Board of the Centre

90th Session, November 2026

CC 90/5 Add.

FOR DECISION

FIFTH ITEM ON THE AGENDA

Human Resources questions: Addendum concerning the recommendations of the International Civil Service Commission

I. Introduction

1. In paragraph 6 of document CC 90/5 REV., the Centre indicates that it would provide to the Board any additional information on the recommendations of the International Civil Service Commission (ICSC) for 2026 that may become available. The report of the ICSC has now been published. As a result, this Addendum provides the Board with additional information on the recommendations contained in the report that are relevant to the conditions of service of the Centre's staff and proposes a new draft decision.

II. Conditions of service of staff in the Professional and higher categories

Base/floor salary scale

2. In its report A/81/30, the ICSC decided to recommend to the United Nations General Assembly (UNGA) that it approve, with effect from 1 January 2027, a revised unified base/floor salary scale, as well as updated pay protection points for the Professional and higher categories, reflecting a 1.24 per cent adjustment, to be implemented by increasing the base salary and commensurately decreasing post adjustment multiplier points on a *no-loss-no-gain* basis, resulting in no change in net remuneration.

3. In accordance with the Centre's established practice, it is proposed that the Board approve the revised salary scale and pay protection points, subject to their approval by the UNGA, as well as the related amendments to the Staff Regulations. This would enable the Centre to implement the adjustments from 1 January 2027, thereby avoiding retroactive adjustments to staff entitlements. As a result, the Board would no longer need to delegate authority to its Officers in this regard, as was proposed in CC 90/5 REV., paragraphs 6 and 12(a).

Comprehensive review of the compensation package

4. Given the scope and complexity of the ICSC review, including options left to the UNGA for consideration for certain entitlements, and the need to assess implications for the Centre's Staff Regulations and administrative arrangements following UNGA's consideration, it is proposed to retain the approach outlined in paragraphs 6 and 12(a) of document CC 90/5 REV. Under this approach, the Board would delegate authority to its Officers to accept the ICSC recommendations, as approved by UNGA, and to approve the relevant amendments to the Staff Regulations, at an *ad hoc* meeting in 2027.

III. Proposed action by the Board

5. In light of the above, the draft decision set out below replaces and supersedes the draft decision proposed in paragraph 12 of document CC 90/5 REV.

6. The Board is invited to:

a) accept, subject to the approval of the UNGA, the revised base/floor salary scale and pay protection points for the Professional and higher categories and approve the corresponding amendments to the Centre's Staff Regulations for implementation with effect from 1 January 2027 as set out in the Appendix of CC 90/5 Add;

b) delegate to the Officers of the Board the authority to 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 to approve the amendments to the Staff Regulations required to give them effect;

c) approve the amendments to the Staff Regulations concerning travel set out in Appendix II of CC 90/5 REV.;

d) 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 CC 90/5 REV.

Point for decision: Paragraph 6.

APPENDIX

Proposed amendments to the Staff Regulations

Proposed salary scale and pay protection points (with effect from 1 January 2027)

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)

		Steps												
Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*
D-2	Gross	176 659	180 639	184 620	188 605	192 592	196 574	200 555	204 541	208 521	212 505			
	Net	132 095	134 722	137 349	139 979	142 611	145 239	147 866	150 497	153 124	155 753			
D-1	Gross	157 448	160 944	164 447	167 947	171 435	174 936	178 433	181 926	185 429	188 923	192 420	195 912	199 412
	Net	119 416	121 723	124 035	126 345	128 647	130 958	133 266	135 571	137 883	140 189	142 497	144 802	147 112
P-5	Gross	135 634	138 440	141 249	144 049	146 857	149 657	152 618	155 591	158 568	161 541	164 518	167 488	170 468
	Net	104 444	106 408	108 374	110 334	112 300	114 260	116 228	118 190	120 155	122 117	124 082	126 042	128 009
P-4	Gross	110 849	113 554	116 263	118 967	121 676	124 381	127 093	129 799	132 506	135 209	137 921	140 621	143 329
	Net	87 094	88 988	90 884	92 777	94 673	96 567	98 465	100 359	102 254	104 146	106 045	107 935	109 830
P-3	Gross	90 421	92 729	95 038	97 342	99 653	102 127	104 631	107 140	109 644	112 149	114 659	117 164	119 670
	Net	72 220	73 974	75 729	77 480	79 236	80 989	82 742	84 498	86 251	88 004	89 761	91 515	93 269
P-2	Gross	70 054	72 116	74 178	76 243	78 309	80 375	82 442	84 499	86 566	88 629	90 693	92 762	94 824
	Net	56 741	58 308	59 875	61 445	63 015	64 585	66 156	67 719	69 290	70 858	72 427	73 999	75 566
P-1	Gross	53 787	55 539	57 291	59 042	60 793	62 549	64 297	66 051	67 803	69 557	71 307	73 057	74 811
	Net	44 378	45 710	47 041	48 372	49 703	51 037	52 366	53 699	55 030	56 363	57 693	59 023	60 356

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)

Level		*Pay protection point 1*	*Pay protection point 2*
P-4	Gross	146 040	148 749
	Net	111 728	113 624
P-3	Gross	122 174	124 676
	Net	95 022	96 773
P-2	Gross	96 887	
	Net	77 134	
P-1	Gross	76 562	
	Net	61 687	