



SEVENTH 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 2006, 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.
2. The United Nations General Assembly decided at its 60<sup>th</sup> session to put off examining most of the items in the ICSC's annual report for 2005 until its 61<sup>st</sup> session, which began in the autumn of 2006. The present document therefore covers the recommendations contained in the ICSC's reports for 2005 and 2006 which will be examined together during the current session of the General Assembly.

**Conditions of service applicable to all categories**

3. The Commission decided to recommend:
  - 3.1. Education grant
    - a) Increases in the maximum education grant and maximum admissible expenses for the following countries and currencies: Denmark (euro), Ireland (euro), Italy (euro), Sweden (krone), Switzerland (Swiss franc), United States and US dollar zone (outside the United States), as shown in Annex I. For other countries and currencies, they are to remain unaltered.
    - b) Revised flat rates for boarding costs, within the maximum education grant payable, for all zones, as per Annex I.
    - c) Norway to be included in the US dollar zone (outside the United States).

- 
- d) Special provisions for certain English-speaking educational establishments in France, applying a scale in US dollars equal to the one in effect in the United States.
  - e) All these measures to take effect from the school year in progress on 1 January 2007.

### 3.2. Mobility and non-removal allowance

At its 67<sup>th</sup> session (November 2005), the Board was informed of the ICSC's proposals to revise the mobility and hardship allowance by bringing in flat-amount payments to replace percentages linked to the base/floor salary. Examination of this proposal was also put off, so that a new date for the revised scheme to come into effect, namely 1 January 2007, will have to be proposed to the General Assembly at its 61<sup>st</sup> session, as part of the ICSC's annual report for 2006.

### 3.3. Paternity leave

At its 59<sup>th</sup> session, the General Assembly took note of the ICSC's decision to apply paternity leave throughout the common system, in accordance with the following criteria.

- Paid paternity leave of up to four weeks shall be granted to officials posted at headquarters or at a duty station where the family is authorized. It may be extended to a maximum of eight weeks in exceptional circumstances such as the death of the mother or complications during pregnancy.
- These provisions shall annul and replace those in force in the individual organizations.
- The administrative details of paternity leave (for example, the number of times it may be taken) shall be dealt with by the individual organizations.

In consultation with the Office, the Centre is studying the administrative means of dealing with the new right to paternity leave, with a view to replacing the existing provisions on the matter. Applying the new formula will require adding a new provision to the Staff Regulations.

## Remuneration of the General Service category

4. Following a survey of the most favourable working conditions in Rome, the ICSC, in its annual report for 2006, recommended to the Director-General of the FAO and to the secretaries of the other organizations applying the working conditions in effect in Rome a new salary scale for officials in the General Service category, together with revised family allowances. The new salary scale will embody an increase of 12.16 per cent over the salary scale currently in effect, as of 1 November 2005.

---

The Director will take the necessary steps to apply the new salary scale for the General Service category and the revised family allowances, provided they are adopted by the Council of the FAO. In line with article 0.3 of the Staff Regulations, he will inform the Board regarding this at its next session.

## **Remuneration of the Professional category and above**

### **5. The Commission has made the following recommendations.**

#### **5.1. Base/floor salary scale and rates of staff assessment**

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 as from 1 January 2005, an adjustment of the United Nations common system's scale of 4.57 per cent would be necessary to keep the base/floor scale in line with the comparator's base scale. This 4.57 per cent rise included the 2.49 per cent increase proposed to take effect from 1 January 2006, which the General Assembly had yet to approve.

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 4.57 per cent through the standard consolidation procedures, on a "no-loss, no-gain" basis, with effect from 1 January 2007. The revised salary scale is shown in Annex II.

This adjustment implies a proportional increase in separation payments.

#### **5.2. Family allowances**

The Commission decided to recommend to the General Assembly that it approve the revised annual allowances for a dependent child and for an indirect dependant (1 780 and 637 US dollars, respectively) as from 1 January 2007.

These allowances are less than those currently in effect. The Commission therefore recommended that they apply to officials granted family allowances on or after 1 January 2007, whereas the current allowances (1 936 and 693 US dollars, respectively) should continue to be paid to officials who already receive these family allowances.

### **6. Amendments to Articles 5.1, 5.9, 5.10 and 5.13 and to Annexes A and B of the Staff Regulations will be required to implement the measures described in paragraphs 3, 4 and 5, above.**

### **7. The United Nations General Assembly will not have reached any decisions concerning the measures described above when the Board of the Centre holds its 68<sup>th</sup> session. Since these measures should in principle come into effect for all organizations within the United Nations system in the first few months of 2007,**

---

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.

**8. *Consequently, the Board will no doubt wish to authorize the Director:***

- a) *subject to compliance with the internal 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;*
- b) *to take the appropriate measures to implement the decisions of the United Nations General Assembly concerning paternity leave, amending the Staff Regulations as necessary.*

*The Board will be informed at its next session of the exact wording of the amendments adopted.*

***Point for decision: Paragraph 8***

**EDUCATION GRANT ENTITLEMENTS IN LOCAL CURRENCY**

<i>Currency</i>	<i>Maximum allowable educational expenses</i>	<i>Maximum education grant</i>	<i>Flat rate for boarding</i>
Germany (euro)	18 993	14 245	4 090
Austria (euro)	15 198	11 399	3 564
Belgium (euro)	14 446	10 835	3 366
Danish krone	108 147	81 110	24 715
Swedish krone	141 026	105 770	23 490
Spain (euro)	13 762	10 332	2 992
Finland (euro)	9 082	6 812	2 543
France (euro)*	10 263	7 697	2 921
Swiss franc	26 868	20 151	5 331
Ireland (euro)	17 045	12 784	2 945
Italy (euro)	17 215	12 911	2 965
UK pound sterling	18 285	13 714	3 326
Luxembourg (euro)	14 446	10 835	3 366
Netherlands (euro)	15 440	11 580	3 814
Japanese yen	2 324 131	1 743 098	534 345
United States dollar (for expenses incurred in the United States)	34 598	25 949	5 406
United States dollar (for expenses incurred in all other currencies not listed above)	18 048	13 536	3 490

\* Except the following educational establishments, for which a scale equal to that in effect in the United States is set in United States dollars:

1. American School, Paris
2. British School, Paris
3. International School, Paris
4. American University, Paris
5. Marymount School, Paris
6. European School of Management, Lyon.

## SALARY SCALE FOR THE PROFESSIONAL CATEGORY AND ABOVE

Effective 1 January 2007

(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	<b>138 549</b>	<b>141 494</b>	<b>144 443</b>	<b>147 391</b>	<b>150 354</b>	<b>153 437</b>									
	Net D	102 713	104 716	106 721	108 726	110 730	112 734									
	Net S	94 360	96 052	97 737	99 417	101 092	102 760									
D-1	Gross	<b>126 565</b>	<b>129 153</b>	<b>131 738</b>	<b>134 326</b>	<b>136 915</b>	<b>139 501</b>	<b>142 090</b>	<b>144 678</b>	<b>147 265</b>						
	Net D	94 564	96 324	98 082	99 842	101 602	103 361	105 121	106 881	108 640						
	Net S	87 407	88 937	90 462	91 985	93 504	95 020	96 531	98 040	99 544						
P-5	Gross	<b>104 600</b>	<b>106 803</b>	<b>109 004</b>	<b>111 204</b>	<b>113 407</b>	<b>115 607</b>	<b>117 810</b>	<b>120 012</b>	<b>122 213</b>	<b>124 415</b>	<b>126 615</b>	<b>128 818</b>	<b>131 019</b>		
	Net D	79 628	81 126	82 623	84 119	85 617	87 113	88 611	90 108	91 605	93 102	94 598	96 096	97 593		
	Net S	73 975	75 305	76 631	77 957	79 280	80 599	81 918	83 234	84 547	85 858	87 167	88 474	89 779		
P-4	Gross	<b>85 974</b>	<b>87 979</b>	<b>89 986</b>	<b>91 992</b>	<b>93 999</b>	<b>96 006</b>	<b>98 013</b>	<b>100 019</b>	<b>102 144</b>	<b>104 266</b>	<b>106 391</b>	<b>108 515</b>	<b>110 640</b>	<b>112 765</b>	<b>114 890</b>
	Net D	66 401	67 845	69 290	70 734	72 179	73 624	75 069	76 513	77 958	79 401	80 846	82 290	83 735	85 180	86 625
	Net S	61 834	63 150	64 464	65 776	67 087	68 396	69 705	71 012	72 317	73 623	74 925	76 227	77 528	78 828	80 127
P-3	Gross	<b>70 222</b>	<b>72 079</b>	<b>73 939</b>	<b>75 793</b>	<b>77 653</b>	<b>79 508</b>	<b>81 364</b>	<b>83 224</b>	<b>85 082</b>	<b>86 938</b>	<b>88 797</b>	<b>90 651</b>	<b>92 511</b>	<b>94 367</b>	<b>96 224</b>
	Net D	55 060	56 397	57 736	59 071	60 410	61 746	63 082	64 421	65 759	67 095	68 434	69 769	71 108	72 444	73 781
	Net S	51 395	52 625	53 857	55 085	56 317	57 545	58 775	60 005	61 234	62 464	63 689	64 916	66 141	67 366	68 592
P-2	Gross	<b>57 153</b>	<b>58 815</b>	<b>60 476</b>	<b>62 138</b>	<b>63 799</b>	<b>65 458</b>	<b>67 121</b>	<b>68 779</b>	<b>70 442</b>	<b>72 106</b>	<b>73 764</b>	<b>75 428</b>			
	Net D	45 650	46 847	48 043	49 239	50 435	51 630	52 827	54 021	55 218	56 416	57 610	58 808			
	Net S	42 818	43 904	44 986	46 070	47 153	48 238	49 340	50 438	51 542	52 642	53 741	54 844			
P-1	Gross	<b>44 614</b>	<b>46 035</b>	<b>47 452</b>	<b>48 873</b>	<b>50 326</b>	<b>51 922</b>	<b>53 521</b>	<b>55 118</b>	<b>56 711</b>	<b>58 308</b>					
	Net D	36 137	37 288	38 436	39 587	40 735	41 884	43 035	44 185	45 332	46 482					
	<b>Net S</b>	34 089	35 148	36 207	37 267	38 325	39 383	40 443	41 489	42 531	43 572					

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.