Board of the Centre

90th Session, November 2026

CC 90/5 REV.

FOR DECISION

FIFTH 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 the International Civil Service Commission (ICSC) is expected to make to the United Nations General Assembly (UNGA) for consideration that are relevant to the Centre.

Conditions of service of staff in the Professional and higher categories

2. The ICSC has completed its comprehensive review of the compensation package applicable to staff in the Professional and higher categories requested by the UNGA at its 76th session. The review was conducted on the premise of overall cost containment and sustainability, while preserving the competitiveness and flexibility of the compensation package. The resulting recommendations will be submitted to the UNGA for consideration at its current session. Subject to the UNGA's decisions, the comprehensive review measures are proposed to take effect on 1 July 2027, with specific transition arrangements for selected elements.[1] A concise overview of the key recommendations is attached as Appendix I.

3. As usual, it is also expected that the ICSC will make recommendations to the UNGA concerning possible adjustments to the base/floor salary scale for staff in the Professional and higher categories. The base/floor salary scale is established 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 for the United Nations (UN) common system since its creation. 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. Adjustments to the salary scale normally come into effect for all organizations within the UN common system from 1 January of the following year.

4. As reflected in article 0.3 of the Staff Regulations, amendments to the Staff Regulations giving effect to modifications of common system conditions of

[1] ICSC Completes the Comprehensive Review of the Compensation Package, ICSC News, 28 July 2026.

employment which are decided by the UNGA require formal approval by the Board before they can be implemented at the Centre.

5. Given that the Board meets in November and the UNGA normally takes decisions on the ICSC annual report towards the end of the year, the Director usually seeks the Board's prior conditional approval, on the basis of the ICSC report, of the ICSC recommendations and related amendments to the Staff Regulations, to implement the relevant UNGA decisions from the beginning of January, thereby avoiding retroactive adjustments to staff entitlements. This year, however, the ICSC report was not available in time to formulate proposals for the Board's conditional approval.

6. It is therefore proposed that the Board delegate to its Officers the authority to accept the ICSC's recommendations, as approved by the UNGA, arising from the comprehensive review of the compensation package and concerning the base/floor salary scale, and to approve any amendments to the Staff Regulations required for their implementation that would be presented by the Director to the Officers.[2] The Officers would exercise this authority by the end of 2026 in respect of any adjustments to the base/floor salary scale, and at an *ad hoc* meeting in early 2027 in respect of recommendations arising from the comprehensive review of the compensation package. The Officers would report to the Board at its 91st session in 2027. The Centre will provide the Board with any additional information on the ICSC recommendations to the UNGA that may become available before its 90th session.

7. It is also noted that the UNGA at its 80th session had requested the ICSC to explore options for a revised margin range and decreased desirable midpoint for the margin between the net remuneration of staff in the Professional and higher categories of the UN common system and that of the comparator civil service, alongside evaluating the impact of any such revision on the application of the Noblemaire principle and overall attractiveness and predictability of the compensation package. The ICSC proposed to report the results of the review to the UNGA at its 83rd session in 2028 and suggested that, pending the outcome of this review, the net remuneration at the base of the system, New York, should be maintained at its current level until 31 December 2028.

II. Proposed amendments to the Staff Regulations concerning travel

8. The Centre is reviewing its travel policy with a view to: (i) consolidating existing travel provisions into a coherent and comprehensive framework tailored to the Centre's operational needs; and (ii) aligning the Centre's provisions with the ILO travel policy, including its recent revisions. The revised framework aims to ensure that travel is undertaken in a cost-effective and sustainable manner, while giving due consideration to operational requirements, safety, and staff health and well-being.

9. The principal changes requiring amendments to the Centre's Staff Regulations concern: discontinuing the payment of daily subsistence allowance (DSA) for statutory travel, limiting the payment of DSA for official travel to the period commencing upon arrival at the mission location rather than upon departure, and clarifying that DSA is not payable to spouses or dependants except where expressly provided for under specific entitlements. The corresponding amendments to the Staff Regulations are set out in Appendix II.

[2] The Board had delegated its authority to its Officers at its 78th session concerning the approval of the financial statements of the Centre. See GB.325/INS/13, para. 79 and CC 78/4/2.

10. The proposed amendments to the Staff Regulations were submitted to the Centre's Joint Negotiating Committee. The Staff Union Committee noted the proposed amendments, while expressing concern that the proposed changes would entail a reduction in certain staff entitlements.

III. Implementation of prevailing conditions of employment found locally

Changes to the salary scale and allowances for staff in the General Service category

11. In line with the procedure for interim adjustment established by the ICSC, the ICSC adopted a revised salary scale for General Service staff in Rome including an across-the-board 0.8 per cent net increase in salaries effective 1 November 2025. Following the implementation of the revised salary scale by the Food and Agriculture Organization of the United Nations (FAO)[3], and in accordance with article 0.3(c)(1) of the Staff Regulations, the revised salary scale and related allowances applicable to the General Service category were implemented at the Centre. The corresponding amendments to the Staff Regulations are provided in Appendix III for information.

12. The Board is invited to:

a) delegate to the Officers of the Board the authority to:

(i) accept the recommendations of the ICSC, as approved by UNGA:

- **arising from the review of the compensation package applicable to staff in the Professional and higher categories; and**
- **concerning adjustments to the base/floor salary scale for staff in the Professional and higher categories;**

(ii) approve the amendments to the Staff Regulations required to give effect to the ICSC recommendations referred to in paragraph (a)(i) above;

b) approve the amendments to the Staff Regulations as proposed in Appendix II of this document;

c) take note of the revised salary scale and related allowances applicable to the General Service category and relevant amendments to the Staff Regulations set out in Appendix III of this document.

Point for decision: Paragraph 12

[3] Administrative Circular No.2026/06 of the Food and Agriculture Organization (FAO) dated 29 May 2026

APPENDIX I - Key Recommendations At-A-Glance

The Commission has recommended the following changes to the compensation package for staff in the Professional and higher categories as per the request of the General Assembly. For more information visit https://icsc.un.org

Family and education-related support

Child allowance

Current system	Proposed system
Level: USD 2,929. **Number of children:** No limit. **Eligibility:** Recognized dependants under age 18, or under age 21 if in full-time school or university attendance. **Currency treatment:** The USD flat rate is converted to local currency at Group I duty stations. **Review cycle:** Every two years.	**Level:** USD 3,004 in year 1, rising in annual steps to USD 3,322 in year 5. **Number of children:** Limit of six. **Eligibility:** Recognized dependants under age 18. **Currency treatment:** The USD flat rate would no longer be converted to local currency. **Review cycle:** Every five years.

Transition arrangement The six-child cap would take effect on January 1, 2028. Staff already receiving the allowance on that date for a recognized dependant in full-time school or university attendance would continue to receive it until the dependant reaches age 21.

Allowance for a child with a disability

Current system	Proposed system
The USD flat rate is converted to local currency at Group I duty stations. The level is reviewed every two years.	The USD flat rate would no longer be converted to local currency. The level would be reviewed every five years.

Secondary dependant's allowance

Current system	Proposed system
Level: USD 1,025, equal to 35 per cent of the child allowance. **Financial-support test:** The staff member provides financial support equal to at least half of the dependant's total financial resources and no less than two times the allowance. **Currency treatment and review:** The USD flat rate is converted to local currency at Group I duty stations; the level is reviewed every two years. **Eligibility:** Where there is no recognized primary dependant, a dependant parent, brother or sister may qualify.	**Level:** USD 1,051 in year 1, rising in annual steps to USD 1,163 in year 5. **Financial-support test:** Total financial resources would include pension income and investment earnings, aligned with the definition used for the spouse allowance. **Currency treatment and review:** The USD flat rate would no longer be converted to local currency; the level would be reviewed every five years. **Options for the General Assembly:** Retain the current eligibility rules; restrict eligibility to parents only; or discontinue the allowance.

Education grant

Current system	Proposed system
No limit on the number of dependent children. Coverage is available for primary, secondary and tertiary education.	Coverage would be limited to six dependent children. Primary, secondary and post-secondary education would be maintained. Staff could choose to substitute one or more post-secondary years for early-childhood education and care, from post-parental leave until the current minimum eligibility age, for up to four years.

Special education grant

Current system	Proposed system
Reimbursement of 100 per cent of all admissible expenses, including boarding, up to the upper limit of the top bracket of the applicable global sliding scale. The maximum reimbursement amount is USD 51,584.	**Option 1:** Maintain the status quo. **Option 2:** Reimburse 100 per cent of admissible expenses, including boarding, up to the 90th percentile of qualifying claims above the top bracket of the regular education grant's global sliding scale, including the boarding lump sum. The revised level could not be lower than the existing level. The calculated maximum would be USD 81,030.

Mobility and field-service support

Mobility incentive / Geographical Movement Supplement

Current system	Proposed system
Purpose: Encourage movement of internationally recruited staff to field duty stations in accordance with organizational needs. **Eligibility:** Duty stations in categories A-E. **Payment basis:** Flat amounts vary by hardship classification, grade and assignment number. **Payment conditions:** For assignments of one year or longer, after at least five consecutive years of United Nations-system service. Payment normally ends after five years at the same duty station, with a possible additional year in exceptional circumstances. **Review cycle:** Every three years.	**Purpose:** Recognize sustained geographical moves to field duty stations. **Eligibility:** Duty stations in categories A-E. **Payment basis:** USD 6,900 for 3-4 assignments; USD 10,781 for 5-6 assignments; and USD 12,938 for 7 or more assignments. Organizations may pay a lump sum at the start of an assignment. **Payment conditions:** For assignments of one year or longer, after at least five consecutive years of United Nations-system service. Payment ends after five years at the same duty station. **Review cycle:** Every four years.

Transition arrangement Staff already receiving the mobility incentive would continue to receive it until the end of their ongoing assignment, or earlier under existing policy. The Geographical Movement Supplement would apply to future geographical assignments of one year or longer.

Hardship allowance during evacuation

Current system	Proposed system
During evacuation to an authorized destination, staff continue to receive net base salary plus post adjustment, the mobility and hardship allowance and rental subsidy applicable at the official duty station, and the security evacuation allowance for the staff member and each eligible family member. The level is reviewed every three years.	The hardship entitlement would be linked to the hardship classification of the evacuation location. No hardship allowance would be payable for evacuation to the staff member's home country. The applicable hardship allowance would be payable for evacuation to another hardship location. The level would be reviewed every four years.

Non-family service allowance

Current system	Proposed system
The Non-family Service Allowance is paid to staff assigned to duty stations designated non-family for safety and security reasons. It recognizes the financial and psychological hardship of involuntary family separation and additional service-related costs. The level is reviewed every three years.	The allowance would retain its current purpose and would also be payable to staff serving under a Family Hub arrangement when the duty station where they perform official functions is designated non-family. The level would be reviewed every four years.

Payment for D and E duty stations not designated non-family

Current system	Proposed system
Pilot programme.	The pilot designation would be removed. The payment would be formalized as the Reduced non-family service allowance and reviewed every four years.

Accelerated home leave

Current system	Proposed system
Accelerated home leave allows staff and their families to leave highly adverse duty stations more often. It applies only to D and E duty stations outside the rest-and-recuperation framework.	Discontinue accelerated home leave.

Rest and recuperation

Current system	Proposed system
The six- and eight-week cycles are unchanged. The 12-week cycle applies to non-capital D and E duty stations and, exceptionally, to category E capital cities.	Keep the six- and eight-week cycles unchanged. Extend the 12-week cycle to all D and E duty stations, including capitals.

Rental subsidy

Current system	Proposed system
Group I: 80 per cent of the difference for the first four years, then 60, 40 and 20 per cent over the following three years, after which the subsidy ends. **Group II:** 80 per cent of actual rent above the rental threshold, generally subject to a specified limit.	Align Group I and Group II. At all duty stations, the subsidy would be 80 per cent of the difference for the first four years, then 60, 40 and 20 per cent over the following three years, after which it ends.

Family Hub

Current system	Proposed system
No common-system Family Hub arrangement.	Pilot an optional Family Hub model at non-family duty stations. If a staff member selects the model, the Family Hub would become the administrative duty station for post adjustment and hardship allowance. The Non-family Service Allowance would continue to be payable. Danger pay and rest and recuperation would remain based on the duty station where the staff member performs official functions.

Flexible working and review cycles

Framework for flexible working arrangements

Current system	Proposed system
No common-system framework for compensation-related adjustments when staff telework outside their official duty station.	For staff-requested and organization-authorized teleworking outside the official duty station, travel to the official duty station would be borne by the staff member. Danger pay and rest-and-recuperation qualifying service would be suspended from day 1. After 60 cumulative working days in a calendar year, post adjustment would be reduced to the lower of the official-duty-station or telework-location rate. At that point, rental subsidy, the Geographical Movement Supplement, the D/E payment, relevant home-leave and family-visit travel accrual, hardship allowance and the Non-family Service Allowance would be suspended. The regular education grant would be prorated if teleworking outside the duty station exceeds two thirds of the academic year.

Review cycles for other field-related elements

Current system	Proposed system
The hardship allowance, danger pay, security evacuation allowance, extended security evacuation allowance and relocation-shipment lump-sum ceiling are reviewed every three years.	These elements would be reviewed every four years. The Non-family Service Allowance, Reduced non-family service allowance and Geographical Movement Supplement would also move to a four-year cycle, as set out above.

Related decision on the net remuneration margin

Net remuneration margin

Current system	Proposed system
Under the existing margin-management framework, the Commission uses the post-adjustment system to manage the relationship between the net remuneration of Professional and higher-category staff in New York and that of the United States federal civil service in Washington, D.C. The estimated margin for 2026 was 17 percent.	Pending the broader review requested by the General Assembly, maintain New York net remuneration at its current level through December 31, 2028. Adjust the New York post-adjustment multiplier as necessary to give effect to that decision. At all other locations, the post-adjustment system would continue to maintain purchasing-power parity with New York. The Commission will report the review to the General Assembly at its eighty-third session.

APPENDIX II

Proposed amendments to the Staff Regulations
(Additions appear underlined and deletions appear struck out)

ARTICLE 6.5
Home Leave Travel Expenses

…

(a) Travel expenses, as provided in Article 8.1 (Travel Expenses), shall be paid in respect of travel on home leave, ~~provided that~~ but no subsistence allowance shall ~~not~~ be paid ~~for any travel time exceeding the travel time allowable under (a) above~~. Subject to paragraph (e) below, they shall be paid to an official in respect of herself/himself, her/his spouse, and children in respect of whom family allowances are payable. The travel of the spouse and children shall be in conjunction with the home leave of the official, provided that an exception to this rule may be made by the Director if the exigencies of the service or other special circumstances require it.

…

ARTICLE 8.1
Travel Expenses

(a) Subject to the provisions of these Regulations and to any rules which may be established by the Director, the Centre shall pay travel expenses to an official when authorized to travel:

(1) upon appointment;

(2) upon transfer to another duty station;

(3) upon official business;

(4) upon home leave;

(5) upon authorized travel to visit dependants; and

(6) upon termination of appointment.

(b) Travel expenses, for purposes of these Regulations shall include transport expenses, ~~travel~~ subsistence allowance, where payable in accordance with Annex D, and other necessary expenses during travel.

(c) Travel shall normally be by the most economical route and means of transport, account being taken as far as possible of the wishes of the official concerned.

(d) An advance of funds against estimated reimbursable travel expenses may be made, on application, to an official.

ANNEX D

TRAVEL AND REMOVAL EXPENSES

I. GENERAL

1. Travel expenses, as prescribed in Article 8.1 (Travel Expenses), shall be payable to an official only when authorization to travel has been given to her/him in advance. This authorization is granted by the Director on the appropriate form. Travel expenses shall be paid to the Director upon certification by her/him of the official character of the travel.

2. (a) Travel expenses paid by an official shall be reimbursed upon presentation of the appropriate form, duly completed and accompanied by all vouchers. Claims in respect of travel, except on termination, shall normally be presented within eight days after travel has been completed.

   (b) Claims for payment of travel and/or the transport of unaccompanied personal effects on termination shall not be paid unless payment is duly claimed within two years after the termination of appointment, provided that the Director, after consulting the Joint Negotiating Committee, may extend this period.

   (c) Claims for payment of the transport of unaccompanied personal effects on appointment or transfer shall not normally be paid unless payment is duly claimed within six months after the arrival of the official at the place of posting.

   (d) Claims for payment of travel may be refused ~~is~~f any delay in presenting the claim is not satisfactorily explained.

3. Travel tickets shall normally be provided by the Centre; when the Centre lacks the facilities necessary to provide them or in exceptional circumstances approved by the Director, the official is authorized to purchase the tickets s/he will require. In this case, the official shall be entitled to the reimbursement of actual travel expenses up to the amounts payable under the present Regulations.

4. Upon the authorization of the Director an official may travel, except when on official business, at less expense than that provided for in these Regulations, in order to take with her/him a member of her/his household in respect of whom travel expenses are not payable or for other special reasons. An official so travelling shall be entitled to payment of the actual travel expenses up to the amount payable under the Regulations, except when s/he travels by private automobile, when the provisions of paragraphs ~~15~~ 14 and ~~22~~ 21(b) shall apply.

5. When an official travels at greater expense than that provided for in these Regulations, s/he shall be paid travel expenses not exceeding those payable under the Regulations.

6. Transport expenses payable in respect of an official's spouse and dependents shall be paid subject to the conditions applicable to the official. The Director may, however, establish different conditions for ~~school~~ scholastic travel under the provisions of Article 5.13 (Education Grant) and 5.13 bis (Special Education Grant) of the present Regulations, as well as when a child travels unaccompanied by one of her/his parents, under the provisions of Articles 6.5 (Home Leave Travel Expenses), 8.3 (Expenses upon Appointment), 8.3 bis (Expenses upon Transfer) and 8.6 (Expenses upon Termination) of the present Regulations.

7. An official who is provided with tickets or who has received an advance against reimbursable travel expenses shall be liable for any such tickets or advances if s/he does not undertake the travel for which the ticket or advances were obtained.

8. The Centre shall pay the cost of transporting any documents or technical material which an official is authorized in advance to transport while travelling and which are deemed necessary for the conduct of official business.

9. (a) Expenses for postage, ~~telegrams~~ internet connections, telephone calls and other such expenses incurred in the conduct of official business by an official travelling on official business shall be reimbursed upon the presentation of a claim accompanied by vouchers.

   (b) Expenses for travelling by taxi shall be reimbursed under conditions established by the Director.

   (c) Gratuities shall not be reimbursed.

10. Entertainment expenses incurred by an official travelling on official business shall be reimbursed in accordance with the rules for the administration of the Representation Fund.

II. MEANS OF TRANSPORT AND TRAVEL CONDITIONS

11. Travel paid for by the Centre shall normally be by air or by rail. Transport by sea or by some other means shall normally be paid on the basis of the cost of the most economical itinerary and method of transport. Group tickets may be provided for officials travelling on official business; in such cases officials shall be required to use these tickets for travel.

~~12.An official travelling on official business with an official of a higher grade shall, when authorized by the Director, travel under the conditions allowable in the higher grade.~~

12. Rail transport shall be in first class. Officials shall be entitled~~: (a)~~ to a reserved seat by day and, where applicable, to the supplement payable on express trains~~; (b)~~ to ~~a~~ single ~~sleeper~~ occupancy in a sleeping compartment ~~by night, for officials in the grade of D.1 and above, and to a single berth in a double sleeping compartment or to a special sleeper compartment when available, for officials below the grade of D.1.~~

13. When transport free of charge is provided for an official s/he shall not receive tickets supplied by the Centre.

14. An official who travels by private automobile shall be reimbursed the minimum allowable travel expenses provided for in these Regulations.

III. SUBSISTENCE ALLOWANCE

15. The subsistence allowance ~~payable under Article 8.1 (Travel Expenses)~~ shall be paid according to schedules and rates established by the Director. If the Director is satisfied that these rates are insufficient for travel on official business, s/he may authorize the payment of different amounts.

16. ~~The~~ No subsistence allowance ~~during a journey shall be payable, up to an including the day of arrival at the authorized destination, at the rate appropriate to the place of arrival~~ shall be paid with respect to travel upon (1) appointment, (2) transfer to another duty station, (3) home leave, (4) authorized travel to visit spouse or dependants, (5) scholastic travel, (6) marriage, or (7) termination of appointment. However, subsistence allowance may become payable as a part of other entitlements, such as the settling-in grant under article 5.8(b)(i).

17. In the case of travel on official business, the allowance shall be payable at the rate applicable to the place of official business as from the day of ~~departure~~ arrival.

18. For the purpose of calculating subsistence allowance, the day is defined as the 24-hour period from midnight to midnight. Subject to the provisions of paragraphs 17 and 19 ~~below~~, the full rate shall be paid for every day on which the official is in travel status~~, and half rate for the last day of travel~~, except for the last day of travel in respect of which no allowance shall be paid.

19. When travel is for a period of less than 24 hours and does not necessitate expenses for sleeping accommodation, subsistence allowance shall be paid at reduced rates to be determined by the Director. No allowance shall be paid for travel lasting less than ten hours.

20. No subsistence allowance shall be paid with respect to travel undertaken by the official's spouse or dependant. However, where such allowance exceptionally becomes payable as a part of other entitlements, ~~T~~the subsistence allowance ~~payable in respect of an official's spouse or dependant~~ shall be one-half the allowance payable in respect of the official, except that the allowance shall not be payable in respect of a dependant who has not reached her/his third birthday when travel begins. ~~No subsistence allowance shall be payable under Article 5.13 (Education Grant).~~

IV. TRANSPORT OF PERSONAL EFFECTS

21. (a) Transport expenses by air shall normally include the transport of accompanied personal effects up to the amount allowable on a ~~first-class~~ business class air ticket for the same journey.

    (b) An official who travels by private automobile shall not be entitled to the accompanied excess personal effects allowance which s/he would have received if s/he had travelled by air.

22. Transport expenses by surface means payable for travel on official business shall include the transport of unaccompanied personal effects not exceeding 50 kg when the official's absence from her/his duty station is two months or less and not exceeding 80 kg when the official's absence is more than two months.

23. Transport expenses by surface means payable under the provisions of Article 5.13 (Education Grant) and 5.13 bis (Special Education Grant) shall include the transport of: ~~unaccompanied personal effects not exceeding:~~

    (a) Unaccompanied personal effects not exceeding 200 kg on the first outward trip to and the final return trip from the educational institution and in the event of a change of institution situated in a different place, within the limits established by Article 5.13 (i) (3);

    (b) Personal effects not exceeding 50 kg in the event of any other educational journey.

24. Transport expenses by surface means payable under the provisions of Article 6.5 (Home Leave Travel Expenses) shall include the transport of ~~un~~accompanied personal effects not exceeding 50 kg in respect of an official and 50 kg in respect of her/his spouse and each of her/his dependants.

25. Transport expenses by surface means payable under the provisions of Article 8.4 (Expenses upon Authorized Travel to Visit Spouse or Dependants) shall include the transport of ~~un~~accompanied personal effects not exceeding 50 kg.

26. An official who does not use her/his entitlement to reimbursement of the transport expenses by surface means of unaccompanied personal effects as authorized by the provisions of paragraphs ~~24~~ 23 (a), ~~25 and~~ ~~26~~ above, may transport an extra 50 ~~10~~ kg, including packing, o~~r~~f accompanied luggage by air in respect of a child during a school journey. ~~or for herself/himself, her/his spouse or for each of~~

~~her/ his dependants during home leave or for herself/himself during travel to visit spouse or dependants.~~

27. (a) Where an official is entitled to the removal of household goods and personal effects, transport expenses by surface means payable upon appointment, transfer or termination, shall also include the transport of ~~un~~accompanied personal effects not exceeding ~~100~~ 50 kg in respect of an official, ~~100~~ 50 kg in respect of her/his spouse ~~or a first dependant and 50 kg in respect of~~ and each of her/his ~~other~~ dependants.

    (b) Where an official is not entitled to the removal of household goods and personal effects, transport expenses by surface means payable upon appointment, transfer or termination, shall include the transport of unaccompanied personal effects ~~in an amount to be determined by the Director~~ not exceeding 600 kg in respect of an official, 250 kg in respect of her/his spouse or a first dependant and 150 kg in respect of each of her/his other dependants.

28. An official may convert her/his entitlement to the removal of household goods and personal effects into air freight up to a maximum amount of 600 kg.

29. The weights expressed in kg in the above paragraphs shall be understood as net terms, that is, excluding crating.

30. (a) The cost of insuring unaccompanied personal effects transported under paragraphs ~~23, 24, 25, 26 and 28~~ 22 and 23 shall be borne by the Centre under conditions and up to a maximum amount to be determined by the Director.

    (b) The Centre shall not be normally responsible for any customs duties levied on ~~unaccompanied~~ personal effects, transported under the conditions established in the preceding paragraphs.

V. REMOVAL EXPENSES

31. Arrangements for the removal of household goods and personal effects shall normally be made by the Director or an official s/he designates to carry out the task; s/he may, however, if a request is made beforehand, authorize an official to make arrangements for a removal, subject to her/his approval. The household goods and personal effects to be removed shall be insured at the expense of the Centre under conditions and up to a maximum amount to be determined by the Director; beyond that the Centre shall not be liable for any loss or damage. Any customs duties payable in respect of household goods and personal effects shall not normally be paid by the Centre.

32. Expenses shall be paid for the removal of household goods and personal effects (excluding motor cars) not exceeding a 40-foot container.

33. Any removal expenses which may be paid by an official shall be reimbursed upon presentation of a claim, accompanied by vouchers, within three months after the removal was effected. The Director, in exceptional circumstances and after consulting the Joint Negotiating Committee, may extend this period.

34. Claims for payment of removal expenses shall not be submitted later than six months after an official acquires the right, provided that the Director may extend this period upon application in advance and for special reasons, after consulting the Joint Negotiating Committee.

35. If no claim for payment of removal expenses is made by an official within the time-limit specified in paragraph ~~35~~ 34, the Centre shall pay (a) the cost of a later removal if it takes place on the occasion of

the official's marriage, or (b) three-quarters of the cost of a later removal if the effects transported have been inherited by the official after the expiration of the time-limit specified in paragraph ~~35~~ 34, or (c) half the cost of any other later removal.

36. An official to whom removal expenses upon appointment or upon transfer are payable under Articles 8.3 (Expenses upon Appointment) or 8.3 bis (Expenses upon Transfer) shall be entitled to reimbursement of the cost of storing her/his household goods and personal effects for a period not exceeding three months.

37. When both husband and wife are officials of the Centre in service at the same duty station and each is entitled to the payment of expenses for the removal of household goods and personal effects, the maximum volume in cubic metres payable by the Centre for the two spouses jointly is that set out in paragraph ~~33~~ 32 above.

VI. TRANSPORT OF PRIVATE MOTOR CARS

38. Transport expenses of privately owned automobiles may be reimbursed, under conditions and up to a maximum amount to be determined by the Director, to officials whose assignment to a duty station on appointment or transfer is expected to be for a period of not less than two years.

APPENDIX III

Remuneration of Officials in the General Service Category

General Service Category - Annual Salaries and Allowances

Currency of scale: EUR Currency of disbursement: E Effective 1 November 2025

Level		S T E P S															
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV	XVI b/
1	(Gross)	41008	42295	43581	44868	46154	47441	48727	50014	51300	52586	53873	55167	56489	57811	59133	60456
	(Gross Pens.)	**40434**	**41670**	**42907**	**44146**	**45382**	**46620**	**47858**	**49095**	**50333**	**51569**	**52834**	**54122**	**55410**	**56696**	**57984**	**59202**
	(Total Net)	**32176**	**33128**	**34080**	**35032**	**35984**	**36936**	**37888**	**38840**	**39792**	**40744**	**41696**	**42648**	**43600**	**44552**	**45504**	**46456**
	(Net Pens.)	*32176*	*33128*	*34080*	*35032*	*35984*	*36936*	*37888*	*38840*	*39792*	*40744*	*41696*	*42648*	*43600*	*44552*	*45504*	*46456*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
2	(Gross)	43618	45184	46750	48316	49882	51449	53015	54581	56182	57792	59401	61011	62621	64231	65840	67450
	(Gross Pens.)	**42939**	**44446**	**45951**	**47457**	**48960**	**50468**	**51972**	**53533**	**55097**	**56664**	**58230**	**59797**	**61361**	**62928**	**64495**	**65979**
	(Total Net)	**34107**	**35266**	**36425**	**37584**	**38743**	**39902**	**41061**	**42220**	**43379**	**44538**	**45697**	**46856**	**48015**	**49174**	**50333**	**51492**
	(Net Pens.)	*34107*	*35266*	*36425*	*37584*	*38743*	*39902*	*41061*	*42220*	*43379*	*44538*	*45697*	*46856*	*48015*	*49174*	*50333*	*51492*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
3	(Gross)	46857	48735	50614	52492	54370	56286	58217	60147	62078	64008	65939	67869	69800	71731	73668	75625
	(Gross Pens.)	**46038**	**47845**	**49650**	**51457**	**53311**	**55193**	**57071**	**58951**	**60829**	**62708**	**64587**	**66469**	**68348**	**70227**	**72107**	**73911**
	(Total Net)	**36504**	**37894**	**39284**	**40674**	**42064**	**43454**	**44844**	**46234**	**47624**	**49014**	**50404**	**51794**	**53184**	**54574**	**55964**	**57354**
	(Net Pens.)	*36504*	*37894*	*39284*	*40674*	*42064*	*43454*	*44844*	*46234*	*47624*	*49014*	*50404*	*51794*	*53184*	*54574*	*55964*	*57354*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
4	(Gross)	51284	53482	55703	57963	60222	62482	64742	67001	69261	71521	73789	76080	78372	80663	82955	85246
	(Gross Pens.)	**50311**	**52437**	**54637**	**56833**	**59029**	**61229**	**63427**	**65622**	**67820**	**70019**	**72220**	**74418**	**76615**	**78858**	**81215**	**83325**
	(Total Net)	**39780**	**41407**	**43034**	**44661**	**46288**	**47915**	**49542**	**51169**	**52796**	**54423**	**56050**	**57677**	**59304**	**60931**	**62558**	**64185**
	(Net Pens.)	*39780*	*41407*	*43034*	*44661*	*46288*	*47915*	*49542*	*51169*	*52796*	*54423*	*56050*	*57677*	*59304*	*60931*	*62558*	*64185*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
5	(Gross)	57240	59842	62443	65044	67646	70247	72849	75482	78120	80758	83396	86034	88672	91310	93948	96586
	(Gross Pens.)	**56131**	**58662**	**61193**	**63723**	**66254**	**68786**	**71314**	**73846**	**76376**	**78958**	**81673**	**84386**	**87099**	**89813**	**92529**	**95028**
	(Total Net)	**44141**	**46014**	**47887**	**49760**	**51633**	**53506**	**55379**	**57252**	**59125**	**60998**	**62871**	**64744**	**66617**	**68490**	**70363**	**72236**
	(Net Pens.)	*44141*	*46014*	*47887*	*49760*	*51633*	*53506*	*55379*	*57252*	*59125*	*60998*	*62871*	*64744*	*66617*	*68490*	*70363*	*72236*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
6	(Gross)	66453	69413	72372	75362	78363	81365	84366	87368	90369	93370	96372	99373	102375	105376	108377	111379
	(Gross Pens.)	**65098**	**67978**	**70855**	**73736**	**76615**	**79589**	**82676**	**85765**	**88851**	**91939**	**95027**	**98116**	**101203**	**104290**	**107379**	**110171**
	(Total Net)	**50774**	**52905**	**55036**	**57167**	**59298**	**61429**	**63560**	**65691**	**67822**	**69953**	**72084**	**74215**	**76346**	**78477**	**80608**	**82739**
	(Net Pens.)	*50774*	*52905*	*55036*	*57167*	*59298*	*61429*	*63560*	*65691*	*67822*	*69953*	*72084*	*74215*	*76346*	*78477*	*80608*	*82739*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
7	(Gross)	77086	80555	84024	87493	90962	94431	97900	101369	104838	108307	111776	115245	118714	122183	125652	129121
	(Gross Pens.)	**75380**	**78749**	**82320**	**85889**	**89462**	**93031**	**96606**	**100174**	**103742**	**107316**	**110887**	**114455**	**118025**	**121594**	**125163**	**128543**
	(Total Net)	**58391**	**60854**	**63317**	**65780**	**68243**	**70706**	**73169**	**75632**	**78095**	**80558**	**83021**	**85484**	**87947**	**90410**	**92873**	**95336**
	(Net Pens.)	*58391*	*60854*	*63317*	*65780*	*68243*	*70706*	*73169*	*75632*	*78095*	*80558*	*83021*	*85484*	*87947*	*90410*	*92873*	*95336*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*

ALLOWANCES

Family allowances as provided for under Article 5.11:

DEPENDENCY ALLOWANCES:

Child Euro 1,594 net per annum per child, subject to a maximum of six children.

Dependent spouse Euro 724 net per annum

LANGUAGE ALLOWANCES (to be included in pensionable remuneration):

First language	Euro 2,207 net per annum.
Second language	Euro 1,104 net per annum.

Note: The scale is based on a common workweek of 37.5 hours.

a/ Staff assessment is calculated on the basis of the 36-month average of Euro 0.915 to US$ 1.00.
The official United Nations exchange rate for a given month will continue to be used for operational and Pension Fund purposes.

The qualifying period for in-grade movement between consecutive steps is one year.

b/ Long-service step:

The qualifying criteria for in-grade increases to the long-service step are as follows:

(a) The staff member should have had at least 20 years of service within the United Nations Common System and five years of service at the top regular step of the current grade.

(b) The staff member's service should have been satisfactory.

Gross: Gross salaries have been derived through the application of staff assessment to Total Net salaries.
Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever UN salaries are taxed.

Gross Pens.: Gross Pensionable salaries have been derived through application of staff assessment to Net Pensionable salaries.
Gross Pensionable is the basis for determining Pension Fund contributions under Article 25 of UNJSPF Regulations and for determining Pension benefits.

Total Net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net Pens.: Net Pensionable is that part of net salary which is used to derive to the Gross Pensionable Salary.
Net Pensionable salary is the Total Net salary less the Non-pensionable component, i.e. 100 per cent of total net salaries.

NPC: Non-Pensionable Component is that part of net salary excluded from application of staff assessment in determination of the Gross Pensionable salary. The Non-Pensionable Component has been established at 0 percent.