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Agenda item 3(a)

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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 recommendations of the International Civil Service Commission (ICSC) to the United Nations General Assembly and seeks the authority of the Council to implement at IMO the decisions taken by the General Assembly on these recommendations. It further reports on the pensionable remuneration for staff members in the Professional and higher categories; on the interim adjustment to the salary scale for staff in the General Service category; and on personnel matters related to the recruitment of women and the geographical distribution of the Secretariat staff as of 1 October 2005

Action to be taken: Paragraph 14

Related document: C/ES.23/3(a)

Introduction

1 Further to document C/ES.23/3(a), this document summarizes the recommendations adopted by the International Civil Service Commission (ICSC) at its 61st session and seeks the authority of the Council to implement, at IMO, the decisions of the United Nations General Assembly to be made later this year on the ICSC's recommendations, in accordance with the Organization's usual practice. The report of the Standing Committee of the United Nations Joint Staff Pension Board contains no recommendations which would require any action by the Organization.

Recommendations to the General Assembly

2 The Commission will recommend to the General Assembly the consolidation of several classes of post adjustment* into the base salary scale for staff in the Professional and higher

* The post adjustment compensates for the differences in the relative costs of UN Headquarters' duty stations compared to New York, the base of the UN system.

categories with effect from 1 January 2006. This consolidation will be neutral in income terms; whilst base salaries will be increased by 2.49 per cent, the post adjustment payment will be decreased by a corresponding amount.

Monitoring of the pilot study on Broadbanding/reward for contribution

3 As reported in document C/ES.22/10, the ICSC is undertaking pilot studies on “broadbanding” in selective parts of the UN system. The implementation of broadbanding would result in the replacement of the current salary and grade structure by salary “bands”. Broadbanding would be less restrictive than the current salary mechanisms and would allow for more immediate and direct financial recognition of individual competence and performance in programme delivery. Pilot studies have started in four UN volunteer organizations and the Commission is studying the first progress reports. The pilot scheme and the testing of the results will continue for at least a further year.

4 The applicability, operation, financing and management of a broadband scheme to each Organization of the UN system will need very careful study before any decision could be made on its adoption. The Secretary-General will continue to monitor these common system developments, within the framework of the Organization’s overall HR policies and management needs and the Secretary-General’s Change Management Programme and keep the Council informed of developments.

Net remuneration margin

5 The Council will recall that the benchmark for determining the net salary levels of United Nations staff members in the Professional and higher categories is the salary level of the United States of America federal civil service employees in comparable positions, within a margin varying between 110% and 120% of the comparator within a desirable mid point of 115.

6 The ICSC has reported to the General Assembly that the aforementioned margin has been estimated at 111.1 for 2005.

Pensionable remuneration of staff in the professional and higher categories

7 An increase in pensionable remuneration of 3.81 per cent promulgated by the ICSC was implemented with effect from 1 September 2005 in accordance with the UN Common System practices. The relevant amendment to the Staff Regulations is attached at annex 1.

Place-to-Place Survey for London

8 Further to the information provided in document C/ES.23/3(a), the data collection phase of the survey has now been completed and the data is being analysed by the ICSC. It is too early to assess the results of the survey, which require extensive work and analysis by the ICSC. However, the Commission’s initial view, on the basis of general economic indicators, is that an increase in post adjustment for London is probable. The new post adjustment should enter into force on 1 July 2006 and the budgetary implication will be reported to the June 2006 session of Council.

Salary scale for the General Service category

9 It will be recalled that adjustments to General Service salaries between the periodic surveys conducted by the 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.

10 In accordance with the above adjustment mechanism, an increase in the General Service salary scale became due on 1 October 2005. 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 3.1 per cent and replaces the October 2004 scale. The resulting amendment to the Staff Rules is attached at annex 2. The general budgetary consequences of this adjustment are noted in document C/ES.23/3(d).

Insurance of staff members

11 Further to the information provided in document C 94/3(a), there have been no further developments within the UN system on the subject matter and insurers remain 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. This policy position by insurers is universally applicable. The Organization is, therefore, self-insured for these particular risks in the event of NBC terrorism. The Secretariat is seeking a common UN policy on the quantification of this liability, for the purposes of the Organization's Annual Accounts. Pending the development of a common position, the Secretariat is seeking the advice of the External Auditors on possible reporting arrangements.

Other issues

Recruitment of women

12 On 1 October 2005, the overall percentage of female staff in the Professional and higher categories of the Secretariat was 35.6% (33.9%). For grades P.1 to P.5 this was 38.5% (38.1%) while D.1 and above was 21.3% (13.6%) with 33.3% (33.3%) in the D.2 category. The figures in brackets correspond to the situation as of 1 November 2004.

Geographical distribution

13 As foreshadowed in document C/ES.23/3(a), an up-dated table showing Professional and higher category posts by country, grade and gender is attached at annex 3 to this document. This summary gives the situation as at 1 October 2005. As requested by Council at its 94th session, IMO staff members in the field have been included in these statistics at paragraph 5. Any further changes will be reported orally to the Council.

Action requested of the Council

14 The Council is invited to take note of the information contained in this document and to approve the implementation of the decisions of the United Nations General Assembly with respect to the recommendations in the 2005 report of the International Civil Service Commission, with effect from the dates determined by the General Assembly. These will be reported at the next session of the Council.

ANNEX 1

**Pensionable remuneration for Professional and higher categories
(in United States dollars)
Effective 1 September 2005**

Steps

Grade	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
P-1	63,862	66,061	68,252	70,444	72,638	74,829	77,026	79,216	81,410	83,603					
P-2	82,012	84,299	86,577	88,860	91,142	93,424	95,706	97,984	100,270	102,552	104,832	107,116			
P-3	99,966	102,520	105,071	107,618	110,173	112,724	115,274	117,830	120,501	123,292	126,080	128,868	131,659	134,447	137,238
P-4	121,630	124,641	127,644	130,650	133,662	136,665	139,672	142,682	145,687	148,691	151,696	154,713	157,715	160,722	163,731
P-5	149,007	152,130	155,252	158,378	161,500	164,622	167,744	170,871	173,991	177,114	180,238	183,368	186,716		
D-1	179,070	182,743	186,414	190,079	193,751	197,606	201,541	205,475	209,403						
D-2	197,012	201,491	205,967	210,440	214,917	219,392									
ASG	236,928														
USG	256,339														

ANNEX 2

General Service category – salaries
Showing annual gross and net after application of staff assessment
(in pounds sterling)
Effective 1 October 2005 (Revised)
Duty Station – LONDON

Grade	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
G.1 Gross	£17,327	£18,048	£18,765	£19,485	£20,206	£20,922	£21,643	£22,363	£23,085	£23,835	£24,585
Gross Pensionable	£17,037	£17,723	£18,407	£19,090	£19,776	£20,456	£21,141	£21,824	£22,540	£23,261	£23,978
Total Net/Net Pensionable	£13,801	£14,356	£14,908	£15,463	£16,018	£16,569	£17,124	£17,679	£18,231	£18,786	£19,341
G.2 Gross	£19,480	£20,284	£21,089	£21,895	£22,697	£23,527	£24,365	£25,200	£26,038	£26,877	£27,714
Gross Pensionable	£19,084	£19,849	£20,615	£21,379	£22,155	£22,962	£23,767	£24,572	£25,378	£26,182	£26,987
Total Net/Net Pensionable	£15,459	£16,078	£16,698	£17,318	£17,936	£18,558	£19,178	£19,796	£20,416	£21,037	£21,656
G.3 Gross	£21,888	£22,787	£23,714	£24,650	£25,586	£26,522	£27,457	£28,393	£29,328	£30,265	£31,200
Gross Pensionable	£21,373	£22,244	£23,145	£24,042	£24,941	£25,842	£26,742	£27,638	£28,538	£29,438	£30,337
Total Net/Net Pensionable	£17,313	£18,005	£18,696	£19,389	£20,082	£20,774	£21,466	£22,159	£22,851	£23,544	£24,236
G.4 Gross	£24,651	£25,696	£26,743	£27,789	£28,835	£29,881	£30,927	£31,973	£33,018	£34,064	£35,158
Gross Pensionable	£24,045	£25,048	£26,054	£27,059	£28,063	£29,069	£30,075	£31,081	£32,086	£33,090	£34,094
Total Net/Net Pensionable	£19,390	£20,163	£20,938	£21,712	£22,486	£23,260	£24,034	£24,808	£25,581	£26,355	£27,129
G.5 Gross	£27,795	£28,968	£30,142	£31,315	£32,489	£33,665	£34,867	£36,128	£37,386	£38,645	£39,903
Gross Pensionable	£27,064	£28,193	£29,321	£30,450	£31,576	£32,704	£33,834	£34,961	£36,090	£37,218	£38,347
Total Net/Net Pensionable	£21,716	£22,584	£23,453	£24,321	£25,190	£26,060	£26,928	£27,798	£28,666	£29,535	£30,403
G.6 Gross	£31,320	£32,635	£33,950	£35,323	£36,733	£38,143	£39,552	£40,961	£42,372	£43,783	£45,191
Gross Pensionable	£30,453	£31,719	£32,981	£34,244	£35,507	£36,770	£38,033	£39,297	£40,559	£41,821	£43,087
Total Net/Net Pensionable	£24,325	£25,298	£26,271	£27,243	£28,216	£29,189	£30,161	£31,133	£32,107	£33,080	£34,052
G.7 Gross	£35,325	£36,903	£38,483	£40,059	£41,638	£43,216	£44,794	£46,372	£47,948	£49,528	£51,106
Gross Pensionable	£34,244	£35,656	£37,071	£38,485	£39,900	£41,315	£42,729	£44,157	£45,627	£47,100	£48,571
Total Net/Net Pensionable	£27,244	£28,333	£29,423	£30,511	£31,600	£32,689	£33,778	£34,867	£35,954	£37,044	£38,133

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.

Allowances payable to General Service staff effective 1 October 2005

<i>Allowances</i>	<i>Staff joining before 1 July 1996</i>	<i>Staff joining on or after 1 July 1996 and prior to 1 October 1999</i>	<i>Staff joining on or after 1 October 1999 and prior to 1 October 2000</i>	<i>Staff joining on or after 1 October 2000</i>
	<i>net per annum</i>	<i>net per annum</i>	<i>net per annum</i>	<i>net per annum</i>
Dependent spouse	£430.00	£285.00	£258.00	£258.00
First dependent child of a married staff member	£1,038.00	£1,038.00	£1,038.00	£1,038.00
First dependent child of a single, widowed or divorced staff member	£1,174.00	£1,174.00	£1,087.00	£1,038.00
Each additional dependent child	£739.00	£739.00	£739.00	£739.00
Secondary dependant (where there is no dependent spouse, for either a dependent parent, dependent brother or dependent sister)	nil	nil	nil	nil
Language allowance (to be included in Pensionable remuneration)	£970.00	£970.00	£970.00	£970.00
Non-resident's allowance (to be included in Pensionable remuneration): <i>for staff recruited before 1.9.1983</i>	£225.00	n/a	n/a	n/a
<i>for staff recruited on or after 1.9.1983</i>	nil	nil	nil	nil

ANNEX 3

Breakdown of Professional posts by country, grade and gender

1. Incumbents in posts subject to geographical distribution by grade and gender as at 1 October 2005

Country	Uncl.		D.2		D.1		P.5		P.4		P.3		P.2		Total		
	m	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	
Argentina	-	-	-	-	1	-	-	-	1(1)	-	-	-	-	1(1)	2(1)	1(1)	3(2)
Australia	-	-	-	1	-	-	1	-	-	-	-	-	-	-	1	1	2
Bangladesh	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Belgium	-	-	-	-	-	-	1 (1)*	1	-	-	-	-	-	-	1 (1)	1	2 (1)
Brazil	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1
Bulgaria	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Canada	-	-	-	-	-	-	-	-	-	1	-	-	1 (1)	-	1 (1)	1	2 (1)
China	-	-	-	-	2	-	-	-	-	-	-	-	-	-	2	-	2
Colombia	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Cyprus	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Denmark	-	-	-	-	1*	-	-	-	-	-	-	-	-	-	1	-	1
Egypt	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1
Ethiopia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
France	-	-	1	-	-	-	1	-	-	1 (1)	1 (1)	-	-	4 (3)	3 (1)	5(4)	8(5)
Germany	-	-	-	-	1	-	-	1	-	-	-	-	-	-	1	1	2
Ghana	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1
Greece	1	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	2
India	-	-	-	-	-	-	2(1)	-	-	-	-	-	-	-	2 (1)	-	2 (1)
Ireland	-	-	-	-	-	-	1	-	-	-	-	-	-	1 (1)	1	1 (1)	2 (1)
Italy	-	-	-	-	1*	-	1	-	-	-	-	-	-	-	2	-	2
Japan	-	-	1	-	-	-	-	-	1	-	-	-	-	-	2	-	2
Kenya	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Liberia	-	-	-	-	1*	-	-	-	-	-	-	-	-	-	1	-	1
Malaysia	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Malta	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Mauritius	-	-	-	-	-	-	-	-	-	1 (1)*	-	-	-	-	-	1 (1)	1 (1)
Mexico	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Morocco	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Myanmar	-	-	-	-	-	-	-	-	1(1)	-	-	-	-	-	1 (1)	-	1 (1)
Netherlands	-	-	-	-	-	-	1	-	-	-	1	-	-	-	2	-	2

Country	Uncl		D.2		D.1		P.5		P.4		P.3		P.2		Total		
	m	f	m	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	
New Zealand	-	-	-	-	-	-	-	-	-	-	1	-	-	1 (1)	1	1 (1)	2 (1)
Nicaragua	-	-	-	-	1 (1)	-	-	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Nigeria	-	-	-	1	1*	-	-	-	-	-	-	-	-	-	1	1	2
Norway	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Pakistan	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Panama	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1
Philippines	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1	1	2
Poland	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Republic of Korea	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	-	2
Romania	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Russian Federation	-	-	-	-	1	-	2	-	-	-	-	-	-	-	3	-	3
Senegal	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Sierra Leone	-	-	-	-	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	1 (1)
Spain	-	-	-	-	1	-	1	-	-	-	-	-	-	-	2	-	2
Sri Lanka	-	-	-	-	-	-	-	-	1	-	-	-	1(1)	-	2 (1)	-	2 (1)
Sweden	-	-	-	-	1*	-	-	-	-	-	-	-	-	-	1	-	1
Trinidad and Tobago	-	-	-	-	-	-	-	1	-	-	-	1 (1)	-	-	-	2 (1)	2 (1)
Turkey	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
United Kingdom	-	-	1	-	1*	1(1)*	2	-	1	3(2)	2 (2)	1(1)	2(2)	1	9(4)	6(4)	15(8)
United Republic of Tanzania	-	-	-	-	-	-	-	-	-	-	1 (1)	-	-	-	1 (1)	-	1 (1)
United States of America	-	-	1	-	-	-	3	-	-	-	-	-	-	-	4	-	4
Venezuela	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Totals – 53 nationalities	1	-	4	2	13*(1)	2(1)	27*(2)	4	9(2)	8*(4)	8(4)	4(2)	7(4)	10(7)	69(13)	30(14)	99(27)

N.B. 1. *Figures in brackets indicate staff members recruited in the General Service category and subsequently promoted to the Professional category.*

2. * indicates that personal promotions are included in this total.

2. Incumbents in language posts (including Word Processing Units) by grade and gender as at 1 October 2005

Country	D.1		P.5		P.4		P.3		P.2		Total		
	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	
Argentina	-	-	1(1)	-	-	-	1	-	-	-	2(1)	-	2(1)
Canada	-	-	-	-	1	-	-	-	-	-	1	-	1
China	-	-	1	-	1	-	-	-	-	-	2	-	2
Colombia	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	1(1)
France	-	1*	1	2*	1	3	2	1	-	2(1)	4	9(1)	13(1)
Honduras	-	-	-	-	1	-	-	-	-	-	1	-	1
Russian Federation	-	-	1	-	1	-	-	-	-	-	2	-	2
Spain	-	-	1	-	1	4	-	2	-	-	2	6	8
United Kingdom	-	-	-	-	1	-	-	-	-	1(1)	1	1(1)	2(1)
Uruguay	-	-	-	-	-	-	1	-	-	-	1	-	1
Totals	-	1*	5(1)	2*	7	7	4	3	-	4(3)	16(1)	17(3)	33(4)

N.B. 1. Figures in brackets indicate staff members recruited in the General Service category and subsequently promoted to the Professional category.

2. * indicates that personal promotions are included in this total.

3. Vacant posts as at 1 October 2005

Uncl.	D.2	D.1	P.5	P.4	P.3	P.2	Total
Posts subject to geographical distribution							
1	-	-	-	4	1	2	8
Language Posts							
-	-	-	-	-	4	-	4
Totals							
1	-	-	-	4	5	2	12

4. Total Professional posts by incumbents' grades as at 1 October 2005

Uncl.	D.2	D.1	P.5	P.4	P.3	P.2	Total
2	6	16*	38*	35	24	23	144

N.B. 1. Figures in brackets indicate staff members recruited in the General Service category and subsequently promoted to the Professional category.

2. * indicates that personal promotions are included in this total.

5. Breakdown of Professional posts by country, grade and gender

Regional Programme for the Prevention and Management of Marine Pollution in the East Asian Seas, Manila, Philippines			
Nationality	Grade	Gender	Duty Station
Canada	P.5	Male	Philippines
China	P.5	Male	Philippines
Malaysia	D.2	Male	Philippines
Republic of Korea	P.4	Female	Philippines
Philippines	NOA	7 Females	Philippines
Philippines	NOB	1 Female	Philippines
Philippines	NOC	1 Female	Philippines
Regional Marine Pollution Emergency Response Centre for the Mediterranean Sea, Malta			
Nationality	Grade	Gender	Duty Station
Croatia	P.5	Male	Malta
Italy	D.1	Male	Malta
Tunisia	P.3	Female	Malta
Malta	P.4	Male	Malta
GloBallast Partnership Project Management Unit			
Nationality	Grade	Gender	Duty Station
India	L.5	Male	London
Technical Co-operation Fund			
Ghana	P.3	Female	London
IMO Regional Presence for Technical Co-operation in the Eastern and Southern Sub-Region of Africa (Anglophone) (Kenya)			
Nationality	Grade	Gender	Duty Station
Kenya	NOD	Male	Kenya
IMO Regional Presence for Technical Co-operation in the West & Central Sub-Region of Africa (Anglophone) (Ghana)			
Nationality	Grade	Gender	Duty Station
Kenya	NOD	Female	Ghana
IMO Regional Presence for Technical Co-operation in the West & Central Sub-Region of Africa (Francophone) (Côte d'Ivoire)			
Nationality	Grade	Gender	Duty Station
Côte d'Ivoire	NOC	Male	Côte d'Ivoire
IMO Regional Presence for Technical Co-operation in East Asia, Manila, Philippines			
Nationality	Grade	Gender	Duty Station
Philippines	ICS11	Female	Philippines

The total number of professional staff in the Field is 23, of which 9 are male and 14 are female, coming from 13 countries.