

COUNCIL
29th extraordinary session
Agenda item 4(a)

C/ES.29/4(a)
26 September 2017
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 annual deliberations of the International Civil Service Commission for the year 2017 and the ensuing recommendations to the United Nations General Assembly, and provides an update on the place-to-place survey carried out by the ICSC and the interim adjustment for General Service staff members. Further, following the information provided during C/ES.28 and C 118 and the Council's related decisions, it reports on the implementation of the third phase of the new compensation package approved by the United Nations General Assembly at its seventieth session.

Strategic direction: 4

High-level action: 4.0.1

Output: 4.0.1.5

Action to be taken: Paragraph 10

Related document: C/ES.28/4(a); C 116/5(a); C 117/5(a)/1 and C 118/4(a)

2017 ICSC REPORT

Introduction

1 The Report of the International Civil Service Commission (ICSC) for 2017 has been submitted for consideration by the United Nations General Assembly during its seventy-second session. After the General Assembly has considered and taken action on the ICSC report, the IMO Secretariat will consider the matter further and, in case there are issues which fall outside established practice, will report to the Council at its 120th session.

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

2 The ICSC has recommended to the United Nations General Assembly for approval, with effect from 1 January 2018, a revised unified base/floor salary scale for the Professional and higher categories reflecting a 0.97% adjustment over the unified salary scale previously approved by the General Assembly. Whilst base salaries will be increased by 0.97%, the post adjustment multiplier will be decreased by a corresponding amount, resulting in no change in net take-home pay. As in the past, and in accordance with the established practice, the revised unified base/floor salary scale as approved by the General Assembly will be implemented as from 1 January 2018.

Net remuneration margin

3 The ICSC has reported to the United Nations General Assembly that the margin between 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 is estimated to be 113.4 for 2017. If the value of the calendar year margin falls outside the trigger 113-117 range, the ICSC will take immediate action, through the post adjustment mechanism, to bring it closer to the 115 midpoint. If the ICSC takes such action, the related developments and their consequences, if any, for the Organization will be reported to the Council at its first session after the action of the ICSC.

PLACE-TO-PLACE SURVEY

4 The Council was informed at its 118th session that the results of the place-to-place survey that was conducted in London in September 2016 would be published and implemented by the ICSC on 1 August 2017. The new Post Adjustment Index for London and the corresponding multiplier have now been implemented at the same level as previously. Therefore, following the results of the survey there was no change in take-home pay for staff in the Professional and higher categories.

SALARY SCALE FOR THE GENERAL SERVICE CATEGORY

5 Adjustments to General Service salaries between the periodic salary surveys conducted by the ICSC are based on 90% of the average of the movement in the United Kingdom Consumer Price Index (CPI) and United Kingdom Average Weekly Earnings (AWE) and are made on the basis of the methodology approved by the ICSC. The methodology provides that increases be implemented as of the first day of the month following the month when the increase 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.

6 In accordance with the above adjustment mechanism, an increase in the General Service salary scale became due on 1 May 2017. The new scale represents a net increase of 2.1% and replaces the May 2016 scale. There were no changes in dependency and language allowances. The new salary scale, which has been endorsed by the United Nations in New York, is attached in annex 1. In accordance with the established practice the above changes were implemented and reflected in the September 2017 payroll. The budgetary impact of this increase is reported under agenda item 5(c).

THE NEW COMMON SYSTEM COMPENSATION PACKAGE

7 The Council will recall that, at its twenty-eighth extraordinary session, it approved the implementation by the Organization of the decisions taken by the seventieth session of the United Nations General Assembly with respect to the recommendations in the Report of the International Civil Service Commission for 2015, including the provisions related to the introduction of the new compensation package for staff in the Professional and higher categories.

8 As foreshadowed in paragraphs 6 and 7 of document C 118/4(a), the testing of systems for the third phase of the new compensation package, which deals with education grant, has been completed and all relevant provisions are now implemented.

9 This completes the full implementation of the new compensation package by the Organization, which is now fully compliant.

Action requested of the Council

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

ANNEX 1
General Service category
Table showing annual gross and net salaries after application of staff assessment
(in pounds sterling)
Effective 1 May 2017
Duty Station – LONDON

Grade		I	II	III	IV	V	VI	VII	VIII	IX	X	XI
G.1	Gross	£22,678	£23,621	£24,564	£25,506	£26,449	£27,392	£28,357	£29,338	£30,319	£31,300	£32,281
	Gross Pensionable	£22,380	£23,323	£24,265	£25,208	£26,152	£27,094	£28,037	£28,980	£29,922	£30,865	£31,808
	Total Net/Net Pensionable	£18,018	£18,744	£19,470	£20,196	£20,922	£21,648	£22,374	£23,100	£23,826	£24,552	£25,278
G.2	Gross	£25,487	£26,536	£27,586	£28,669	£29,761	£30,853	£31,945	£33,036	£34,128	£35,220	£36,312
	Gross Pensionable	£25,192	£26,241	£27,290	£28,339	£29,386	£30,435	£31,484	£32,532	£33,582	£34,630	£35,679
	Total Net/Net Pensionable	£20,181	£20,989	£21,797	£22,605	£23,413	£24,221	£25,029	£25,837	£26,645	£27,453	£28,261
G.3	Gross	£28,662	£29,886	£31,111	£32,335	£33,559	£34,784	£36,008	£37,232	£38,457	£39,681	£40,905
	Gross Pensionable	£28,335	£29,510	£30,686	£31,861	£33,038	£34,214	£35,389	£36,565	£37,741	£38,916	£40,125
	Total Net/Net Pensionable	£22,600	£23,506	£24,412	£25,318	£26,224	£27,130	£28,036	£28,942	£29,848	£30,754	£31,660
G.4	Gross	£32,330	£33,697	£35,065	£36,432	£37,800	£39,168	£40,535	£41,917	£43,384	£44,851	£46,317
	Gross Pensionable	£31,856	£33,170	£34,483	£35,797	£37,111	£38,425	£39,758	£41,125	£42,492	£43,858	£45,226
	Total Net/Net Pensionable	£25,314	£26,326	£27,338	£28,350	£29,362	£30,374	£31,386	£32,398	£33,410	£34,422	£35,434
G.5	Gross	£36,438	£37,970	£39,503	£41,035	£42,630	£44,274	£45,917	£47,561	£49,204	£50,848	£52,491
	Gross Pensionable	£35,800	£37,274	£38,747	£40,257	£41,791	£43,323	£44,857	£46,389	£47,923	£49,455	£50,988
	Total Net/Net Pensionable	£28,354	£29,488	£30,622	£31,756	£32,890	£34,024	£35,158	£36,292	£37,426	£38,560	£39,694
G.6	Gross	£41,043	£42,835	£44,674	£46,513	£48,352	£50,191	£52,030	£53,870	£55,709	£57,548	£59,387
	Gross Pensionable	£40,263	£41,978	£43,695	£45,409	£47,125	£48,841	£50,556	£52,271	£53,987	£55,702	£57,418
	Total Net/Net Pensionable	£31,762	£33,031	£34,300	£35,569	£36,838	£38,107	£39,376	£40,645	£41,914	£43,183	£44,452
G.7	Gross	£46,519	£48,575	£50,632	£52,688	£54,745	£56,801	£58,858	£60,914	£62,971	£65,028	£67,084
	Gross Pensionable	£45,416	£47,334	£49,252	£51,168	£53,087	£55,003	£56,922	£58,839	£60,888	£62,945	£65,001
	Total Net/Net Pensionable	£35,573	£36,992	£38,411	£39,830	£41,249	£42,668	£44,087	£45,506	£46,925	£48,344	£49,763

The difference between steps I-X within grades indicates 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.

ANNEX 2

UNIFIED SALARY SCALE AND RELATED ISSUES

A. Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment (effective 1 January 2018)

(United States dollars)

Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	Gross	194 329												
	Net	143 757												
ASG	Gross	176 292												
	Net	131 853												
D-2	Gross	140 984	144 059	147 133	150 223	153 488	156 750	160 011	163 273	166 535	169 795	-	-	-
	Net	108 189	110 341	112 493	114 647	116 802	118 955	121 107	123 260	125 413	127 565	-	-	-
D-1	Gross	126 150	128 851	131 554	134 257	136 951	139 654	142 356	145 053	147 757	150 483	153 347	156 209	159 074
	Net	97 805	99 696	101 588	103 480	105 366	107 258	109 149	111 037	112 930	114 819	116 709	118 598	120 489
P-5	Gross	108 633	110 930	113 230	115 524	117 824	120 119	122 420	124 716	127 013	129 310	131 609	133 903	136 203
	Net	85 543	87 151	88 761	90 367	91 977	93 583	95 194	96 801	98 409	100 017	101 626	103 232	104 842
P-4	Gross	89 253	91 295	93 337	95 379	97 421	99 462	101 636	103 853	106 069	108 284	110 506	112 717	114 936
	Net	71 332	72 884	74 436	75 988	77 540	79 091	80 645	82 197	83 748	85 299	86 854	88 402	89 955
P-3	Gross	73 225	75 114	77 005	78 893	80 784	82 674	84 563	86 457	88 345	90 234	92 128	94 016	95 908
	Net	59 151	60 587	62 024	63 459	64 896	66 332	67 768	69 207	70 642	72 078	73 517	74 952	76 390
P-2	Gross	56 542	58 233	59 922	61 612	63 304	64 996	66 688	68 375	70 067	71 757	73 446	75 139	76 828
	Net	46 472	47 757	49 041	50 325	51 611	52 897	54 183	55 465	56 751	58 035	59 319	60 606	61 889
P-1	Gross	43 792	45 106	46 419	47 734	49 046	50 395	51 829	53 264	54 699	56 134	57 568	59 001	60 437
	Net	36 347	37 438	38 528	39 619	40 708	41 800	42 890	43 981	45 071	46 162	47 252	48 341	49 432

Abbreviations: ASG, Assistant Secretary-General; USG, Under-Secretary-General.

^a The normal qualifying period for in-grade movement between consecutive steps is one year. The shaded steps in each grade require two years of qualifying service at the preceding step.

B. Pay protection points for staff whose salaries are higher than the maximum salaries on the unified salary scale (effective 1 January 2018)

(United States dollars)

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	117 154	119 373
	Net	91 508	93 061
P-3	Gross	97 796	99 686
	Net	77 825	7 261
P-2	Gross	78 520	–
	Net	63 175	–
P-1	Gross	61 871	–
	Net	50 522	–
