

Board of the Centre

77th Session, Turin, 30 - 31 October 2014

CC 77/8

FOR DECISION

EIGHTH ITEM ON THE AGENDA

Human resources questions

Report of the International Civil Service Commission

1. This report provides information on the recommendations contained in the report of the 79th Session of the International Civil Service Commission (ICSC) which, if approved by the United Nations General Assembly (the General Assembly), will have financial implications for the Centre as from 1 January, 2015.
2. The General Assembly will not have reached any decisions concerning these recommendations when the Board holds its 77th Session (October 2014). Since these measures, if approved, shall come into effect for all organizations within the United Nations System, these recommendations are being submitted for approval by the Board at its current session.

Base/floor salary scale

3. The base/floor salary scale for staff in the professional and higher categories is set by reference to the base general schedule scale of the Federal Civil Service of the United States, which has been the comparator civil service since the establishment of the United Nations. Periodic adjustments are made on the basis of a comparison of net salaries of United Nations officials at the midpoint of the scale with the corresponding salaries of their counterparts in the comparator civil service. The adjustments are implemented by means of the standard no-loss/no-gain method of consolidating post adjustment points into base/floor salary scale while commensurately reducing post adjustment levels.
4. As a result of an increase in the reference comparator pay level in net terms, the ICSC has recommended to the General Assembly for approval with effect from 1 January, 2015, a revised base/floor salary scale for professional and higher categories staff with a 1.01 per cent adjustment implemented through the standard no-loss/no-gain consolidation method described in paragraph 3 above. This adjustment also implies a proportional increase in end-of service payments.

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5. In line with the General Assembly resolution, the ICSC reviews the staff assessment rates used in conjunction with gross salaries every three years.¹ The latest review carried out in 2014 did not give rise to any changes in the staff assessment rates.

Review of the end-of-service payment for the General Service staff

6. In the context of the most recent General Service Staff Salary Survey (Rome 2012), the ICSC reviewed the end-of-service payment and recommended that the provisions of the separation payment for General Service staff whose salaries are based on the headquarters salary scale be harmonized, to the extent possible, with local practice. In compliance with this recommendation, and following implementation by the FAO, a revised end-of-service payment scheme has become applicable as of 1 March, 2014.
7. As the end-of-service payment is a statutory entitlement under the UN Common System, the revised scheme requires consequential amendments to article 13.6 of the Staff Regulations.
8. **The Board is requested to:**
- a) **accept the recommendations by the ICSC, subject to their approval by the United Nations General Assembly, concerning:**
 - (i) **an increase of 1.01 per cent in the base/floor salary scales with effect as from 1 January, 2015 on a "no gain - no loss" basis;**
 - (ii) **the consequential increases in separation payments;**
 - b) **take note of the revised end-of-service payment for General Service staff;**
 - c) **authorize the Director, through the introduction of appropriate amendments to the Staff Regulations, to give effect to the measures referred to in paragraphs (a) and (b) above.**

Point for decision: Paragraph 8.

Turin, 10 September, 2014

¹ 66/235 A