



COUNCIL  
89th session  
Agenda item 19(a)

C 89/19(a)/Add.1  
14 October 2002  
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 recommendations of the International Civil Service Commission (ICSC) to the United Nations General Assembly and seeks the authority of the Council to implement at IMO the decisions taken by the General Assembly on these recommendations. It further reports on the interim adjustment to the salary scale for staff in the General Service category and the proposed adjustments to the net salaries of staff in the Professional and higher categories.

**Action to be taken:** Paragraph 9

**Related documents:** C 89/19(a)

1 In document C 89/19(a) it was noted that an addendum would be issued once the reports of the International Civil Service Commission (ICSC) and the United Nations Joint Staff Pension Board (UNJSPB) were available. This document summarizes the recommendations of the ICSC and seeks the authority of the Council to implement at IMO the decisions of the United Nations General Assembly to be made later this year on the ICSC's recommendations, in accordance with the Organization's usual practice. The report of the UNJSPB contains no recommendations which would require any action by the Organization.

#### Recommendations to the General Assembly

2 The main recommendations to the General Assembly are:

- .1 to maintain the dependency allowances for children and secondary dependants payable to staff in the professional and higher categories at their current levels, i.e. \$1,936 for a dependent child and \$693 for a secondary dependant;
- .2 to increase the maximum admissible education expenses incurred in seven currency areas. The increases, which are recommended on the basis of a worldwide survey of education costs, are limited in geographical coverage as expenses in some areas have not increased significantly. Increases are a result of the two-yearly review of the level of education grant under the revised

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methodology approved by the thirty-fifth session of ICSC. The maximum education grant payable in the United Kingdom will be increased from £10,210 to £11,925. This increase would be for the academic year in progress on 1 January 2003. This amount was last revised in 1999. The increase, if approved, will add approximately £50,000 to the Organization's budget for 2003. This cost will be met from the approved appropriation.

### **Salary scale for the General Service category**

3 It will be recalled that adjustments to General Service salaries between the periodic surveys conducted by the ICSC are based on the average of the movement in the United Kingdom Retail Price Index (RPI) and the United Kingdom Average Earnings Index (AEI), 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 average of the RPI and the AEI 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. The increase in net salaries corresponds to 90% of the movement of the average index.

4 In accordance with the above adjustment mechanism, an increase in the General Service salary scale became due on 1 October 2002. The adjustment is based on the June RPI and AEI figures in order to avoid complex retroactive adjustments. The new scale represents a net increase of 2.2 per cent and replaces the October 2001 scale. The resulting amendment to the Staff Rules is attached at annex 1. The general budgetary consequences of this adjustment are noted in C 89/19(d) and C 89/20.

### **Salary scale for the Professional and higher categories**

5 The margin between the net remuneration of the United Nations staff in the Professional and higher categories in New York and of United States federal civil service employees in comparable positions in Washington has fallen to 109.3. According to the methodology adopted by the ICSC, this margin should fluctuate between 110 and 120, preferably close to the mid-point at 115.

6 In order to restore the overall level of the margin to the desirable mid-point of 115, the ICSC has recommended the implementation of a new salary scale as of 1 March 2003. Currently, the margin varies according to grades. The Commission has recommended that the margin should be identical for all grades. Therefore the recommended percentages of increase in net base salaries are different for each grade. The current and proposed salary scales, together with a table showing the various percentages of increase, are attached at annex 2. The general budgetary consequences of this increase, if approved by the General Assembly, are noted in C 89/19(d) and C 89/20 and C 89/20/Add.1.

### **Other issues: recruitment of women**

7 On 1 October 2002 the overall percentage of female staff in the Professional and higher categories was 37.6%. For grades P.1 to P.5 this is 40.2% while D.1 and above is 20% with 33% in the D.2 category.

**Other issues: geographical distribution**

8 As foreshadowed in document C 89/19(a), an up-dated table showing Professional and higher category posts by country, grade and gender is attached at annex 3 to this document. This summary gives the situation as at 1 October 2002. Any further changes will be reported orally to the Council.

**Action requested of the Council**

9 The Council is invited to take note of the information contained in this document and to approve the implementation of the decisions of the United Nations General Assembly with respect to the recommendations in the 2002 report of the International Civil Service Commission, with effect from the dates determined by the General Assembly. These will be reported at the next session of the Council.

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**ANNEX 1**  
**General Service category - salaries**  
**(in pounds sterling)**  
**Effective 1 October 2002**  
**Duty Station - LONDON**

Grade		I	II	III	IV	V	VI	VII	VIII	IX	X	XI
<b>G.1</b>	Gross	£ 15,705	£ 16,364	£ 17,022	£ 17,681	£ 18,339	£ 18,996	£ 19,655	£ 20,313	£ 20,972	£ 21,630	£ 22,289
	Gross Pensionable	£ 15,360	£ 16,019	£ 16,676	£ 17,336	£ 17,995	£ 18,653	£ 19,311	£ 19,968	£ 20,627	£ 21,287	£ 21,944
	Total Net/Net Pensionable	£ 12,630	£ 13,137	£ 13,644	£ 14,151	£ 14,658	£ 15,164	£ 15,671	£ 16,178	£ 16,685	£ 17,192	£ 17,699
<b>G.2</b>	Gross	£ 17,676	£ 18,412	£ 19,148	£ 19,885	£ 20,621	£ 21,359	£ 22,095	£ 22,831	£ 23,568	£ 24,304	£ 25,042
	Gross Pensionable	£ 17,330	£ 18,067	£ 18,805	£ 19,539	£ 20,276	£ 21,014	£ 21,750	£ 22,487	£ 23,225	£ 23,961	£ 24,697
	Total Net/Net Pensionable	£ 14,147	£ 14,714	£ 15,281	£ 15,848	£ 16,415	£ 16,983	£ 17,550	£ 18,117	£ 18,684	£ 19,251	£ 19,819
<b>G.3</b>	Gross	£ 19,878	£ 20,702	£ 21,524	£ 22,347	£ 23,170	£ 23,992	£ 24,816	£ 25,639	£ 26,461	£ 27,303	£ 28,158
	Gross Pensionable	£ 19,532	£ 20,356	£ 21,181	£ 22,002	£ 22,825	£ 23,649	£ 24,473	£ 25,293	£ 26,117	£ 26,941	£ 27,763
	Total Net/Net Pensionable	£ 15,843	£ 16,477	£ 17,110	£ 17,744	£ 18,378	£ 19,011	£ 19,645	£ 20,279	£ 20,912	£ 21,546	£ 22,179
<b>G.4</b>	Gross	£ 22,348	£ 23,268	£ 24,187	£ 25,108	£ 26,028	£ 26,951	£ 27,908	£ 28,866	£ 29,823	£ 30,780	£ 31,736
	Gross Pensionable	£ 22,005	£ 22,923	£ 23,843	£ 24,762	£ 25,682	£ 26,603	£ 27,523	£ 28,443	£ 29,363	£ 30,282	£ 31,202
	Total Net/Net Pensionable	£ 17,745	£ 18,453	£ 19,161	£ 19,870	£ 20,578	£ 21,286	£ 21,994	£ 22,703	£ 23,411	£ 24,119	£ 24,827
<b>G.5</b>	Gross	£ 25,112	£ 26,144	£ 27,191	£ 28,265	£ 29,339	£ 30,414	£ 31,488	£ 32,564	£ 33,638	£ 34,712	£ 35,786
	Gross Pensionable	£ 24,767	£ 25,800	£ 26,833	£ 27,866	£ 28,897	£ 29,929	£ 30,963	£ 31,995	£ 33,028	£ 34,060	£ 35,093
	Total Net/Net Pensionable	£ 19,873	£ 20,668	£ 21,463	£ 22,258	£ 23,053	£ 23,848	£ 24,643	£ 25,439	£ 26,234	£ 27,029	£ 27,824
<b>G.6</b>	Gross	£ 28,269	£ 29,472	£ 30,676	£ 31,878	£ 33,081	£ 34,284	£ 35,486	£ 36,689	£ 37,893	£ 39,096	£ 40,301
	Gross Pensionable	£ 27,869	£ 29,027	£ 30,182	£ 31,338	£ 32,494	£ 33,649	£ 34,805	£ 35,962	£ 37,117	£ 38,273	£ 39,430
	Total Net/Net Pensionable	£ 22,261	£ 23,151	£ 24,042	£ 24,932	£ 25,822	£ 26,712	£ 27,602	£ 28,492	£ 29,383	£ 30,273	£ 31,163
<b>G.7</b>	Gross	£ 31,880	£ 33,226	£ 34,573	£ 35,919	£ 37,266	£ 38,612	£ 39,958	£ 41,381	£ 42,825	£ 44,270	£ 45,713
	Gross Pensionable	£ 31,338	£ 32,631	£ 33,925	£ 35,220	£ 36,514	£ 37,809	£ 39,103	£ 40,410	£ 41,756	£ 43,103	£ 44,450
	Total Net/Net Pensionable	£ 24,933	£ 25,929	£ 26,926	£ 27,922	£ 28,919	£ 29,915	£ 30,911	£ 31,908	£ 32,904	£ 33,901	£ 34,897

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.

**Allowances payable to General Service staff  
effective 1 October 2002**

<i>Allowances</i>	<i>Staff joining before 1 July 1996  net per annum</i>	<i>Staff joining on or after 1 July 1996 and prior to 1 October 1999  net per annum</i>	<i>Staff joining on or after 1 October 1999 and prior to 1 October 2000  net per annum</i>	<i>Staff joining on or after 1 October 2000  net per annum</i>
Dependent spouse .....	£430	£285	£236	£236
First dependent child of a married staff member . . . .	£950	£950	£950	£950
First dependent child of a single, widowed or divorced staff member .....	£1,174	£1,174	£1,087	£950
Each additional dependent child .....	£677	£677	£677	£677
Secondary dependant (where there is no dependent spouse, for either a dependent parent, dependent brother or dependent sister) .....	nil	nil	nil	nil
Language allowance (to be included in pensionable remuneration) .....	£832	£832	£832	£832
Non-resident's allowance (to be included in pensionable remuneration):				
for staff recruited before 1.9.1983 .....	£225	n/a	n/a	n/a
for staff recruited on or after 1.9.1983 . .	nil	nil	nil	nil

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**C. Net scale difference** (percentage)**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>
<b>P-1</b>															
Net (D)	0.45	0.45	0.46	0.46	0.46	0.46	0.46	0.46	0.47	0.47					
Net (S)	0.45	0.45	0.45	0.45	0.44	0.44	0.42	0.43	0.46	0.47					
<b>P-2</b>															
Net (D)	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0			
Net (S)	2.0	2.0	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.0			
<b>P-3</b>															
Net (D)	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Net (S)	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
<b>P-4</b>															
Net (D)	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4
Net (S)	5.4	5.4	5.4	5.4	5.3	5.3	5.3	5.3	5.3	5.2	5.3	5.3	5.4	5.4	5.4
<b>P-5</b>															
Net (D)	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5		
Net (S)	6.5	6.4	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5		
<b>D-1</b>															
Net (D)	13.3	13.3	13.3	13.3	13.3	13.3	13.3	13.3	13.3	13.3					
Net (S)	13.3	13.3	13.3	13.2	13.2	13.2	13.2	13.3	13.3	13.3					
<b>D-2</b>															
Net (D)	10.7	10.7	10.7	10.7	10.7	10.7									
Net (S)	10.7	10.7	10.7	10.7	10.7	10.7									
<b>ASG</b>															
Net (D)	10.7														
Net (S)	10.7														
<b>USG</b>															
Net (D)	10.7														
Net (S)	10.7														

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## ANNEX 3

## Breakdown of Professional posts by country, grade and gender

## 1. Incumbents in posts subject to geographical distribution by grade and gender as at 1 October 2002

Country	Uncl.		D.2		D.1		P.5		P.4		P.3		P.2		Total		
	m	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	
Argentina	-	-	-	-	1	-	-	-	-	-	1(1)	-	-	1(1)	2(1)	1(1)	3(2)
Australia	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	1
Austria	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Belgium	-	-	-	-	-	-	-	-	1(1)	1	-	-	-	-	1(1)	1	2(1)
Bulgaria	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Canada	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
China	-	-	-	-	1	-	1	-	-	-	-	-	-	-	2	-	2
Colombia	-	-	-	-	-	-	-	-	-	-	-	1(1)	-	-	-	1(1)	1(1)
Denmark	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Egypt	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1
Finland	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
France	-	-	-	-	1	-	-	-	1	-	-	1(1)	1(1)	2(2)	3(1)	3(3)	6(4)
Germany	-	-	-	-	1*	-	-	-	-	1	-	-	-	-	1*	1	2*
Ghana	-	-	-	-	-	-	-	-	-	1	-	-	-	1(1)	-	2(1)	2(1)
Greece	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	1
India	-	-	-	-	-	-	1(1)	-	1	-	-	-	-	-	2(1)	-	2(1)
Ireland	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Italy	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	-	2
Japan	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Kenya	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Liberia	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Mauritius	-	-	-	-	-	-	-	-	-	-	1(1)	1(1)	-	-	1(1)	1(1)	2(2)
Morocco	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Myanmar	-	-	-	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	-	1(1)
Netherlands	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
New Zealand	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Nicaragua	-	-	-	-	-	-	1(1)	-	-	-	-	-	-	-	1(1)	-	1(1)
Nigeria	-	-	-	1	-	-	1	-	-	-	-	-	-	-	1	1	2
Norway	-	-	-	-	1	-	1	-	-	-	-	-	-	-	2	-	2
Pakistan	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Panama	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1
Philippines	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	2

Country	Uncl.		D.2		D.1		P.5		P.4		P.3		P.2		Total		
	m	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f	
Poland	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Rep. of Korea	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Russian Fed.	-	-	-	-	1	-	1	-	-	-	-	-	-	-	2	-	2
Senegal	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Singapore	-	-	-	-	-	-	-	-	-	-	1(1)	-	-	-	1(1)	-	1(1)
Spain	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	-	2
Sri Lanka	-	-	-	-	-	-	1	-	-	-	1	-	-	-	2	-	2
Sweden	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Tanzania	-	-	-	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	-	1(1)
Trinidad and Tobago	-	-	-	-	-	-	-	1	-	-	-	-	-	1(1)	-	2(1)	2(1)
United Kingdom	-	-	1	-	-	-	2	2(2)	1	1(2)	1	2(1)	4(4)	1(1)	9(4)	6(6)	15(10)
United States of America	-	-	1	-	-	-	1	-	1	-	1	-	-	-	4	-	4
<b>Totals - 43 nationalities</b>	<b>1</b>	<b>-</b>	<b>4</b>	<b>2</b>	<b>6*</b>	<b>1</b>	<b>23(2)</b>	<b>3(2)</b>	<b>7(1)</b>	<b>4(2)</b>	<b>10(3)</b>	<b>7(4)</b>	<b>8(7)</b>	<b>7(6)</b>	<b>59(13)</b>	<b>24(14)</b>	<b>83(27)</b>

## 2. Incumbents in language posts (including Word Processing Units) by grade and gender as at 1 October 2002

Country	D.1		P.5		P.4		P.3		P.2		Total		
	m	f	m	f	m	f	m	f	m	f	m	f	
Argentina	-	-	-	-	1(1)	-	-	-	-	-	1(1)	-	1(1)
China	-	-	1	-	1	-	-	-	-	-	2	-	2
Colombia	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	1(1)
Egypt	-	-	1	-	-	-	-	-	-	-	1	-	1
France	1	-	-	2	-	5	1	4	-	1(1)	2	12(1)	14(1)
Honduras	-	-	-	-	1	-	-	-	-	-	1	-	1
Russian Fed.	-	-	1	-	1	-	1	-	-	-	3	-	3
Spain	-	-	2	-	-	3	1	3	-	-	3	6	9
United Kingdom	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	1(1)
Uruguay	-	-	-	-	-	-	1	-	-	-	1	-	1
<b>Totals</b>	<b>1</b>	<b>-</b>	<b>5</b>	<b>2</b>	<b>4(1)</b>	<b>8</b>	<b>4</b>	<b>7</b>	<b>-</b>	<b>3(3)</b>	<b>14(1)</b>	<b>20(3)</b>	<b>34(4)</b>

**3. Vacant posts as at 1 October 2002**

Uncl.	D.2	D.1	P.5	P.4	P.3	P.2	Total
1	-	1	2	6 <sup>Ø</sup>	4	3	17

**4. Total Professional posts by grade as at 1 October 2002**

Uncl.	D.2	D.1	P.5	P.4	P.3	P.2	Total
2	6	9*	35	29 <sup>Ø</sup>	32	21	134*

- N.B.**
1. *Figures in brackets indicate staff members recruited in the General Service category and subsequently promoted to the Professional category.*
  2. \* *indicates that one personal promotion is included in this total.*
  3. Ø *includes one post which will become P.5 when re-organization of Finance and Budget Section takes place.*