

COUNCIL  
108th session  
Agenda item 5(a)

C 108/5(a)  
18 April 2012  
Original: ENGLISH

## RESOURCE MANAGEMENT

### (a) Human resource 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 2011 report of the International Civil Service Commission (ICSC)

*Strategic direction:* 4

*High-level action:* 4.0.1

*Planned output:* 4.0.1.5

*Action to be taken:* Paragraph 4

*Related document:* C/ES.26/5(a)

#### Introduction

1 The Council will recall that, at its twenty-sixth extraordinary session, it approved the implementation, by the Organization, of the decisions of the United Nations General Assembly with respect to the recommendations in the 2011 report of the International Civil Service Commission (ICSC). The UN General Assembly, at its sixty-sixth session, adopted the ICSC recommendations with effect from 1 January 2012.

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

2 The ICSC recommendations adopted by the General Assembly, as foreshadowed in document C/ES.26/5(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 the annex, and the harmonization of the minimum eligibility age for the receipt of the education grant to five years of age or older at the beginning of the school year or when the child reaches the age of five within three months of the beginning of the school year.

3 In accordance with the decision of the Council, at its twenty-sixth extraordinary session, the ICSC recommendations were implemented by the Organization as from 1 January 2012.

**Action requested of the Council**

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

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**ANNEX**

**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 2012

Grade		Steps														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
P-1	Gross	46,399	47,878	49,348	50,891	52,476	54,063	55,653	57,243	58,827	60,415					
	Net (D)	39,439	40,696	41,946	43,204	44,456	45,710	46,966	48,222	49,473	50,728					
	Net (S)	37,202	38,359	39,516	40,671	41,827	42,982	44,138	45,280	46,416	47,553					
P-2	Gross	59,267	60,920	62,571	64,225	65,877	67,528	69,182	70,832	72,485	74,139	75,790	77,443			
	Net (D)	49,821	51,127	52,431	53,738	55,043	56,347	57,654	58,957	60,263	61,570	62,874	64,180			
	Net (S)	46,730	47,915	49,096	50,279	51,461	52,645	53,847	55,046	56,251	57,452	58,650	59,854			
P-3	Gross	72,267	74,114	75,962	77,808	79,657	81,503	83,348	85,199	87,046	88,892	90,742	92,586	94,437	96,282	98,128
	Net (D)	60,091	61,550	63,010	64,468	65,929	67,387	68,845	70,307	71,766	73,225	74,686	76,143	77,605	79,063	80,521
	Net (S)	56,091	57,433	58,777	60,118	61,462	62,803	64,143	65,488	66,828	68,170	69,508	70,847	72,182	73,521	74,859
P-4	Gross	87,933	89,929	91,924	93,919	95,916	97,910	99,908	102,059	104,219	106,377	108,540	110,696	112,856	115,018	117,178
	Net (D)	72,467	74,044	75,620	77,196	78,774	80,349	81,927	83,503	85,080	86,655	88,234	89,808	91,385	92,963	94,540
	Net (S)	67,483	68,918	70,354	71,784	73,215	74,645	76,074	77,500	78,924	80,349	81,770	83,191	84,612	86,030	87,447
P-5	Gross	106,718	108,955	111,195	113,430	115,670	117,905	120,147	122,384	124,622	126,860	129,099	131,336	133,575		
	Net (D)	86,904	88,537	90,172	91,804	93,439	95,071	96,707	98,340	99,974	101,608	103,242	104,875	106,510		
	Net (S)	80,734	82,186	83,633	85,079	86,524	87,963	89,402	90,838	92,272	93,703	95,132	96,556	97,981		
D-1	Gross	129,047	131,678	134,304	136,936	139,568	142,197	144,830	147,459	150,093						
	Net (D)	103,204	105,125	107,042	108,963	110,885	112,804	114,726	116,645	118,565						
	Net (S)	95,394	97,062	98,728	100,388	102,047	103,702	105,349	106,996	108,638						
D-2	Gross	141,227	144,223	147,221	150,227	153,351	156,476									
	Net (D)	112,096	114,283	116,471	118,659	120,846	123,033									
	Net (S)	102,981	104,827	106,666	108,500	110,329	112,147									
ASG	Gross	172,071														
	Net (D)	133,950														
	Net (S)	121,297														
USG	Gross	189,349														
	Net (D)	146,044														
	Net (S)	131,432														

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