

Board of the Centre

73rd Session, Turin, 3-4 November 2011

CC 73/6

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 2011 report of the International Civil Service Commission (ICSC) which, if approved by the United Nations General Assembly (UNGA), will have implications for the Centre as from 1 January 2012.

Education grant

2. The ICSC has recommended changing the current eligibility requirements for the receipt of the education grant for children who are attending full-time an educational institution at the primary level or above while the staff member is in the service of the organization. Education is deemed to be “primary” for the purposes of this criterion when the child is 5 years of age or older at the beginning of the school year or when the child reaches the age of 5 within three months of the beginning of the school year. Exceptionally, a lower minimum eligibility age could be accepted for those educational institutions which, by law, require an earlier start of formal education.

Base/floor salary scale

3. The base/floor salary scale for the Professional 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 method of consolidating post adjustment points into base/floor salary, namely, by increasing base salary while commensurately reducing post adjustment levels.
 4. As a result of an increase in the reference comparator pay level in net terms due to a change in the federal tax rates, the ICSC has recommended to the General Assembly for approval, with effect from 1st January 2012, a revised base/floor salary scale for Professional and higher categories of a 0.13 per cent adjustment implemented through the standard no-loss/no-gain consolidation method of increasing the base salary and commensurately reducing post adjustment multiplier points. This adjustment also implies a proportional increase in end-of-service payments.
 5. The UNGA will not have reached any decisions concerning this recommendation when the Board of the Centre holds its 73rd Session in November 2011. Since these measures, if approved, shall come into effect for all organizations within the United Nations System on 1st
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January 2012, the recommendations are being submitted for approval by the Board at its present session to avoid the need for costly retroactive payroll adjustments.

6. The Board is requested to:

- (a) **accept the recommendations of the ICSC, subject to their approval by the United Nations General Assembly, on the following:**
- (i) **the revised definition for eligibility for receipt of the education grant,**
 - (ii) **an increase of 0.13 per cent in the base/floor salary,**
 - (iii) **consequential increases in end-of-service payments, and**
- (b) **authorize the Director to give effect in the Centre, through amendments to the Staff Regulations (as necessary) to the measures referred to in subparagraph (a) above.**

Amendment to the Staff Regulations

7. Following consultation with the Staff Union, it is proposed to amend Article 1.2(b) of the Staff Regulations to align the Centre's procedures with the ILO Staff Regulations to facilitate the implementation of special leave without pay, mobility between the Centre and the ILO and inter-agency mobility more generally. The proposed amendment will allow for the temporary filling of vacancies by the Director for a period of up to two years rather than one year.

8. The Board is requested to approve the following amendment to Article 1.2(b) of the Staff Regulations:

Transfer in the same grade, promotion or appointment by direct selection by the Director shall be the normal method of filling vacancies:

- **of grade P.5 and above,**
- **in the office of the Director,**
- **of a specialized purely temporary nature, up to ~~one~~ two years, any extension beyond ~~one~~ two years being subject to Article 1.2(c).**

Turin, 22 September 2011.

Points for decision: Paragraphs 6 and 8.