

COUNCIL
113th session
Agenda item 4(a)

C 113/4(a)/Add.1
16 November 2014
Original: ENGLISH

RESOURCE MANAGEMENT

(a) Human resources matters, including amendments to the Staff Regulations and Staff Rules

Note by the Secretary-General

SUMMARY

Executive summary: This document reports on an interim adjustment, as of 1 October 2014, to the salary scale for staff in the General Service category

Strategic direction: 4

High-level action: 4.0.1

Planned output: 4.0.1.5

Action to be taken: Paragraph 4

Related document: C 113/4(c)

Salary scale for the General Service category

1 The Council will recall that adjustments to General Service salaries between the periodic salary surveys conducted by the International Civil Service Commission (ICSC) are based on 90% of the average of the movement in the United Kingdom Retail Price Index (RPI) and the United Kingdom Average Weekly Earnings (AWE), as recommended by the Commission. The methodology, approved by the ICSC, provides that increases are implemented as of the first day of the month following the month when the increase has reached or has overtaken a level of 5% above its level at the previous adjustment. If this increase has not reached 5% or more within one year, any applicable adjustment is made on an annual basis.

2 In accordance with the above adjustment mechanism, an increase in the General Service salary scale became due on 1 October 2014. In line with ICSC recommendations, the adjustment is based on the June 2014 RPI and AWE figures. The new scale represents a net increase of 1.4% and replaces the October 2013 scale. The dependency allowances, effective 1 October 2006, remain unchanged. The new salary scale, pending endorsement by the United Nations, is attached in the annex. The budgetary impact of this increase is considered under agenda item 4(c).

3 In May 2015, a General Service salary survey will be conducted in London in collaboration with the ICSC. The purpose of the survey is to ascertain local salary levels for this category of employees and to ensure that IMO salaries are in line with the local labour market. The last exercise of this kind took place in September 2006. The results of the 2015 survey will be presented to the summer session of the Commission which will take place at the end of July 2015. The Council will be kept informed of any developments.

Action requested of the Council

4 The Council is invited to take note of the information contained in this document.

ANNEX

General Service category
Table showing annual gross and net salaries after application of staff assessment
(in pounds sterling)
Effective 1 October 2014
Duty Station – LONDON

Grade		I	II	III	IV	V	VI	VII	VIII	IX	X	XI
G.1	Gross	£ 21,274	£ 22,157	£ 23,041	£ 23,924	£ 24,807	£ 25,716	£ 26,635	£ 27,554	£ 28,473	£ 29,392	£ 30,311
	Gross Pensionable	£ 20,882	£ 21,762	£ 22,645	£ 23,530	£ 24,410	£ 25,291	£ 26,172	£ 27,054	£ 27,937	£ 28,819	£ 29,701
	Total Net/Net Pensionable	£ 16,882	£ 17,562	£ 18,242	£ 18,922	£ 19,602	£ 20,282	£ 20,962	£ 21,642	£ 22,322	£ 23,002	£ 23,682
G.2	Gross	£ 23,909	£ 24,892	£ 25,909	£ 26,932	£ 27,955	£ 28,978	£ 30,001	£ 31,024	£ 32,047	£ 33,070	£ 34,093
	Gross Pensionable	£ 23,516	£ 24,498	£ 25,482	£ 26,463	£ 27,446	£ 28,430	£ 29,412	£ 30,393	£ 31,376	£ 32,358	£ 33,340
	Total Net/Net Pensionable	£ 18,911	£ 19,668	£ 20,425	£ 21,182	£ 21,939	£ 22,696	£ 23,453	£ 24,210	£ 24,967	£ 25,724	£ 26,481
G.3	Gross	£ 26,927	£ 28,073	£ 29,219	£ 30,365	£ 31,511	£ 32,657	£ 33,803	£ 34,949	£ 36,095	£ 37,241	£ 38,446
	Gross Pensionable	£ 26,462	£ 27,562	£ 28,659	£ 29,757	£ 30,856	£ 31,955	£ 33,052	£ 34,151	£ 35,250	£ 36,349	£ 37,448
	Total Net/Net Pensionable	£ 21,178	£ 22,026	£ 22,874	£ 23,722	£ 24,570	£ 25,418	£ 26,266	£ 27,114	£ 27,962	£ 28,810	£ 29,658
G.4	Gross	£ 30,361	£ 31,642	£ 32,923	£ 34,204	£ 35,485	£ 36,766	£ 38,083	£ 39,457	£ 40,830	£ 42,204	£ 43,578
	Gross Pensionable	£ 29,759	£ 30,989	£ 32,218	£ 33,447	£ 34,676	£ 35,904	£ 37,135	£ 38,361	£ 39,590	£ 40,844	£ 42,123
	Total Net/Net Pensionable	£ 23,719	£ 24,667	£ 25,615	£ 26,563	£ 27,511	£ 28,459	£ 29,407	£ 30,355	£ 31,303	£ 32,251	£ 33,199
G.5	Gross	£ 34,205	£ 35,642	£ 37,078	£ 38,584	£ 40,125	£ 41,665	£ 43,206	£ 44,746	£ 46,287	£ 47,828	£ 49,368
	Gross Pensionable	£ 33,456	£ 34,836	£ 36,215	£ 37,594	£ 38,974	£ 40,358	£ 41,795	£ 43,230	£ 44,665	£ 46,100	£ 47,535
	Total Net/Net Pensionable	£ 26,564	£ 27,627	£ 28,690	£ 29,753	£ 30,816	£ 31,879	£ 32,942	£ 34,005	£ 35,068	£ 36,131	£ 37,194
G.6	Gross	£ 38,590	£ 40,313	£ 42,036	£ 43,759	£ 45,483	£ 47,206	£ 48,929	£ 50,652	£ 52,375	£ 54,099	£ 55,822
	Gross Pensionable	£ 37,601	£ 39,147	£ 40,714	£ 42,323	£ 43,931	£ 45,538	£ 47,147	£ 48,756	£ 50,364	£ 51,973	£ 53,582
	Total Net/Net Pensionable	£ 29,757	£ 30,946	£ 32,135	£ 33,324	£ 34,513	£ 35,702	£ 36,891	£ 38,080	£ 39,269	£ 40,458	£ 41,647
G.7	Gross	£ 43,767	£ 45,694	£ 47,622	£ 49,549	£ 51,477	£ 53,404	£ 55,332	£ 57,259	£ 59,187	£ 61,114	£ 63,042
	Gross Pensionable	£ 42,323	£ 44,119	£ 45,922	£ 47,720	£ 49,521	£ 51,320	£ 53,118	£ 54,917	£ 56,717	£ 58,518	£ 60,317
	Total Net/Net Pensionable	£ 33,329	£ 34,659	£ 35,989	£ 37,319	£ 38,649	£ 39,979	£ 41,309	£ 42,639	£ 43,969	£ 45,299	£ 46,629

The difference between steps I-X within grades indicate annual increments awarded on the basis of satisfactory service. Step XI at all grades is only awarded to staff with over 20 years of service within the United Nations system, who have been at step X for five years and demonstrated an entirely satisfactory service record.