



COUNCIL
24th extraordinary session
Agenda item 5(a)

C/ES.24/5(a)/Add.1
9 October 2007
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RESOURCE MANAGEMENT

(a) Personnel matters, including amendments, if any, to the Staff Regulations and Staff Rules

Note by the Secretary-General

SUMMARY

Executive summary: This document reports on the interim adjustment, as of 1 October 2007, to the salary scale for staff in the General Service category

Action to be taken: Paragraph 3

Related documents: C.ES 24/5(a) and C/ES.24/5(d)

Salary scale for the General Service category

1 The Council will recall that adjustments to General Service salaries between the periodic salary surveys conducted by the International Civil Service Commission (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 of the two indices.

2 In accordance with the above adjustment mechanism, an increase in the General Service salary scale became due on 1 October 2007. 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 3.4 per cent and replaces the October 2006 scale. The dependency allowances effective 1 October 2006 will remain unchanged. The resulting amendment to the Staff Rules is attached at annex. The budgetary implications are noted in paragraph 4 of document C/ES.24/5(d).

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Action requested of the Council

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

ANNEX**General Service category – salaries****showing annual gross and net after application of staff assessment****(in pounds sterling)****Effective 1 October 2007****Duty Station – LONDON**

| Grade | | I | II | III | IV | V | VI | VII | VIII | IX | X | XI |
|--------------|---------------------------|----------|-----------|------------|-----------|----------|-----------|------------|-------------|-----------|----------|-----------|
| G.1 | Gross | 18,208 | 18,962 | 19,717 | 20,471 | 21,226 | 22,007 | 22,792 | 23,577 | 24,362 | 25,147 | 25,932 |
| | Gross Pensionable | 17,869 | 18,623 | 19,378 | 20,133 | 20,888 | 21,643 | 22,397 | 23,151 | 23,906 | 24,661 | 25,416 |
| | Total Net/Net Pensionable | 14,447 | 15,028 | 15,609 | 16,190 | 16,771 | 17,353 | 17,934 | 18,515 | 19,096 | 19,677 | 20,258 |
| G.2 | Gross | 20,462 | 21,302 | 22,176 | 23,050 | 23,924 | 24,800 | 25,674 | 26,549 | 27,423 | 28,299 | 29,173 |
| | Gross Pensionable | 20,124 | 20,964 | 21,805 | 22,646 | 23,486 | 24,327 | 25,168 | 26,008 | 26,849 | 27,689 | 28,530 |
| | Total Net/Net Pensionable | 16,183 | 16,830 | 17,478 | 18,125 | 18,772 | 19,420 | 20,067 | 20,714 | 21,361 | 22,009 | 22,656 |
| G.3 | Gross | 23,049 | 24,027 | 25,005 | 25,982 | 26,961 | 27,939 | 28,918 | 29,896 | 30,873 | 31,851 | 32,887 |
| | Gross Pensionable | 22,645 | 23,585 | 24,524 | 25,464 | 26,404 | 27,344 | 28,284 | 29,224 | 30,164 | 31,104 | 32,044 |
| | Total Net/Net Pensionable | 18,124 | 18,848 | 19,572 | 20,295 | 21,019 | 21,743 | 22,467 | 23,191 | 23,914 | 24,638 | 25,362 |
| G.4 | Gross | 25,985 | 27,080 | 28,174 | 29,268 | 30,362 | 31,457 | 32,587 | 33,761 | 34,933 | 36,107 | 37,281 |
| | Gross Pensionable | 25,466 | 26,518 | 27,570 | 28,621 | 29,673 | 30,724 | 31,776 | 32,827 | 33,878 | 34,951 | 36,045 |
| | Total Net/Net Pensionable | 20,297 | 21,107 | 21,917 | 22,726 | 23,536 | 24,346 | 25,155 | 25,965 | 26,774 | 27,584 | 28,394 |
| G.5 | Gross | 29,276 | 30,504 | 31,732 | 33,028 | 34,345 | 35,662 | 36,980 | 38,297 | 39,614 | 40,930 | 42,248 |
| | Gross Pensionable | 28,629 | 29,809 | 30,990 | 32,171 | 33,351 | 34,537 | 35,765 | 36,992 | 38,221 | 39,449 | 40,678 |
| | Total Net/Net Pensionable | 22,732 | 23,641 | 24,550 | 25,459 | 26,368 | 27,277 | 28,186 | 29,095 | 30,004 | 30,912 | 31,821 |
| G.6 | Gross | 33,035 | 34,512 | 35,987 | 37,464 | 38,939 | 40,416 | 41,891 | 43,368 | 44,843 | 46,320 | 47,796 |
| | Gross Pensionable | 32,177 | 33,500 | 34,840 | 36,216 | 37,592 | 38,968 | 40,345 | 41,721 | 43,098 | 44,474 | 45,851 |
| | Total Net/Net Pensionable | 25,464 | 26,483 | 27,501 | 28,520 | 29,538 | 30,557 | 31,575 | 32,594 | 33,612 | 34,631 | 35,649 |
| G.7 | Gross | 37,464 | 39,114 | 40,767 | 42,417 | 44,070 | 45,720 | 47,372 | 49,023 | 50,675 | 52,326 | 53,977 |
| | Gross Pensionable | 36,216 | 37,755 | 39,296 | 40,836 | 42,375 | 43,915 | 45,455 | 46,994 | 48,535 | 50,075 | 51,615 |
| | Total Net/Net Pensionable | 28,520 | 29,659 | 30,799 | 31,938 | 33,078 | 34,217 | 35,357 | 36,496 | 37,636 | 38,775 | 39,914 |

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.