

COUNCIL
114th session
Agenda item 4(a)

C 114/4(a)
5 May 2015
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 the implementation, by the Organization, of the decisions of the United Nations General Assembly with respect to recommendations contained in the 2014 report of the International Civil Service Commission (ICSC)

Strategic direction: 4

High-level action: 4.0.1

Planned output: No related provisions

Action to be taken: Paragraph 9

Related document: C 113/4(a)

Introduction

1 The Council will recall that, at its 113th session, it approved the implementation, by the Organization, of the decisions of the sixty-ninth session of the United Nations General Assembly with respect to the recommendations in the 2014 report of the International Civil Service Commission (ICSC).

Base/Floor salary scale for staff in the Professional and higher categories

2 The United Nations General Assembly adopted the ICSC recommendation to introduce a new base salary scale for staff in the Professional and higher categories on a no-gain/no-loss basis, effective 1 January 2015. As a result, the base salaries were increased by 1.01% while post adjustment multipliers were decreased accordingly.

Net remuneration margin

3 At its 113th session, the Council was informed that the margin between the net remuneration of United Nations staff members in the Professional and higher categories in New York and that of employees in the United States of America's federal civil service in comparable positions was 117.4 for 2014. The Council will recall that the United Nations General Assembly recommends that this margin should be between 110 and 120, preferably at the mid-point of 115. The average value of the margin over the last five years is 116.4.

4 Therefore, in order to permit the margin to be brought back to its desirable midpoint, the United Nations General Assembly approved the ICSC recommendations to:

- (a) suspend, until further notice, the normal procedure for management of the margin within the established range; and
- (b) continue the freeze in net remuneration in New York until such time as the margin has been brought back to its desirable midpoint.

Compulsory age of separation

5 At its 113th session, the Council was informed that the ICSC would put forward, once more, to the United Nations General Assembly, the issue of raising the mandatory age of separation to age 65 for all staff members.

6 The United Nations General Assembly approved the introduction of the mandatory age of separation to 65 for all existing staff members but deferred a decision as to the implementation date of this change to, at the latest, December 2016.

Review of the common system compensation package

7 The ICSC will be holding its final deliberations on this subject at its July 2015 session and will present its recommendations to the United Nations General Assembly at the end of 2015. The scope of this project is very broad and its outcome is likely to have a very significant impact throughout the whole United Nations system. Most of the proposed changes were foreshadowed in document C 113/4(a). It is anticipated that the most important recommendations will concern:

- the introduction of one base salary scale for both single staff members and staff members with dependents;
- the simplification of the cost of living adjustments resulting in better financial predictability and cost control;
- the streamlining of some major entitlements like Education Grant;
- the development of incentives for mobility and, in particular, hardship;
- the establishment of lump sum options for most benefits;
- the possible phasing out of some international benefits over time due to "localization" of staff for field-based organizations (with special provisions for Headquarters only specialized agencies); and
- the move from automatic pay increase to a true performance-based merit increase.

8 At its next session, the Council will be informed in detail of the recommendations made by the ICSC, which are relevant to IMO, and of their proposed implementation within the Organization, following their approval by the United Nations General Assembly.

Action requested of the Council

9 The Council is invited to note the information contained in this document.
