



SEVENTH ITEM ON THE AGENDA

STAFF QUESTIONS

Amendments to the Staff Regulations

This document gives an account of the amendments to the Staff Regulations that the Director has approved during the last twelve months under the authority delegated to him.

1. Amendments to the Staff Regulations approved by the Director

In line with Article 0.3 of the Staff Regulations, the Director has approved a number of amendments after consulting the Joint Negotiating Committee. The amendments concern the application of certain recommendations by the International Civil Service Commission (ICSC), as well as the application of the FAO salary scales (and relevant allowances) to the Centre's General Service category.

1.1. Salary scale and relevant allowances for staff in the General Service category (Articles 5.1, 5.11 and Annex B of the Staff Regulations)

In 2005, the International Civil Service Commission (ICSC) carried out a salary survey that looked at the best conditions of service in Rome for officials in the General Service category. The results of that survey led to recommendations by the ICSC to the Director-General of the FAO and to the other secretariat chiefs of the organizations based in Italy, as part of the 2006 annual report that the ICSC will present at the 61st session of the United Nations General Assembly.

1.2. Movements in the post adjustment multiplier for the Professional category and above in Italy from 1 October 2005 to 30 September 2006

The remuneration of officials in the Professional category and above on duty in Turin was adjusted, in line with the decisions of the ICSC, to take into consideration the cost of living in Italy and variations in the exchange rate between the euro and the US dollar, through the application of the following post adjustment multipliers:

October	2005	Multiplier	46.1
November	"	"	42.6
December	"	"	43.3
January	2006	"	44.1
February	"	"	46.9
March	"	"	44.2
April	"	"	49.2
May	"	"	56.5
June	"	"	57.6
July	"	"	54.4
August	"	"	56.5
September	"	"	55.8

2. Amendments to the Staff Regulations approved by the Director under the authority delegated to him by the Board at its 67th session (November 2005)

In this section, the Director informs the Board of the Centre of the amendments to the Staff Regulations which he has approved under the authority delegated to him by the Board, subject to approval by the United Nations General Assembly.

2.1. Salary scale for staff in the Professional category and above (Article 5.1 and Annexes A and C of the Staff Regulations)

The United Nations General Assembly put off examining most of the items in the ICSC's annual report for 2005 until its session in the autumn of 2006. It thus has not approved the proposed salary scale which incorporated an increase of 2.49 per cent, effected through the normal consolidation procedures in accordance with the "no loss, no gain" principle, as from 1 January 2006.

However, under the terms of its resolution 60/248, the General Assembly approved the new rates of staff assessment for officials in the Professional category and above recommended by the ICSC, which came into effect on 1 January 2006. This new scale reduces the gross salaries in effect on 1 January 2005 but does not affect the net salaries. Article 5.1 and Annexes A and C of the Staff Regulations have accordingly been amended to introduce the new rates of staff assessment and the revised gross salaries.

2.2. Mobility and non-removal allowance (Article 5.9 of the Staff Regulations)

At its 67th session (November 2005), the Board was informed of proposals formulated for the General Assembly that would revise the mobility and hardship allowance. One of the main changes proposed was to bring in flat-rate payments to replace percentages tied to the base/floor salary. The examination of this provision has also been postponed, and a new date for the revised arrangement to come into force, namely 1 January 2007, will have to be put to the General Assembly at its 61st session, within the framework of the ICSC's annual report for 2006.

2.3. The amendments to Annexes A and C of the Staff Regulations are submitted to the Board for information (Annex I).

3. Pensionable remuneration

3.1. Professional category and above

Article 54 (b) of the Regulations of the United Nations Joint Staff Pension Fund (UNJSPF) stipulates that the pensionable remuneration of officials in the Professional category and above is to be revised whenever the net remuneration of the same categories in New York is adjusted.

Following an increase in the post adjustment in New York, the Chairman of the ICSC promulgated a revised scale of pensionable remuneration entailing an across-the-board increase of 2.138 per cent, with effect from 1 September 2006.

3.2. The revised scale is submitted to the Board for information (Annex II).

For information.

SALARY SCALE FOR THE PROFESSIONAL CATEGORY AND ABOVE

Effective 1 January 2006

(in US dollars per annum)

Grade		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D-2	Gross	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									
D-1	Gross	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						
P-5	Gross	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		
P-4	Gross	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-3	Gross	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-2	Gross	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-1	Gross	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					

Net-D: Salary payable to an official with a dependent spouse or child.

Net-S: Salary payable to an official without a dependent spouse or child.

Note: Incremental steps within each grade are granted on an annual basis. At and above step 11 of P.2, step 13 of P.3, step 12 of P.4, step 10 of P.5, step 5 of D.1 and step 1 of D.2, officials are entitled to consideration for an increment every two years.

RATES OF STAFF ASSESSMENT

Professional category and above

A. Family rate

<i>Amount subject to assessment (US dollars)</i>	<i>Rates of assessment for officials with a dependent spouse or child (percentages)</i>
First US\$ 50 000 of gross salary	19
Next US\$ 50 000 of gross salary	28
Next US\$ 50 000 of gross salary	32
All remaining salary	35

B. Non-family rate

Staff assessment amounts for officials with neither a dependent spouse nor a dependent child are equal to the difference between the gross salaries at the different grades and steps and the corresponding net salaries at the single rate.

SCALE OF PENSIONABLE REMUNERATION OF OFFICIALS IN THE PROFESSIONAL CATEGORY AND ABOVE *

Effective 1 September 2006

(in US dollars per annum)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
P.1	65 227	67 473	69 711	71 950	74 191	76 429	78 673	80 910	83 151	85 390					
P.2	83 765	86 101	88 428	90 760	93 091	95 421	97 752	100 079	102 414	104 745	107 073	109 406			
P.3	102 103	104 712	107 317	109 919	112 529	115 134	117 739	120 349	123 077	125 928	128 776	131 623	134 474	137 322	140 172
P.4	124 231	127 306	130 373	133 443	136 520	139 587	142 658	145 733	148 802	151 870	154 939	158 021	161 087	164 158	167 232
P.5	152 193	155 383	158 571	161 764	164 953	168 142	171 330	174 524	177 711	180 901	184 092	187 289	190 708		
D.1	182 899	186 650	190 400	194 143	197 894	201 831	205 850	209 868	213 880						
D.2	201 224	205 799	210 371	214 939	219 512	224 083									

* Pursuant to Article 54 b) of the Regulations of the United Nations Joint Staff Pension Fund