

COUNCIL
118th session
Agenda item 4(a)

C 118/4(a)
25 May 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 implementation by the Organization of the decisions of the United Nations General Assembly with respect to recommendations contained in the 2016 report of the International Civil Service Commission (ICSC), and provides an update on the place-to-place survey carried out by the ICSC.

The document also reports on the implementation of the second, third and final phases of the ICSC 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 8

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

1 The Council will recall that, at its 117th session, it approved the implementation by the Organization of the decisions of the seventy-first session of the United Nations General Assembly with respect to the recommendations in the 2016 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 2017. As a result, from that date, base salaries were increased by 1.02% while post adjustment multipliers were decreased accordingly. The 1 January 2017 salary scale was shown in annex 2 of document C 117/5(a).

Net remuneration margin

3 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 114.5 for 2016. Therefore, there was no adjustment as the margin remains within the range.

Place-to-place survey

4 The Council was informed at its 117th session that a place-to-place survey had been conducted in London in September 2016. The collected data was reviewed by the Advisory Committee on Post Adjustment Questions (ACPAQ) at its thirty-ninth session in February 2017. ACPAQ also considered a range of methodological issues pertaining to the 2016 round of surveys, and a number of recommendations were submitted to the ICSC in respect of a few minor modifications to the approved methodology for the collection and processing of data. The Advisory Committee decided to defer recommendations regarding the survey results for Rome, Vienna, Paris, London and Madrid. The results are expected to be announced and implemented in August 2017.

ICSC new compensation package

5 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 2015 report of the ICSC, including the provisions related to the introduction of the new compensation package for staff in the Professional and higher categories.

6 As foreshadowed in paragraphs 8 to 12 of document C 117/5(a), the second phase of the ICSC new compensation package, which deals mainly with various dependency allowances and the introduction of a newly structured salary scale, has been implemented successfully as of 1 January 2017. The third and final phase, which concerns the implementation of a revised education grant scheme, will enter into force for the academic year in progress on 1 January 2018. The main provisions of the new scheme are as follows:

- .1 Admissible expenses will be limited to tuition- and enrolment-related fees. As a result, expenses like books, food, local transportation, educational trips and, in most cases, boarding will no longer be admissible.
- .2 Reimbursement of admissible expenses will be based on a global sliding scale consisting of seven brackets, with declining reimbursement levels as set out in table 3 of annex 1 of the Staff Regulations and shown in annex 1 to document C 118/4(a)/1. The current distinction by currency zones and varying maximum reimbursable levels is discontinued.
- .3 Eligibility for boarding-related expenses will now be limited to staff serving in duty stations other than those classified as Headquarters, whose children attend primary and secondary education outside the duty station. The change will therefore not affect most IMO staff members. No boarding expenses will be paid in respect of children attending tertiary (post-secondary) education. Boarding-related expenses will be paid in the form of an annual lump sum currently set at \$5,000 per eligible child. Eligibility to scholastic travel will be subject to eligibility for boarding-related expenses.

- .4 Current provisions applicable to the special education grant scheme for children with disabilities will continue to apply without any major modifications. The global ceiling (maximum admissible expenses including boarding expenses) for the special education grant will be the upper limit of the top bracket of the global sliding scale plus the amount of the lump sum for boarding.

7 The above modifications to the compensation package have necessitated some amendments to the Staff Regulations and Staff Rules, which are presented in document C 118/4(a)/1.

Action requested of the Council

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