



COUNCIL
96th session
Agenda item 3(a)

C 96/3(a)/1
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RESOURCE MANAGEMENT

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

Note by the Secretary-General

SUMMARY

Executive summary: This document reports on the place-to-place survey for London; on the progress of the General Service salary survey due to take place in 2006; and on insurance for staff members

Action to be taken: Paragraph 7

Related documents: C 93/9(a)/Add.1, C 94/3(a), C 96/3(e)

Introduction

1 This document presents the results of the 2005 place-to-place survey and its impact on the salaries of staff members in the Professional and higher categories. The document also provides an update on the progress of the 2006 General Service salary survey; and on staff members' insurance.

Place-to-place survey for London

2 In December 2005, the International Civil Service Commission (ICSC) concluded its analysis of the data pertaining to the place-to-place survey in London. The findings were presented at the 28th Session of the Administrative Committee on Post Adjustment Questions (ACPAQ). After consideration and analysis of the data collected in London during September 2005, the Committee's findings were that the cost-of-living index for London in September 2005 was 101.84 relative to New York (i.e., 1.84% more expensive). ACPAQ accordingly recommended a post adjustment index of 165.71 to be applied to base salaries for September 2005, effectively representing an 8.8 per cent increase in salaries for London. This recommendation was approved by the ICSC at its March 2006 session.

3 Although the increase resulting from the implementation of the new post adjustment index is significant, it is below that which might have been expected had the United Kingdom national price and earnings rates been applied over the period. Since the last place-to-place survey in 2000, the salary increases due to variations of post adjustment index linked to

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cost-of-living have been less than one per cent. The budgetary implications of the implementation of the new post adjustment index are described in document C 96/3(e).

Forthcoming 2006 General Service salary survey

4 The ICSC conducts General Service salary surveys of the United Nations system Headquarters' duty stations every five years. The London survey was last undertaken in 2001 and the data collection phase for the next survey will be conducted again in the autumn of this year. The preparatory phase of the survey has already been initiated with the visit of two ICSC representatives for pre-survey consultations between the Commission and representatives of the administration and staff. As requested by the ICSC methodology, a Local Salary Survey Committee (LSSC) has been formed and will be responsible for the administration and the logistics of the exercise.

5 In due course, the ICSC secretariat will analyse the data and the findings will be discussed at the 2007 spring session of the ICSC when a new salary scale will be constructed. This new salary scale will enter into force retroactively on the first day of the reference month of the survey, i.e., either October or November 2006.

Insurance of staff members

6 The Secretary-General has advised Council previously (C 93/9(a)/Add.1 and C 94/3(a)) that insurers had been unwilling to provide insurance cover up to the limits of indemnity for nuclear, biological and chemical terrorism (NBC) acts provided under the prevailing Staff Compensation Policy set out in the Organization's Staff Regulations and Staff Rules. The Organization has, therefore, been self-insured for these particular risks in the event of NBC terrorism. Following extended discussions with insurance brokers (Willis), the Organization has received a proposal which will cover the liability to some extent. The details of the proposal have been provided in document C 96/3(e).

Action requested of the Council

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