel** and by **separate teams** to mitigate a cross-contamination of the results. The honorarium benchmarking does not extend to the Centre Boards.

Honorarium Review Process Contd. Organization and Stakeholders



Quantitative Review: Benchmarking

The SCHR identified, with consultation with the NCSC, eight organisations against which to benchmark the IPB honorarium.

- IFAD
- AGRA
- FAO
- GAFSP (World Bank)
- GAVI
- WWF
- IRC
- ERC

Qualitative Review: The SCHR identified stakeholders in these functions that should be interviewed

System Council (1)

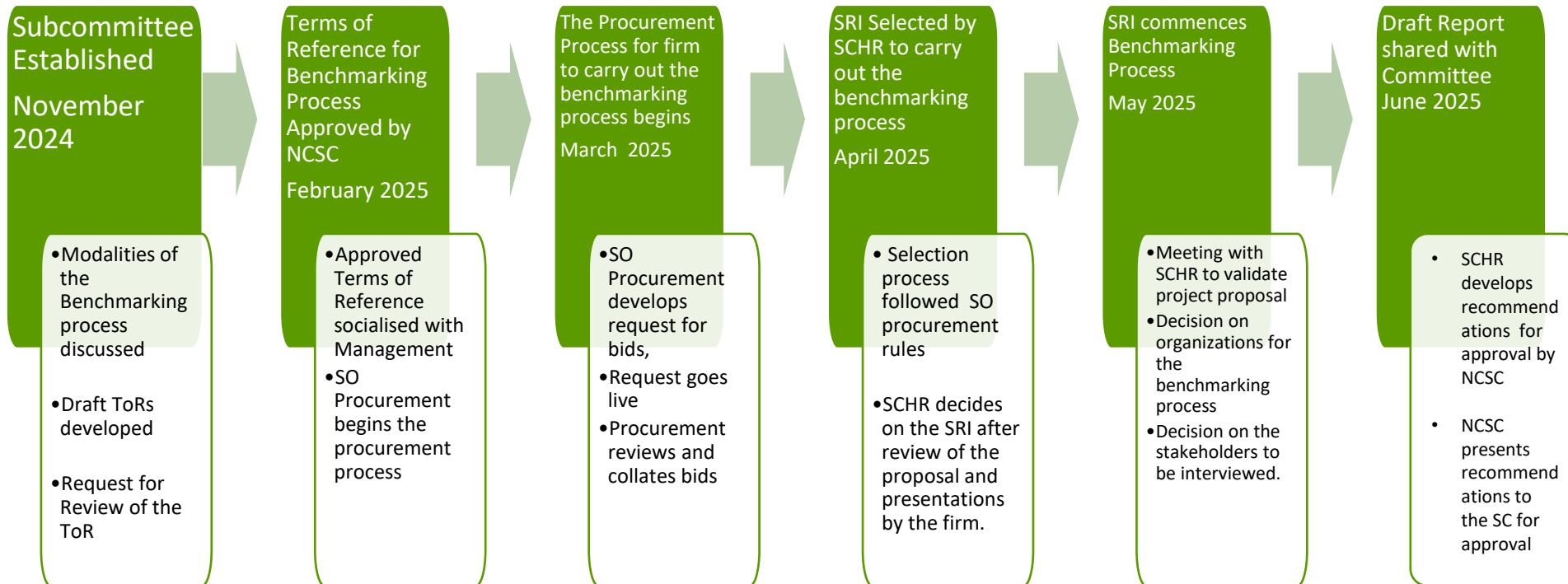
Integrated Partnership Board (6)

Management (3)

Centre Board (2)

Also, an anonymous survey is to be conducted of the Centre board secretaries.

Honorarium Review Process Contd -Timeline



Next Tasks for the Nomination Committee of the System Council



- The NCSC is also tasked with developing the metrics and key performance indicators for assessing the IPB, working with the GAC.
- The NCSC is already working with the IPB Secretariat on developing the KPIs for the IPB assessment.