



COUNCIL
90th session
Agenda item 17(a)

C 90/17(a)
17 March 2003
Original: ENGLISH

RESOURCE MANAGEMENT

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

Note by the Secretary-General

SUMMARY

Executive summary: This document reports on the decisions taken by the General Assembly regarding the adjustment to the net salaries and pensionable remuneration of staff in the Professional and higher categories.

Action to be taken: Paragraph 10

Related documents: None

1 This document reports on changes in the remuneration of staff in the Professional and higher categories which have occurred since the eighty-ninth session of the Council.

Decision of the UN General Assembly – Salary scale for the Professional and higher categories

2 It will be recalled that, at its eighty-ninth session, the Council was informed that the International Civil Service Commission (ICSC) had recommended the implementation of a new salary scale as of 1 March 2003 which was designed to restore the margin between the net remuneration of the United Nations staff in the Professional and higher categories and of the United States federal civil service employees in comparable positions in Washington to 115. This recommendation was rejected by the General Assembly at its fifty-seventh session in December 2002, which approved a new salary scale as from 1 January 2003 which reflects lower increases than those recommended by the ICSC. The new salary scale brings the overall margin to 112.2 instead of 115 as recommended by the ICSC. The Council, at its eighty-ninth session, approved the implementation of the decisions of the General Assembly with effect from the date determined by the General Assembly.

3 The consequential amendment to the Staff Regulations, together with a table showing the various percentage of increase, are attached at annex. The general budgetary consequences of this increase are noted in C 90/17(e).

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4 The General Assembly endorsed a number of proposals presented by the ICSC for strengthening and up-dating the UN common system including a revision of the current job classification system. The General Assembly took note of the ICSC's on-going work on the options for reforming the UN Pay and Benefit system, which could provide new remuneration systems that are more geared to modern-day organizational needs. The ICSC will report on progress made to the next session of the General Assembly. The Secretary-General will similarly advise the Council of any development which can be applied to the IMO and which would be relevant to the Secretary-General's on-going Change Management Programme.

Personal promotions

5 The Secretary-General would like to report to the Council that he has decided to make five personal promotions to the D.1 level with effect from 1 January 2003: Mr. A. Garofalo, Deputy Director/Head, Conference Section, Conferences Services, CD; Mr. H. Grell, Deputy Director/Head, Publishing Service, AD; Mr. L. Gunnstedt, Deputy Director/Head, Human Resources, AD; Mr. V. Job, Deputy Director/Head, Information Technology Section, AD; Mr. Zhu Jianxin, Deputy Director/Head, Asia and Pacific Section, Geographical Focal Points, TCD.

6 The total number of D.1 personal promotions now totals six.

7 The cost of implementing these promotions will be contained within the approved appropriations.

Recruitment of women

8 On 1 March 2003 the overall percentage of female staff in the Professional and higher categories was 36.7%. For grades P.1 to P.5 this was 41.2% while D.1 and above was 15% with 33% in the D.2 category.

Geographical distribution

9 The summary of Professional posts by country, grade and gender as of 1 May 2003 will be produced as an addendum to this document.

Action requested of the Council

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

**SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS SALARIES
AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT
(in United States dollars)
Effective 1 January 2003**

Steps

Grade	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
P-1	42 944	44 444	45 942	47 442	48 939	50 438	51 938	53 436	54 932	56 432					
Net (D)	33 920	35 000	36 078	37 158	38 236	39 315	40 395	41 474	42 551	46 631					
Net (S)	31 997	32 992	33 986	34 980	35 974	36 967	37 962	38 944	39 921	40 899					
P-2	55 346	56 907	58 465	60 027	61 729	63 429	65 130	66 829	68 532	70 233	71 932	73 636			
Net (D)	42 849	43 973	45 095	46 218	47 341	48 463	49 586	50 707	51 831	52 954	54 075	55 200			
Net (S)	40 191	41 210	42 226	43 244	44 260	45 279	46 313	47 344	48 379	49 412	50 444	51 479			
P-3	68 306	70 208	72 112	74 011	75 915	77 815	79 715	81 620	83 523	85 423	87 326	89 226	91 202	93 226	95 250
Net (D)	51 682	52 937	54 194	55 447	56 704	57 958	59 212	60 469	61 725	62 979	64 235	65 489	66 745	68 000	69 255
Net (S)	48 242	49 396	50 553	51 706	52 862	54 015	55 169	56 324	57 477	58 632	59 782	60 933	62 083	63 233	64 384
P-4	84 435	86 489	88 544	90 637	92 824	95 011	97 198	99 385	101 572	103 759	105 946	108 133	110 320	112 507	114 694
Net (D)	62 327	63 683	65 039	66 395	67 751	69 107	70 463	71 819	73 175	74 530	75 886	77 242	78 598	79 954	81 310
Net (S)	58 041	59 276	60 509	61 740	62 971	64 200	65 429	66 656	67 881	69 106	70 329	71 551	72 772	73 992	75 211
P-5	104 102	106 369	108 635	110 901	113 168	115 434	117 701	119 967	122 234	124 500	126 766	129 033	131 299		
Net (D)	74 743	76 149	77 554	78 959	80 364	81 769	83 174	84 580	85 985	87 390	88 795	90 200	91 606		
Net (S)	69 437	70 685	71 930	73 174	74 416	75 655	76 892	78 127	79 360	80 591	81 820	83 046	84 271		
D-1	126 713	129 377	132 041	134 705	137 369	140 033	142 697	145 361	148 024						
Net (D)	88 762	90 414	92 065	93 717	95 369	97 020	98 672	100 324	101 975						
Net (S)	82 045	83 481	84 913	86 342	87 768	89 190	90 609	92 025	93 437						
D-2	139 050	142 085	145 119	148 154	151 189	154 223									
Net (D)	96 411	98 292	100 174	102 055	103 937	105 818									
Net (S)	88 571	90 159	91 741	93 318	94 890	96 456									
ASG	169 366														
Net (D)	115 207														
Net (S)	104 324														
USG	186 144														
Net (D)	125 609														
Net (S)	113 041														

D = Rates applicable to staff members with a dependent spouse or child
S = Rates applicable to staff members with no dependent spouse or child

**Percentage of increase reflected in new salary scale
implemented on 1 January 2003**

The new scale, which replaces the 1 March 2002 scale, represents the following per cent increases:

<u>Grade</u>	<u>Percentage increase</u>
P-1	0.0
P-2	0.0
P-3	0.0
P-4	1.3
P-5	2.6
D-1	9.1
D-2	6.3
