

## DID YOU KNOW?



**DID YOU KNOW...** that if staff who perform duties under the broad group Management and Operational Support Personnel (MOS) “whose primary function is the management or support of the operation of the functional centre” (MIS Standards, 2022), also provide Unit Producing Personnel (UPP) services to service recipients, “those personnel whose primary function is to carry out activities that directly contribute to the fulfilment of the service mandate” (MIS Standards, 2022), should have their compensation split to fulfill the matching principle?

UPP staff who provide direct service recipient activities collect statistics and are paid accordingly so that they are compliant with the MIS matching principle. The MIS matching principle states that to enable the calculation of accurate cost indicators, statistics must be reported within the same period as the associated revenues and expenses (MIS Standards, 2022).

