



SIXTH ITEM ON THE AGENDA

STAFF QUESTIONS

Proposed amendments to the Staff Regulations

Report of the International Civil Service Commission

1. This document reports on those recommendations of the International Civil Service Commission (ICSC) submitted in its annual report to the United Nations General Assembly for the year 2007, which, if approved, will directly affect the working conditions of officials and will call for a decision by the Board to amend the Staff Regulations.

Remuneration of the Professional category and above

2. The Commission decided to recommend:

2.1 Base/floor salary scale

The base/floor salary scale for the Professional category and above is set by reference to the General Schedule salary scale of the United States federal civil service. Periodic adjustments are made on the basis of a comparison of net base salaries of United Nations officials with the corresponding salaries of their counterparts in the United States federal civil service. The Commission was informed that, in view of the change in federal civil service salaries in the United States in 2007, an increase in the United Nations common system's scale of 1.97 per cent would be necessary to keep the base/floor scale in line with the comparator's base scale.

The Commission decided to recommend to the General Assembly that the current base/floor salary scale for the Professional category and above be increased by 1.97 per cent through the standard consolidation procedures, on a "no-loss, no-gain" basis, with effect from 1 January 2008. The revised salary scale is shown in Annex I.

This adjustment implies a proportional increase in the mobility and hardship allowances, and in separation payments.

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3. Amendment of Article 5.1 of the Staff Regulations will be required to implement the measures described in paragraph 2, above.
 4. The United Nations General Assembly will not have reached any decisions concerning the measures described above when the Board of the Centre holds its 69th session. Since these measures should in principle come into effect for all organizations within the United Nations system in the first few months of 2008, and since the Centre (like the ILO and the other organizations in the common system) has so far followed the recommendations of the United Nations General Assembly in this area, the Director has decided to submit the recommendations outlined above for approval by the Board during its present session, while asking to be granted the flexibility needed in case the United Nations General Assembly does not accept the recommendations of the ICSC in their entirety.
 5. *Consequently, the Board will no doubt wish to authorize the Director, subject to compliance with the procedures laid down by the Staff Regulations, to apply the recommendations formulated by the ICSC and described in this document, and to modify them as may be required to make them conform to the decisions subsequently taken by the United Nations General Assembly. The Board will be informed at its next session of the exact wording of the amendments adopted.*

Point for decision: Paragraph 5

SALARY SCALE FOR THE PROFESSIONAL CATEGORY AND ABOVE

Effective 1 January 2008

(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	141 524	144 528	147 534	150 566	153 709	156 854										
	Net D	104 736	106 779	108 823	110 868	112 911	114 955										
	Net S	96 219	97 944	99 663	101 375	103 084	104 784										
D-1	Gross	129 304	131 944	134 579	137 219	139 859	142 496	145 135	147 775	150 431							
	Net D	96 427	98 222	100 014	101 809	103 604	105 397	107 192	108 987	110 780							
	Net S	89 129	90 689	92 245	93 797	95 346	96 892	98 432	99 971	101 505							
P-5	Gross	106 907	109 153	111 399	113 641	115 888	118 131	120 378	122 622	124 868	127 112	129 356	131 601	133 847			
	Net D	81 197	82 724	84 251	85 776	87 304	88 829	90 357	91 883	93 410	94 936	96 462	97 989	99 516			
	Net S	75 432	76 789	78 141	79 493	80 842	82 187	83 532	84 873	86 213	87 550	88 885	90 216	91 547			
P-4	Gross	87 790	89 836	91 882	93 926	95 974	98 019	100 071	102 235	104 403	106 566	108 734	110 899	113 066	115 232	117 400	
	Net D	67 709	69 182	70 655	72 127	73 601	75 074	76 548	78 020	79 494	80 965	82 439	83 911	85 385	86 858	88 332	
	Net S	63 052	64 394	65 734	67 071	68 408	69 744	71 079	72 411	73 742	75 073	76 401	77 729	79 056	80 381	81 705	
P-3	Gross	71 729	73 622	75 518	77 410	79 306	81 197	83 090	84 986	86 881	88 774	90 669	92 560	94 457	96 349	98 242	
	Net D	56 145	57 508	58 873	60 235	61 600	62 962	64 325	65 690	67 054	68 417	69 782	71 143	72 509	73 871	75 234	
	Net S	52 408	53 662	54 918	56 171	57 427	58 679	59 932	61 188	62 440	63 694	64 944	66 195	67 443	68 693	69 943	
P-2	Gross	58 401	60 097	61 790	63 485	65 179	66 871	68 567	70 257	71 953	73 649	75 340	77 038				
	Net D	46 549	47 770	48 989	50 209	51 429	52 647	53 868	55 085	56 306	57 527	58 745	59 967				
	Net S	43 662	44 769	45 872	46 978	48 082	49 188	50 312	51 432	52 557	53 679	54 799	55 924				
P-1	Gross	45 493	46 942	48 386	49 836	51 440	53 068	54 699	56 326	57 951	59 581						
	Net D	36 849	38 023	39 193	40 367	41 537	42 709	43 883	45 055	46 225	47 398						
	Net S	34 760	35 840	36 921	38 001	39 080	40 159	41 240	42 307	43 369	44 431						

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 grade P.2, step 13 of grade P.3, step 12 of grade P.4, step 10 of grade P.5, step 5 of grade D.1 and step 1 of grade D.2, officials are entitled to consideration for an increment every two years.