

Board of the Centre

83rd Session, October 2020

CC 83/6

FOR DECISION

SIXTH 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 2020 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 2021.
2. The General Assembly will not have reached any final decision concerning the recommendations at paragraph 9 below when the Board holds its 83rd Session in October 2020. 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 2021, 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 scale

3. 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 of America, which has been the comparator civil service since the creation of the United Nations. 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, ICSC has recommended to the General Assembly for approval with effect from 1 January 2021 a revised base/floor salary scale for professional and higher categories of staff with a 1.90 per cent adjustment implemented through the standard no-loss-no-gain consolidation method
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described in paragraph 3 above. ¹ The proposed increase in the salary scale 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. Children's and secondary dependant's allowances: review of the methodology and level

5. At its eighty-seventh session, in July 2018, the ICSC decided that it should revisit the methodology for establishing the children's allowance prior to the next review of its level. A note was prepared for the ninetieth session of March 2020 containing a review of the methodology and updated levels of the children's and secondary dependant allowances.²
6. The Commission is currently considering recommending to the General Assembly a choice between different options. If a decision is taken, the Centre will implement such decision and modify accordingly the Staff Regulations with effect from 1 January 2021, then report it to the next Board session.
7. It shall be specified that the dependency allowance should be reduced by the amount of any direct payments received by staff members from a Government in respect of dependants.

II. Exceptions to the Staff Regulations

8. 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 82th Session (October 2019) 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.

9. 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 2021, concerning:**
 - (i) **an increase of 1.90 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 any amendments to the Staff Regulations following a decision to review the children's and secondary dependant's allowance having the effect of modifying the methodology and level as decided by the General Assembly;**
- c) **take note of the exceptions to the Staff Regulations approved by the Director (paragraph 8 (a) and (b) above.**

Point for decision: Paragraph 9.

Turin, October 2020

¹ ICSC/90/R.13

² ICSC/90/R.6

Appendix A

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

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 2021)*

(United States dollars)

Level														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
D-2	Gross	148,744	152,092	155,517	158,944	162,371	165,798	169,221	172,650	176,074	179,498			
	Net	113,621	115,881	118,141	120,403	122,665	124,927	127,186	129,449	131,709	133,969			
D-1	Gross	133,164	136,000	138,840	141,679	144,507	147,347	150,194	153,198	156,211	159,217	162,224	165,229	168,239
	Net	102,715	104,700	106,688	108,675	110,655	112,643	114,628	116,611	118,599	120,583	122,568	124,551	126,538
P-5	Gross	114,767	117,181	119,596	122,006	124,420	126,831	129,247	131,659	134,071	136,483	138,897	141,306	143,723
	Net	89,837	91,527	93,217	94,904	96,594	98,282	99,973	101,661	103,350	105,038	106,728	108,414	110,106
P-4	Gross	93,964	96,109	98,254	100,433	102,760	105,089	107,420	109,749	112,076	114,401	116,734	119,057	121,386
	Net	74,913	76,543	78,173	79,803	81,432	83,062	84,694	86,324	87,953	89,581	91,214	92,840	94,470
P-3	Gross	77,132	79,117	81,103	83,086	85,072	87,055	89,039	91,028	93,011	94,995	96,984	98,968	101,036
	Net	62,120	63,629	65,138	66,645	68,155	69,662	71,170	72,681	74,188	75,696	77,208	78,716	80,225
P-2	Gross	59,612	61,387	63,161	64,936	66,713	68,491	70,268	72,038	73,816	75,589	77,366	79,143	80,917
	Net	48,805	50,154	51,502	52,851	54,202	55,553	56,904	58,249	59,600	60,948	62,298	63,649	64,997
P-1	Gross	45,990	47,370	48,749	50,142	51,647	53,157	54,662	56,170	57,676	59,184	60,689	62,196	63,703
	Net	38,172	39,317	40,462	41,608	42,752	43,899	45,043	46,189	47,334	48,480	49,624	50,769	51,914

*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 2021)**

(United States dollars)

Level ³		PP1	PP2
P-4	Gross	123,719	126,047
	Net	96,103	97,733
P-3	Gross	103,189	105,343
	Net	81,732	83,240
P-2	Gross	82,692	-
	Net	66,346	-
P-1	Gross	65,209	-
	Net	53,059	-

³ PP1 = step 14; PP2 = step 15.