

Board of the Centre

89th Session, November 2025

CC 89/6

FOR DECISION

SIXTH ITEM ON THE AGENDA

Human Resources questions

I. Recommendations of the International Civil Service Commission

1. Section I. of this document provides information on the recommendations contained in the report of the International Civil Service Commission (ICSC) for the year 2025 which, if approved by the United Nations General Assembly (UNGA), will have implications for the Centre as from 1 January 2026.
2. The UNGA will not have reached any final decision concerning the recommendations in paragraph 4 below when the Board holds its 89th Session (November 2025). 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 2026, 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

Base/floor 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, which has been the comparator civil service since the creation of the UN. 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, the ICSC has recommended to the UNGA for approval with effect from 1 January 2026 a revised base/floor salary scale for Professional and higher categories of staff with a 1.6 per cent adjustment implemented through the standard *no-loss-no-gain* consolidation method described in paragraph 3 above. The proposed increase in the salary 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 and pay protection points in the Staff Regulations are contained in Appendix I.

II. Proposed changes to the Centre's human resources policies and procedures

Fixed-term contracts linked to specific projects

5. The Centre's Staff Regulations currently allow for filling vacancies that are "*linked to specific training projects of a fixed-term duration, of one year or more, it being understood that the appointment will not exceed the duration of the project*" (article 1.2(c)). It is proposed that the scope of this provision be broadened to apply to all time-bound projects that are not directly linked to training but are strategic to achieving programme results and priorities, such as major building renovations. This would enable the use of project-specific contracts to source highly technical and specialized expertise in fields such as engineering, project management, and business analysis, ensuring efficient and effective management of major projects. The number of such vacancies is expected to be minimal, averaging no more than one or two per year.
6. At its 88th session (2024), this proposal was submitted to the Board for consideration. It is now being resubmitted for approval in view of the Centre's ongoing and anticipated projects aligned with the proposed Strategic Plan 2026-29 and Programme and Budget 2026-27, which require the appointment of staff on fixed-term contracts aligned with the specific timelines of these initiatives. The proposed amendments to the Staff Regulations are laid out in Appendix I.

III. Implementation of prevailing conditions of employment found locally

Changes to the salary scale of staff in the General Service category

7. Following a local salary survey managed through the leading UN organization based in Rome, Italy (*i.e.* FAO¹) and in accordance with article 0.3(c)(1) of the Staff Regulations, the revised salary scale and relative allowances applicable to the General Service category in Italy were implemented. The corresponding amendments due to articles 5.11 and 7.2 of the Staff Regulations are outlined in Appendix II.
8. **The Board is invited 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 2026, concerning:**
 - (i) **an increase of 1.6 per cent in the base/floor salary scale for staff in the Professional and higher categories on a no-loss-no-gain basis; and**
 - (ii) **the consequential increases in separation payments and in pay protection points;**

¹ Ref. [Recommendations and Decisions of the International Civil Service Commission to the General Assembly \(including Changes in Salary Scales and Allowances\) referred by the FAO Director-General to the FAO Finance Committee](#), 202nd Session, Rome 11-15 November 2024

- b) approve a broadened scope of application for project-specific contracts under article 1.2(c) to cover all projects, and the amendments to the Staff Regulations as proposed in Appendix I.**

Point for decision: Paragraph 8



APPENDIX I

Proposed amendments to the Staff Regulations

(For the amendments to the Staff Regulations, additions appear underlined, deletions are struck out)

ARTICLE 1.2

Filling of Vacancies

(c) The method of filling any other vacancy below the grade of P.5 shall be decided by the Director after consulting the Selection Committee. The methods to be employed shall comprise transfer in the same grade, promotion or appointment normally by competition. Promotion or appointment without competition may be employed only in:

- filling vacancies caused by upgrading of a job by one grade, or in the case of a job upgraded from the General Service to the Professional category by one grade or more;
- filling vacancies in urgency;
- filling vacancies linked to specific ~~training~~ projects of a fixed-term duration, of one year or more, it being understood that the appointment will not exceed the duration of the project;
- filling other vacancies where it is impossible to satisfy the provisions of Article 1.2 (a) above by the employment of any other method.

ARTICLE 7.0

Scope

The provisions of this Chapter of the Staff Regulations shall apply to established officials and fixed-term officials other than staff whose fixed-term contract is linked to a specific ~~training~~ project. Performance appraisals and adjustment of salary of fixed-term officials whose contract is linked to a specific ~~training~~ project shall be governed by the provisions of Annex I of the Staff Regulations.

Proposed salary scale and pay protection points (effective 1 January 2026)

A. Proposed salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

Level		Steps												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	Gross	239,200												
	Net	173,372												
ASG	Gross	217,448												
	Net	159,016												
D-2	Gross	174,208	178,139	182,071	186,008	189,945	193,879	197,811	201,748	205,680	209,614			
	Net	130,477	133,072	135,667	138,265	140,864	143,460	146,055	148,654	151,249	153,845			
D-1	Gross	155,232	158,685	162,145	165,603	169,047	172,506	175,961	179,411	182,870	186,321	189,776	193,224	196,682
	Net	117,953	120,232	122,516	124,798	127,071	129,354	131,634	133,911	136,194	138,472	140,752	143,028	145,310
P-5	Gross	133,807	136,579	139,353	142,119	144,893	147,659	150,461	153,397	156,338	159,274	162,215	165,148	168,092
	Net	103,165	105,105	107,047	108,983	110,925	112,861	114,804	116,742	118,683	120,621	122,562	124,498	126,441
P-4	Gross	109,324	111,997	114,673	117,344	120,019	122,691	125,370	128,043	130,717	133,386	136,066	138,733	141,407
	Net	86,027	87,898	89,771	91,641	93,513	95,384	97,259	99,130	101,002	102,870	104,746	106,613	108,485
P-3	Gross	89,257	91,537	93,817	96,093	98,376	100,710	103,184	105,661	108,136	110,609	113,089	115,563	118,039
	Net	71,335	73,068	74,801	76,531	78,266	79,997	81,729	83,463	85,195	86,926	88,662	90,394	92,127
P-2	Gross	69,139	71,176	73,213	75,253	77,293	79,334	81,376	83,408	85,449	87,487	89,526	91,570	93,605
	Net	56,046	57,594	59,142	60,692	62,243	63,794	65,346	66,890	68,441	69,990	71,540	73,093	74,640
P-1	Gross	53,071	54,803	56,533	58,263	59,992	61,726	63,454	65,186	66,916	68,649	70,376	72,105	73,838
	Net	43,834	45,150	46,465	47,780	49,094	50,412	51,725	53,041	54,356	55,673	56,986	58,300	59,617

Abbreviations: ASG, Assistant Secretary-General; USG, Under-Secretary-General.

Note: The normal qualifying period for in-grade movement between consecutive steps is one year. The shaded steps in each grade require two years of qualifying service at the preceding step.

B. Proposed pay protection points for staff whose salaries are higher than the maximum salaries on the unified salary scale

(United States dollars)

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	144,086	146,760
	Net	110,360	112,232
P-3	Gross	120,511	122,983
	Net	93,858	95,588
P-2	Gross	95,643	-
	Net	76,189	-
P-1	Gross	75,567	-
	Net	60,931	-

ANNEX H RULES FOR FILLING OF VACANCIES

(....)

Eligibility to Participate in Internal Competitions

10. The procedure of internal competitions shall apply solely to established officials or to officials recruited under fixed-term contracts and who have completed their period of probation according to Article 2.1, taking into account the provisions of Article 2.2. Officials whose fixed-term appointment is linked to a specific ~~training~~ project of a fixed-term duration, of one year or more, shall not be eligible to participate in internal competitions. The Selection Committee may decide, exceptionally to waive this exclusion but may establish special requirements.

(....)

ANNEX I ANNUAL APPRAISALS AND ADJUSTMENT OF SALARY OF STAFF WHOSE FIXED- TERM CONTRACT IS LINKED TO A SPECIFIC ~~TRAINING~~ PROJECT

1. An appraisal shall be made by the responsible chief every 12 months on a fixed-term official whose contract is linked to the execution of a specific ~~training~~ project of a fixed-term duration, of one year or more. For this purpose, the procedures set out in Article 7.4 of the Staff Regulations shall be followed.

(....)

APPENDIX II

ARTICLE 5.11

Family Allowance in the General Service Category

(b) An official in the General Service category at Turin is entitled to not more than one of the following annual non-pensionable allowances:

(.....)

~~(3) an amount specified in Annex B and/or Annex B bis in respect of a parent, a brother or a sister. An allowance under this sub-paragraph shall be paid only upon presentation of evidence satisfactory to the Director that the official contributes an amount equal to at least one-half the total support of the parent, brother or sister, and, in any case, at least twice the amount of the relevant family allowance, as specified in Annex B or Annex B bis. The allowance shall be paid in respect only of an unmarried brother or an unmarried sister who is under 18 years of age, or who is in full-time attendance at a school, university or similar educational institution and is under 21 years of age, or who is physically or mentally incapacitated for work.²~~

(.....)

ARTICLE 7.2

Incremental Date

(a) The incremental date of an official shall be the anniversary of the first day of the month during which s/he was appointed. The incremental date of officials in the General Service category in service on 1 January 1991 shall be that determined in each case as a consequence of the application of the salary scale introducing ~~biennial~~ annual increments.

(b) Notwithstanding paragraph (a) above, the incremental date of an official in the Professional category and above who has received an increment on 1 July 1990 as a result of the addition of further steps for her/his grade in the salary scales applicable as from that date will be 1 July.

(c) Officials who are not in receipt of the maximum salary attaching to their grade shall be granted one increment on their incremental date, as provided in the salary scale under article 5.1(a) subject to the provisions of Article 7.4 (c) and Article 7.5 concerning withholding of increment.

(d) A longevity step for each of the seven levels of the General Service scale will be granted to those who have at least 20 years of continuous service in UN common system organizations, 5 years at the last regular step of their current grade and are certified as having satisfactory service.

Allowance under article 5.11(b)(3) is no longer payable as from 1 September 2025.