



COUNCIL
96th session
Agenda item 3(a)

C 96/3(a)
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RESOURCE MANAGEMENT

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

Note by the Secretary-General

SUMMARY

<i>Executive summary:</i>	This document reports on decisions of the United Nations General Assembly on post adjustment and staff assessment matters
<i>Action to be taken:</i>	Paragraph 4
<i>Related document:</i>	C/ES.23/3(a)/Add.1

Introduction

1 This document summarizes decisions of the United Nations General Assembly addressing personnel matters and reports on their implementation within the Organization. The Standing Committee of the United Nations Joint Staff Pension Board has made no recommendations since the last session of the Council which would require any action by the Organization.

Base salary scale for the Professional and higher categories

2 At its twenty-third extraordinary session, Council was informed (C/ES.23/3(a)/Add.1) that the International Civil Service Commission (ICSC) had recommended to the General Assembly the consolidation of several classes of post adjustment into the base salary scale for staff in the Professional and higher categories with effect from 1 January 2006. This consolidation would have been neutral in income terms; whilst the base salary would have been increased by 2.49 per cent, the post adjustment payment would have decreased by a corresponding amount. However, this change to net salaries did not take place as the General Assembly did not consider personnel-related matters at its regular session and postponed all decisions on these matters to its deferred session due to take place in Spring 2006. It is expected that the General Assembly will adopt the ICSC recommendation with a new effective date, when a new salary scale will enter into force. The Organization will take any necessary action subsequently.

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Staff assessment for staff in the Professional and higher categories

3 The General Assembly, in section 11 of its resolution 60/248 of 23 December 2005, approved a new scale of staff assessment for staff in the Professional and higher categories with effect from 1 January 2006. The new scale of assessment, shown at annex 1 of this document, addresses the imbalances in the tax Equalization Fund. The adjustment in the scale lowers the gross salaries but has no impact on net salaries. The salary scale for staff in the Professional and higher categories effective 1 January 2006, reflecting the revised gross amounts derived on the basis of the approved staff assessment rates, is reproduced at annex 2.

Action requested of the Council

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

ANNEX 1

Table 2

**STAFF ASSESSMENT RATES FOR THE PROFESSIONAL
AND HIGHER CATEGORIES**

**a) Staff assessment rates for purposes of pensionable remuneration and pensions
(effective 1 January 1997)**

Total assessable payments (in US dollars)	Percentage
Up to 20,000 per year	11
20,001 to 40,000 per year	18
40,001 to 60,000 per year	25
60,001 and above per year	30

**b) Staff assessment rates used in conjunction with gross base salaries
(effective 1 January 2006).**

(i) *Staff assessment rates for those with dependants*

Total assessable payments (in US dollars)	Staff member with a dependent spouse or a dependent child %
First 50,000 per year	19
Next 50,000 per year	28
Next 50,000 per year	32
Remaining assessable payments	35

(ii) *Staff assessment for those without dependants*

Staff assessment amounts for those with neither a dependent spouse nor a dependent child would be equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.

ANNEX 2
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 2006

Steps

Grade	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
P-1	42 664	44 022	45 378	46 737	48 093	49 449	50 908	52 436	53 960	55 488					
Net (D)	34 558	35 658	36 756	37 857	38 955	40 054	41 154	42 254	43 351	44 451					
Net (S)	32 599	33 612	34 625	35 638	36 650	37 662	38 676	39 676	40 672	41 668					
P-2	54 382	55 972	57 560	59 149	60 738	62 325	63 914	65 500	67 090	68 681	70 267	71 858			
Net (D)	43 655	44 800	45 943	47 087	48 231	49 374	50 518	51 660	52 805	53 950	55 092	56 238			
Net (S)	40 947	41 985	43 020	44 057	45 092	46 130	47 184	48 234	49 289	50 341	51 392	52 447			
P-3	66 881	68 656	70 435	72 207	73 986	75 761	77 535	79 314	81 090	82 865	84 643	86 417	88 194	89 969	91 746
Net (D)	52 654	53 932	55 213	56 489	57 770	59 048	60 325	61 606	62 885	64 163	65 443	66 720	68 000	69 278	70 557
Net (S)	49 149	50 325	51 503	52 678	53 856	55 030	56 206	57 383	58 558	59 734	60 906	62 079	63 250	64 422	65 594
P-4	81 943	83 861	85 781	87 699	89 618	91 536	93 456	95 374	97 293	99 210	101 196	103 226	105 259	107 290	109 322
Net (D)	63 499	64 880	66 262	67 643	69 025	70 406	71 788	73 169	74 551	75 931	77 313	78 694	80 076	81 457	82 839
Net (S)	59 132	60 390	61 647	62 901	64 155	65 407	66 659	67 909	69 157	70 405	71 651	72 896	74 140	75 383	76 625
P-5	99 511	101 590	103 694	105 799	107 904	110 009	112 115	114 221	116 326	118 431	120 535	122 641	124 747		
Net (D)	76 148	77 581	79 012	80 443	81 875	83 306	84 738	86 170	87 602	89 033	90 464	91 896	93 328		
Net (S)	70 742	72 014	73 282	74 550	75 815	77 077	78 338	79 596	80 852	82 106	83 358	84 607	85 855		
D-1	120 487	122 962	125 435	127 910	130 385	132 859	135 334	137 809	140 282						
Net (D)	90 431	92 114	93 796	95 479	97 162	98 844	100 527	102 210	103 892						
Net (S)	83 587	85 050	86 509	87 965	89 418	90 867	92 312	93 755	95 194						
D-2	131 947	134 765	137 584	140 403	143 222	146 040									
Net (D)	98 224	100 140	102 057	103 974	105 891	107 807									
Net (S)	90 236	91 854	93 466	95 072	96 674	98 269									
ASG	160 574														
Net (D)	117 373														
Net (S)	106 285														
USG	176 877														
Net (D)	127 970														
Net (S)	115 166														

D = Rates applicable to staff members with a dependent spouse or child

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