

## Board of the Centre

75th Session, Turin, 17 - 18 October 2013

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**FOR DECISION**

### SIXTH ITEM ON THE AGENDA

## Human resources questions

### Report of the International Civil Service Commission

1. This paper provides information on the recommendations contained in the report of the 77th 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, 2014. It also notifies the Board of exceptions to the Staff Regulations entailing additional expenditure which were approved by the Director.

#### Base/floor salary scale

2. The base/floor salary scale for the Professional staff category is set by referring to the General Schedule salary scale of the comparator civil service, currently the Federal Civil Service of the United States. Periodic adjustments are made after comparing the net base salaries of United Nations officials with those of their counterparts in the United States. The adjustments are implemented by means of the standard no-loss/no-gain method of consolidating post adjustment points into base/floor salary, namely by increasing base salary while commensurately reducing post adjustment levels.
3. It should be recalled that the General Assembly did not act on the recommendation made by the Commission in 2012 to adjust the base/floor salary scale as of 1 January 2013. Accordingly, the present proposal captures the net base salary movement in the United States federal civil service over the two-year period from 1 January 2012 to 1 January 2014. This includes the 0.12 per cent increase in base/floor salaries effective 1 January 2013 recommended by the Commission in 2012.
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 1st January, 2014, a revised base/floor salary scale for Professional and higher categories staff with a 0.19 per cent adjustment implemented through the standard no-loss/no-gain consolidation method described in paragraph 2 above. This adjustment also implies a proportional increase in end-of-service payments.
5. The General Assembly will not have reached any decisions concerning this recommendation when the Board of the Centre holds its 75th Session on 17-18 October, 2013. Since these measures, if approved, shall come into effect for all organizations within the United Nations System on 1st January, 2014, these recommendations are being submitted for approval by the Board at its present Session to avoid the need for costly retroactive payroll adjustments.

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## Mandatory age of separation

6. At its seventy-fifth session, the Commission had decided to support the recommendation of the United Nations Joint Staff Pension Board (UNJSPF) to raise the mandatory age of separation to 65 years for new staff of members organizations of the UNJSPF, effective no later than 1 January, 2014. Further, the Commission requested its secretariat to prepare a strategic review of the implications of applying the increased mandatory age to current staff members. The General Assembly endorsed the Commission's decision, welcomed the strategic review and looked forward to considering the outcome of the review.
7. Arising from the aforementioned strategic review, the Commission recommended to the General Assembly and to the legislative organs of other United Nations Common System organizations to raise the mandatory age of separation to 65 years of age for staff whose entry on duty is prior to 1 January 2014, subject to specific requirements set by the organizations. The General Assembly has not yet considered this recommendation.

## Implementation of the results of the survey of the best prevailing conditions of employment in Rome

8. In accordance with the UN methodology for conducting surveys of the best prevailing conditions of service at headquarters and other similar duty stations approved by the ICSC, the UN secretariat conducted, with the participation of the Rome-based UN organizations, a survey of the best prevailing conditions of employment in Rome as at April, 2012. This resulted in a minus 9.2 per cent adjustment with effect from 1 November, 2012. As a consequence, salaries of General Service category staff will remain frozen until future adjustments fill this 9.2 per cent gap. In order to reflect this, a secondary salary scale for officials recruited on or after 1 February, 2013 was created and inserted as Annex B/bis of the Staff Regulations. Article 5.11 of the Staff Regulations was amended accordingly.

## Exceptions to the Staff Regulations

9. Under Article 0.8 of the Staff Regulations, any exception to the Staff Regulations entailing additional expenditure shall be notified to the Board. The Board is hereby notified of the approval by the Director of an ex-gratia payment to a staff member at separation in the amount of €12,000.
10. **The Board is requested to:**
  - a) **accept the following recommendations of the ICSC, subject to their approval by the United Nations General Assembly:**
    - (i) **an increase of 0.19 per cent in the base/floor salary for the Professional category staff on a “no gain – no loss” basis,**
    - (ii) **the consequential increases in separation payments,**
    - (iii) **increase of the mandatory age of separation for staff appointed as from 1 January 2014, and**
    - (iv) **modify accordingly article 13.3 of the Staff Regulations on age of retirement to reflect the change mentioned above, and report to the Board in its next session;**
  - b) **authorize the Director to give effect at the Centre, through amendments to the Staff Regulations (as necessary), to the measures referred to in subparagraph (a) above;**
  - c) **take note of the exception approved by the Director to the Staff Regulations in paragraph 9 above.**

*Point for decision:* Paragraph 10.

Turin, 11th September, 2013