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COUNCIL  
102nd session  
Agenda item 5(a)

C 102/5(a)  
7 April 2009  
Original: ENGLISH

## RESOURCE MANAGEMENT

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

#### Note by the Secretary-General

#### SUMMARY

<i>Executive summary:</i>	This document reports on the implementation, by the Organization, of the decisions of the United Nations General Assembly with respect to the recommendations contained in the 2008 report of the International Civil Service Commission (ICSC)
<i>Strategic direction:</i>	Not applicable
<i>High-level action:</i>	Not applicable
<i>Planned output:</i>	Not applicable
<i>Action to be taken:</i>	Paragraph 3
<i>Related document:</i>	C 101/5(a)

#### INTRODUCTION

1 The Council, at its 101st session (10 to 14 November 2008), approved the implementation, by the Organization, of the decisions of the United Nations General Assembly with respect to the recommendations in the 2008 report of the International Civil Service Commission (ICSC), with effect from the dates determined by the General Assembly. The General Assembly, at its sixty-third session (which opened on 16 September 2008) adopted the ICSC recommendations with effect from 1 January 2009.

#### Implementation of the decisions of the United Nations General Assembly

2 The ICSC recommendations adopted by the General Assembly, as foreshadowed in document C 101/5(a), concerned the introduction of a new base salary scale for staff in the Professional and higher categories on a no gain/no loss basis, as shown in annex 1; the introduction of new ceilings for education grant expenses, as shown in annex 2; and the introduction of revised allowances for children and secondary dependants for staff in the

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Professional and higher categories, which have been set respectively at £1,837 and £643. In accordance with the decision of the Council, at 101st session, the ICSC recommendations have been implemented by the Organization as from 1 January 2009.

**ACTION REQUESTED OF THE COUNCIL**

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

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## ANNEX 1

**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 2009**

**Steps**

<b>Grade</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>	<b>VII</b>	<b>VIII</b>	<b>IX</b>	<b>X</b>	<b>XI</b>	<b>XII</b>	<b>XIII</b>	<b>XIV</b>	<b>XV</b>
P-1	46553	48036	49514	51122	52785	54450	56118	57785	59447	61114					
Net (D)	37708	38909	40106	41308	42505	43704	44905	46105	47302	48502					
Net (S)	35570	36675	37781	38886	39991	41095	42201	43293	44379	45466					
P-2	59908	61643	63375	65110	66843	68575	70310	72039	73775	75510	77242	78978			
Net (D)	47634	48883	50130	51379	52627	53874	55123	56368	57618	58867	60114	61364			
Net (S)	44679	45812	46941	48073	49202	50334	51484	52630	53782	54930	56076	57227			
P-3	73546	75483	77424	79358	81299	83235	85172	87113	89050	90988	92928	94863	96803	98739	100716
Net (D)	57453	58848	60245	61638	63035	64429	65824	67221	68616	70011	71408	72801	74198	75592	76987
Net (S)	53629	54912	56198	57480	58765	60046	61328	62614	63895	65178	66457	67737	69014	70294	71573
P-4	89982	92075	94168	96261	98356	100475	102694	104909	107126	109340	111559	113774	115991	118209	120426
Net (D)	69287	70794	72301	73808	75316	76823	78332	79838	81346	82851	84360	85866	87374	88882	90390
Net (S)	64521	65894	67266	68634	70002	71369	72735	74098	75460	76822	78181	79540	80898	82254	83609
P-5	109690	111987	114285	116581	118879	121175	123474	125771	128068	130365	132662	134959	137257		
Net (D)	83089	84651	86214	87775	89338	90899	92462	94024	95586	97148	98710	100272	101835		
Net (S)	77190	78578	79962	81345	82726	84102	85478	86851	88222	89590	90956	92318	93680		
D-1	132609	135310	138006	140707	143409	146107	148809	151578	154402						
Net (D)	98674	100511	102344	104181	106018	107853	109690	111526	113361						
Net (S)	91206	92802	94394	95982	97568	99150	100725	102300	103870						
D-2	145112	148187	151322	154540	157757	160974									
Net (D)	107176	109267	111359	113451	115542	117633									
Net (S)	98461	100226	101985	103737	105486	107225									
ASG	177032														
Net (D)	128071														
Net (S)	115973														
USG	194820														
Net (D)	139633														
Net (S)	125663														

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

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## ANNEX 2

## EDUCATION GRANT ENTITLEMENT IN LOCAL CURRENCY

Currency	Maximum amount admissible educational expenses and maximum grant for disabled child	Maximum education grant	Revised ceilings for boarding costs
Euro			
Austria	16,719	12,539	3,709
Belgium	15,458	11,593	3,452
France*	10,263	7,697	2,995
Germany	18,993	14,245	4,179
Ireland	17,045	12,784	3,112
Italy	18,936	14,202	3,128
Netherlands	16,521	12,391	3,844
Spain	15,139	11,354	3,153
Denmark (krone)	108,147	81,110	26,219
Japan (yen)	2,324,131	1,743,098	607,703
Sweden (krona)	157,950	118,462	24,653
Switzerland (Swiss franc)	28,749	21,562	5,458
United Kingdom (pound sterling)	22,674	17,005	3,488
United States (US dollar) (limited to expenses incurred in the United States)	39,096	29,322	5,777
United States (US dollar) (outside United States)	19,311	14,484	3,655

\* Except for the following schools, where the US\$ in the United States will be applied:

1. American School of Paris
2. American University of Paris
3. British School of Paris
4. European Management School of Lyon
5. International School of Paris
6. Marymount School of Paris
7. Ecole Active Bilingue Victor Hugo (English Curriculum)
8. Ecole Active Bilingue Jeanine Manuel (English Curriculum)