

**FOR INFORMATION**

NINETEENTH ITEM ON THE AGENDA

Other personnel questions**General Service salary survey, Geneva****Salaries and allowances of the staff in the General Service category in Geneva**

1. The Committee was informed at its 300th Session (November 2007) of the problems encountered in finalizing the 2007 General Service salary survey for Geneva.¹ The Governing Body authorized the Director-General to amend the Staff Regulations to give effect to the revised salary scales upon approval by the International Civil Service Commission (ICSC), and requested the Director-General to report back to the Committee on the final outcome of the salary survey, at its present session.
2. The survey resulted in a decrease in net salaries of 1.81 per cent. This information was received by the Geneva-based organizations on 28 February 2008. Had the results of the survey been announced earlier, a second, lower scale would have been implemented for staff recruited on or after the implementation date of the survey results. (There would have been no negative impact for serving staff, in line with the principle of acquired rights.)
3. However, in accordance with the salary survey methodology approved by the ICSC, an interim adjustment is due when the reference index moves by 5 per cent or every 12 months, whichever comes earlier. An interim adjustment for Geneva of 2.35 per cent was due on 1 March 2008.
4. As the amount of the interim adjustment (2.35 per cent) is greater than the decrease resulting from the salary survey (1.81 per cent), the result is that a net increase of 0.54 per cent over the salary scale in effect since January 2006 is due to all General Service staff in Geneva, with effect from 1 March 2008.

¹ GB.300/PFA/19/1.

5. Taking into account benefits payable under social legislation and by comparator employers as well as tax abatements for dependants, the ICSC recommended the following allowances, as a result of the salary survey:

	New amount (CHF)	Previous amount (CHF)
Dependent spouse	6 526 ¹	7 211
Dependent child	5 025	3 913
Head of family	4 298 ¹	6 789
Secondary dependant	1 635	1 174 ²

¹ For staff who become eligible on or after 1 March 2008.

² CHF1,308 for officials in receipt of the secondary dependant's allowance on 31 December 2001. CHF1,452 for officials in receipt of the secondary dependant's allowance on 31 December 1993.

6. In line with past practice, the amounts of the dependent spouse and head of family allowances will be maintained at their current level for staff in receipt of those allowances on 29 February 2008, until they are overtaken by subsequent adjustments.
7. As reported to the Committee at its 300th Session (November 2007), the costs arising from the above are covered by provisions made for this purpose in the Programme and Budget for 2008–09.

Geneva, 10 March 2008.

Submitted for information.