

Board of the Centre

82nd Session, Geneva, 25 October 2019

CC 82/5

FOR DECISION

FIFTH ITEM ON THE AGENDA

Human resources questions

I. Recommendations of the International Civil Service Commission

1. This section of the document provides information on the recommendations contained in the report of the International Civil Service Commission (ICSC) for the year 2019 which, if approved by the United Nations General Assembly (hereafter referred to as the General Assembly), will have implications for the Centre as from 1 January 2020.
2. The General Assembly will not have reached any final decision concerning the recommendations at paragraph 11 below when the Board holds its 82nd Session (October 2019). Since these measures, if approved, will come into effect for all organizations within the United Nations (UN) System and have financial implications for the Centre as from 1 January 2020, these recommendations are being submitted for approval by the Board at its current session.

Conditions of service of staff in the Professional and higher categories

A. Base salary

3. As established, the base/floor salary scale for staff in the professional and higher categories is set by reference to the base General Schedule salary scale of the Federal Civil Service of the United States, which has been the comparator civil service since the creation of the UN. Periodic adjustments are made on the basis of a comparison of net salaries of UN 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 the 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 2020 a revised base/floor salary scale for professional and higher categories of staff with a 1.21 per cent adjustment implemented through the standard no-loss-no-gain consolidation method
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described in paragraph 3 above. The proposed increase in the salary should also be applied to the pay protection points for staff whose salaries were higher than those at the maximum level of their grade on conversion to the unified salary scale. This adjustment also implies a proportional increase in end-of-service payments. The proposed amendments to the salary scales are contained in Appendix A.

B. Review of the Education grant scale and level of boarding lump sum

5. Upon conclusion of the comprehensive review of the compensation package for staff in the Professional and higher categories by the ICSC in 2015, the General Assembly decided that a revised education grant scheme would be introduced as of the school year in progress on 1 January 2018. New features under the revised scheme included a global sliding scale for calculating the reimbursement of tuition and enrolment-related expenses, as well as a uniform lump sum amount to assist with boarding-related expenses for eligible staff.
6. The ICSC will consider recommending to the General Assembly a revised sliding reimbursement scale, as shown in Appendix A, and a revised boarding lump sum of US\$ 5,300 for implementation from the school year in progress on 1 January 2020.

C. Review of the level of the mobility incentive

7. In the context of the comprehensive review of the United Nations common system compensation package, the ICSC, at its eighty-third session, in 2016, decided, inter alia, on the review cycle of the level of allowances under its purview, in accordance with the schedule outlined in its annual report for 2016. The level of mobility incentive is to be reviewed every three years, starting in 2016 when the new payment matrix was implemented, by using the average base salary of staff in the Professional and higher categories in the year of review.
8. The mobility incentive applies to staff with five consecutive years of prior service in an organization of the common system and from their second assignment, excluding category H (headquarters) duty stations.
9. On the basis of the above, a review of the current level of the mobility incentive is under consideration by the ICSC, as per table under Appendix A, article 5.9.

Exceptions to the Staff Regulations

10. Under Article 0.8 of the Staff Regulations, any exception made by the Director to Staff Regulations entailing additional expenditure shall be notified to the Board. Since the 80th Session (October 2017) of the Board, the following exceptions were approved by the Director:
 - (a) carryover of annual leave entitlements in excess of the maximum amount provided for under Article 6.4(d) of the Staff Regulations;
 - (b) carryover of accumulated compensatory leave entitlements beyond the expected time limit.

11. The Board is requested to:

- a) **accept the recommendations of the ICSC subject to their approval by the United Nations General Assembly, all with effect as from 1 January 2020, concerning:**
 - (i) **an increase of 1.21 per cent in the base/floor salary scales for the Professional and higher category of staff on a no-loss-no-gain basis;**
 - (ii) **the consequential increases in separation payments.**
- b) **approve the amendments to the Staff Regulations contained in Appendix A concerning the review of the Education Grant and the level of the Mobility incentive;**
- c) **take note of the exceptions to the Staff Regulations approved by the Director (paragraph 10 (a) and (b) above).**

Point for decision: Paragraph 11.

Turin, September, 2019

Appendix A
Amendments to the Staff Regulations to give effect to the recommendations of the International Civil Service Commission

ARTICLE 5.9
Mobility incentive

(a) A non-pensionable mobility incentive shall be payable in accordance with the following provisions to an official who is appointed or transferred to a duty station for one year or more, provided that no such incentive shall be payable to a locally recruited official of the General Service category as long as he or she remains assigned to a duty station at which he or she is classified as locally recruited.

(b) Mobility incentive is not payable at an official's first duty station. Also, in order first to become eligible for this element, the official must have completed at least five years of continuous service immediately preceding the transfer. Thereafter, at duty stations classified in categories A to E, the mobility incentive shall be payable according to the table below at a rate determined by the official's grade, the number of the official's assignments, involving a change of duty station, for one year or more. For this purpose, notwithstanding article 1.10 and article 0.7 (c), assignments under earlier contracts shall be counted to the extent that there has not been an interruption of more than 12 months between contracts. In Turin and at other duty stations classified in category H, no mobility incentive shall be payable. The incentive is payable for a maximum period of five years at any given duty station.

(c) The mobility incentive allowance shall be paid in monthly instalments, where applicable.

(d) If an official does not complete the period of service giving rise to a payment under this article or the period that gave rise to the payment of non-removal allowance, or his or her conditions of service are changed in a manner affecting his or her entitlement to the allowance, an appropriate proportion of the allowance concerned shall be recovered under conditions to be established by the Director after consulting the Joint Negotiating Committee or, as the case may be, the allowance shall be adjusted as from the effective date of the change of conditions of service.

Mobility incentive (annual amounts in United States Dollars)

Duty station	Grade band	Number of assignments		
		2-3	4-6	7+
A to E	P1-P3	6 500	8 125	9 750
	P4-P5	8 125	40 156	42 188
	D1+	9 750	42 188	44 625

Mobility incentive (annual amounts in United States Dollars)

Duty station	Grade band	Number of assignments		
		2-3	4-6	7+
A to E	P1-P3	6 700	8 375	10 050
	P4-P5	8 375	10 469	12 563
	D1+	10 050	12 563	15 075

ARTICLE 5.13
Education Grant

(a) An official, other than a locally recruited official, whose duty station is not in the country of his home shall receive a non-pensionable education grant for each child for whom the official provides the main and continuing support and who is in full-time attendance at a school, university or similar educational institution. An official who, following expatriate duty, is transferred to a duty station in the country of his home shall retain all entitlements under this article for the remainder of the school year during which the transfer took place.

(b) The grant shall not be payable in respect of:

- (1) attendance at a kindergarten or nursery school at pre-primary level;
- (2) attendance in the country or area of the duty station at a free school or one charging only nominal fees;
- (3) correspondence courses, except when in the opinion of the Director such courses are the best available substitute for full-time attendance at a school of a type not available at the duty station;
- (4) private tuition, except in circumstances and under conditions defined by the Director to take account of linguistic and other special needs and problems which result from expatriation or a change of duty station;
- (5) vocational training or apprenticeships which either do not involve full-time schooling or in which the child receives any payment for services rendered.

(c) The grant shall be payable up to the end of the fourth year of post-secondary studies or until the award of the first post-secondary degree, whichever is earlier, but not beyond the end of the school year in which the child reaches the age of 25, provided that the Director may in exceptional cases prolong payment of the grant beyond this age limit.

(d) Admissible expenses actually incurred shall be reimbursed based on a global sliding scale consisting of seven brackets subject to a maximum grant, with declining reimbursement levels as provided in the following table.

<u>Claim amount bracket 1 in US\$</u>	<u>Reimbursement rate (%)</u>
0-11 600	86
11 601-17 400	84
17 401-23 200	76
23 201-29 000	74
29 001-34 800	66
34 801-40 600	64
> 40 601	0

~~1 The first US\$11,600 of an eligible claim will be reimbursed at a rate of 86 per cent, and each further amount of US\$5,799 will be reimbursed at the rate of 81/76/71/66/61 per cent, respectively, up to an amount of US\$40,600.~~

<u>Claim amount bracket 1 in US\$</u>	<u>Reimbursement rate (%)</u>
<u>0-13 300</u>	<u>86</u>
<u>13 301-20 000</u>	<u>81</u>
<u>20 001-26 700</u>	<u>76</u>
<u>26 701-33 400</u>	<u>71</u>
<u>33 401-40 000</u>	<u>66</u>
<u>40 001-46 700</u>	<u>61</u>
<u>> 46 701</u>	<u>0</u>

1 The first US\$13,300 of an eligible claim will be reimbursed at a rate of 86 per cent, and each further amount of US\$5,799 will be reimbursed at the rate of 81/76/71/66/61 per cent, respectively, up to an amount of US\$46,701.

(e) The amount of the grant shall be payable in the currency in which expenses are incurred.

(f) For officials assigned outside category H duty stations, an additional lump sum of USD ~~5,000~~ 5,300 for boarding-related expenses shall also be payable in respect of eligible children who attend primary or secondary education outside the duty station.

(g) The grant payable shall be that proportion of the annual grant which the period of attendance calculated to the nearest month bears to the full school year. For the purpose of this article, admissible expenses are defined as the cost of tuition and enrolment-related fees only

(h) If both parents of the child are officials of the Centre, or if the other parent is an official of another organization applying the United Nations common system, the grant shall only be payable to one parent. In such cases if the home countries of the parents are not the same, the parents shall jointly certify which of the respective home countries shall be regarded as the home country for the purposes of this article. A certification made in conformity with this paragraph can subsequently be changed only in exceptional circumstances and with the consent of the Director

(i) Where boarding-related expenses are payable in accordance with paragraph (f), expenses of the child attending school at the primary or secondary level shall be paid for an outward and return journey once for each school year between the educational institution and the duty station, provided that:

(1) where attendance is for less than two-thirds of the school year, transport costs may be refused;

(2) transport expenses shall not be paid if the requested journey is unjustified, either because of its timing in relation to other authorized travel of the official or his dependants or because of the brevity of the visit in relation to the expense involved; in particular transport expenses shall not normally be paid when the official's appointment will expire within six months of the child's arrival at the duty station;

(3) where the educational institution is in a country other than the official's home country, the amount paid in respect of transport expenses shall not exceed the cost of a journey between the official's home and the duty station.

(j) For the purposes of this article, the following definitions shall apply:

(1) in Turin, the school year is considered to fall within the period from 1 August to 31 July. At other duty stations the Director may fix other periods;

(2) "home country" shall mean the country of the official's recognized home.

(k) The grant shall be payable upon the presentation of evidence satisfactory to the Director that the conditions required by this article are fulfilled.

(l) Unless otherwise stipulated, the provisions of this article are applicable as of the school year in progress on 1 January 2018.

Annex A.

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment (effective 1 January 2020)*

(United States dollars)

Level														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
D-2	Gross	145 717	148 886	152 179	155 542	158 906	162 270	165 629	168 992	172 353	175 714	-	-	-
	Net	111 502	113 720	115 938	118 158	120 378	122 598	124 815	127 035	129 253	131 471	-	-	-
D-1	Gross	130 429	133 211	135 999	138 784	141 560	144 347	147 130	149 910	152 861	155 811	158 762	161 711	164 665
	Net	100 800	102 748	104 699	106 649	108 592	110 543	112 491	114 437	116 388	118 335	120 283	122 229	124 179
P-5	Gross	112 374	114 743	117 113	119 477	121 847	124 213	126 584	128 950	131 319	133 684	136 054	138 419	140 790
	Net	88 162	89 820	91 479	93 134	94 793	96 449	98 109	99 765	101 423	103 079	104 738	106 393	108 053
P-4	Gross	92 126	94 232	96 336	98 441	100 591	102 876	105 164	107 449	109 733	112 016	114 304	116 584	118 870
	Net	73 516	75 116	76 715	78 315	79 914	81 513	83 115	84 714	86 313	87 911	89 513	91 109	92 709
P-3	Gross	75 608	77 557	79 504	81 450	83 400	85 346	87 293	89 245	91 191	93 138	95 089	97 037	98 986
	Net	60 962	62 443	63 923	65 402	66 884	68 363	69 843	71 326	72 805	74 285	75 768	77 248	78 729
P-2	Gross	58 414	60 157	61 897	63 639	65 383	67 128	68 872	70 609	72 354	74 095	75 837	77 582	79 322
	Net	47 895	49 219	50 542	51 866	53 191	54 517	55 843	57 163	58 489	59 812	61 136	62 462	63 785
P-1	Gross	45 133	46 487	47 841	49 195	50 599	52 079	53 557	55 037	56 514	57 995	59 472	60 950	62 429
	Net	37 460	38 584	39 708	40 832	41 955	43 080	44 203	45 328	46 451	47 576	48 699	49 822	50 946

*The normal qualifying period for in-grade movement between consecutive steps is one year. The shaded steps in each grade are granted after two years of qualifying service at the preceding step.

Pay protection points for staff whose salaries are higher than the maximum salaries on the unified salary scale (effective 1 January 2020)

(United States dollars)

Level¹		PP1	PP2
P-4	Gross	121 159	123 444
	Net	94 311	95 911
P-3	Gross	101 011	103 126
	Net	80 208	81 688
P-2	Gross	81 064	-
	Net	65 109	-
P-1	Gross	63 908	-
	Net	52 070	-

¹ PP1 = step 14; PP2 = step 15.