



## Governing Body

338th Session, Geneva, 12–26 March 2020

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**Programme, Financial and Administrative Section**  
*Programme, Financial and Administrative Segment*

**PFA**

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## FOR INFORMATION

**Date:** 20 February 2020

**Original:** English

## Decisions of the United Nations General Assembly on the report of the International Civil Service Commission for 2019

**Summary:** This report covers the decisions made by the United Nations General Assembly on the report of the International Civil Service Commission for 2019.

**Author unit:** Human Resources Development Department (HRD).

**Related documents:** General Assembly, Official Records, seventy-fourth session, Supplement No. 30 (A/74/30); GB.312/PV.



1. Every autumn, the United Nations (UN) General Assembly considers the annual report of the International Civil Service Commission (ICSC) and, by December, takes decisions on the recommendations of the Commission that fall under its authority in accordance with article 10 of the ICSC Statute, so that such decisions can be implemented as of 1 January of the following year.
2. Every March, the Office provides to the Governing Body a summary of those decisions along with highlights of other aspects of the ICSC's annual report that are relevant to the ILO and its staff, including with regard to any changes to the conditions of employment decided by the Commission under its own authority.
3. This document provides information on the ICSC's report for 2019<sup>1</sup> and the decisions taken by the UN General Assembly at its 52nd plenary meeting of its seventy-fourth session held on 27 December 2019<sup>2</sup> in relation to the report's recommendations. The full text of the UN General Assembly resolutions 74/255A and 74/255B is provided in Appendix I. Decisions of the Commission and of the General Assembly are normally implemented in the ILO under the Director-General's delegated authority concerning common system conditions of employment.<sup>3</sup>

## I. Application of the 2016 post adjustment results in Geneva

4. The General Assembly expressed its concerns over the inconsistencies in the application of the 2016 post adjustment results in Geneva and urged the member organizations of the United Nations common system to cooperate fully with the Commission in line with its Statute to restore consistency and unity of the post adjustment system as a matter of priority as early as practicable. The General Assembly also reaffirmed the importance of ensuring that the governing organs of the specialized agencies do not take, on matters of concern to the common system, positions conflicting with those taken by the General Assembly. It reiterated its request that the executive heads of the organizations of the common system consult with the Commission in cases involving recommendations and decisions of the Commission before the tribunals in the United Nations common system, and urged the governing bodies of the organizations to ensure that the executive heads comply with that request.
5. In resolution 74/255A, the General Assembly reaffirmed the authority of the ICSC to: "continue to take decisions on the number of post adjustment multiplier points per duty station, under article 11(c) of its statute" and in resolution 74/255B, it urged the organizations of the United Nations common system to: "uphold the unified post adjustment multiplier for the Geneva duty station under article 11(c) of the statute as a matter of priority". In this respect, the two resolutions are inconsistent with Judgment No. 4134 of the ILO Administrative Tribunal according to which the Tribunal put aside the decision of the Director-General to implement the ICSC determination on the Geneva post adjustment multiplier on the ground that it found the determination to be unlawful as the ICSC lacks authority under article 10(b) of its Statute to take final decisions in this matter as its Statute

<sup>1</sup> General Assembly, Official Records, seventy-fourth session, [Supplement No. 30 \(A/74/30\)](#), available on the [ICSC website](#).

<sup>2</sup> Draft resolutions [A/C.5/74/L.3](#) and [A/C.5/74/L.4](#), which became [resolutions 74/255A](#) and [74/255B](#) respectively.

<sup>3</sup> See [GB.312/PV](#), para. 751(b).

grants such authority exclusively to the General Assembly. The Tribunal further ruled that if the General Assembly wished to grant this decision-making power to the ICSC, it would need to amend the Statute of the ICSC in accordance with its article 30.

6. Therefore, to the extent that in the above-referenced resolutions the General Assembly does not indicate any intention to amend the relevant provisions of the ICSC Statute and maintains that the ICSC has the power to decide the amounts of post adjustments – it is certain that the litigious situation that the ILO experienced in the last two years will repeat itself in the very near future. The Office is reflecting on how an early resolution of the current deadlock could be achieved, enabling it to abide by final and non-appealable judicial decisions of the administrative tribunal while applying all relevant decisions of UN organs on matters relating to salaries, allowances and conditions of service of the UN common system.

## **II. Conditions of service applicable to both categories of staff**

### **Implementation of the principles and guidelines for performance appraisal and management for the recognition of different levels of performance**

7. The General Assembly urged the organizations to continue to abide by the principles and guidelines for performance appraisal and management for the recognition of different levels of performances, which the Assembly had approved in its resolution 72/255, and requested the Commission to report on their implementation to the Assembly at its seventy-fifth session. These principles and guidelines include the following components: (a) principles for performance appraisals; (b) framework for recognition and rewards programmes including: (i) cash and non-cash awards; (ii) treatment of underperformance; and (c) outline of training programme for managers.

## **III. Conditions of service of staff in the Professional and higher categories**

### **A. Base/floor salary scale**

8. The base/floor salary scale for the professional and higher categories is set with reference to the General Schedule salary scale of the federal civil service of the United States of America. Periodic adjustments are made on the basis of a comparison of net base salaries of UN officials at the midpoint of the scale (P.4, step VI) with the corresponding base salaries of their counterparts in the United States federal civil service.
9. The Commission noted that a 1.4 per cent increase in the base General Schedule scale of comparator civil service was approved in March 2019 with retroactive effect from 1 January 2019. In addition, tax changes were introduced in the United States in 2019. In order to reflect the combined effect of the movement of gross salaries under the General Schedule and the tax changes in the United States and to maintain the common system salaries in line with those of the comparator, the Commission recommended an adjustment of 1.21 per cent in the base/floor salary scale. In addition, the adjustment to the salary scale should also be applied to the pay protection points for staff whose salaries were higher than those at the maximum steps of their grade upon conversion to the unified salary scale. The General Assembly approved this adjustment with effect from 1 January 2020 together with the

revised pay points for the previously existing steps, which, as per established practice, is to be implemented by increasing the base salary and commensurately decreasing post adjustment multiplier points, resulting in no-loss/no-gain in net take-home pay.

10. The resulting changes in the base/floor salary scales for the professional and higher categories were implemented through standard consolidation procedures, on a no-loss/no-gain basis, with effect from 1 January 2020 through amendments to article 3.1 of the Staff Regulations as outlined in Appendix II. Slight increases in separation payments will result from this salary adjustment. The cost of implementing the General Assembly's resolution is covered in the provisions made for that purpose in the Programme and Budget for 2020–21.

## **B. Evolution of the United Nations/United States net remuneration margin**

11. Under a standing mandate from the General Assembly, the Commission monitors the relationship between the net remuneration of UN officials in the Professional and higher categories in New York and that of the United States federal civil service officials in comparable positions in Washington, DC. For that purpose, the Commission annually tracks changes occurring in the remuneration levels of both civil services. It is recalled that if the margin trigger levels of 113 or 117 were reached, the Commission should take appropriate action through the operation of the post adjustment system to bring the margin to around the desirable midpoint of 115.
12. As at 1 January 2019, the comparator civil service had implemented a 2.27 per cent increase in the General Schedule in the Washington, DC locality. Other developments relevant to the comparison included US federal tax changes; an increase of the post adjustment multiplier for the duty station of New York from 63.9 for January to 67.5 as from 1 February 2019, owing to the normal operation of the post adjustment system, that is the evolution of the cost of living at the duty station.
13. On the basis of the above, the Commission reported to the General Assembly that the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the United States federal civil service in Washington, DC, was estimated to be 113.4 for the calendar year 2019.
14. The General Assembly reaffirmed its understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time and recalled its decision that the Commission should take appropriate action through the operation of the post adjustment system if the margin trigger levels of 113 or 117 were breached in 2020.

## **C. Hardship allowance: review of level**

15. The Commission reviewed an analysis of the application of three adjustment factors, in accordance with its decisions in 2016 in the context of the comprehensive review of the United Nations common system compensation package. The Commission decided to grant a 2 per cent increase in the hardship allowance for implementation with effect from 1 January 2020. The General Assembly took note of the Commission's decision. The Director-General has implemented the revised amounts for these allowances through amendments to relevant provisions of the Staff Regulations as outlined in Appendix II.

**D. Mobility incentive: review of level**

16. The mobility incentive, as approved by the General Assembly, in its resolution 70/244, was established as from 1 July 2016. In accordance with the current review cycle, the incentive level was to be reviewed every three years. The Commission decided to increase the amounts of the mobility incentive with effect from 1 January 2020. The General Assembly took note of the Commission's decision and urged the Commission to conduct a thorough review of the purpose, effectiveness and efficiency of the current mobility incentive programme in encouraging mobility of staff to field duty stations, and to provide a detailed outcome of the review in its annual report for 2021. The Director-General has implemented the revised amounts for this incentive through amendments to relevant provisions of the Staff Regulations as outlined in Appendix II.

**E. Post adjustment methodology**

17. Pursuant to its Statute, the Commission continued to keep under review the operation of the post adjustment system and, in that context, considered the report of the Advisory Committee on post adjustment questions regarding a range of technical subjects pertaining to the ongoing comprehensive review of the methodology underpinning the post adjustment system. The Commission took note of the Advisory Committee's recommendations and invited it to continue with the review of the methodology in line with the project management plan and in preparation for the next round of surveys. Furthermore, the Commission called for continued collaboration with its secretariat, of organizations and staff federations, in the comprehensive review of the post adjustment system.

**F. Other recommendations by the Commission**

18. The General Assembly decided to defer its consideration of the Commission's recommendation concerning the sliding reimbursement scale and the boarding lump sum under the education grant scheme and requested the Commission to provide a detailed review on these items, taking into account a maximum amount per household, in its next annual report for 2020.

## Appendix I

United Nations

A/RES/74/255 A–B



## General Assembly

Distr.: General  
9 January 2020

## Seventy-fourth session

Agenda item 142

## United Nations common system

Resolutions adopted by the General Assembly on  
27 December 2019

[on the report of the Fifth Committee (A/74/600)]

## 74/255. United Nations common system

## A

*The General Assembly,*

*Recalling* its resolutions 3042 (XXVII) of 19 December 1972, 3357 (XXIX) of 18 December 1974, 44/198 of 21 December 1989, 45/259 of 3 May 1991, 48/224 of 23 December 1993, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 54/238 of 23 December 1999, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011, 66/235 B of 21 June 2012, 67/257 of 12 April 2013, 68/253 of 27 December 2013, 69/251 of 29 December 2014, 70/244 of 23 December 2015, 71/264 of 23 December 2016, 72/255 of 24 December 2017 and 73/273 of 22 December 2018 and its decision 67/551 of 24 December 2012,

*Reaffirming its commitment* to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

*Emphasizing* the importance of, and benefits derived from, maintaining a coherent and unified United Nations common system,

*Reiterating* its call for all organizations of the United Nations common system to cooperate with the International Civil Service Commission on matters relating to salaries, allowances and conditions of service,

*Expressing its concern* over the inconsistencies in the application of the 2016 post adjustment results at the Geneva duty station of the United Nations common system,

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1. *Reaffirms* the authority of the International Civil Service Commission to continue to establish post adjustment multipliers for duty stations in the United Nations common system, under article 11 (c) of the statute of the Commission;<sup>1</sup>
2. *Recalls* that, in its resolutions 44/198 and 45/259, it abolished the post adjustment scales mentioned in article 10 (b) of the statute of the Commission, and reaffirms the authority of the Commission to continue to take decisions on the number of post adjustment multiplier points per duty station, under article 11 (c) of its statute;
3. *Urges* the member organizations of the United Nations common system to cooperate fully with the Commission in line with its statute to restore consistency and unity of the post adjustment system as a matter of priority and as early as practicable;
4. *Recalls* its resolution 41/207 of 11 December 1986, and reaffirms the importance of ensuring that the governing organs of the specialized agencies do not take, on matters of concern to the common system, positions conflicting with those taken by the General Assembly;
5. *Also recalls* its resolution 48/224, reiterates its request that the executive heads of organizations of the common system consult with the Commission in cases involving recommendations and decisions of the Commission before the tribunals in the United Nations system, and once again urges the governing bodies of the organizations to ensure that the executive heads comply with that request.

*52nd (resumed) plenary meeting  
27 December 2019*

## B

### *The General Assembly,*

*Recalling* its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 54/238 of 23 December 1999, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011, 66/235 B of 21 June 2012, 67/257 of 12 April 2013, 68/253 of 27 December 2013, 69/251 of 29 December 2014, 70/244 of 23 December 2015, 71/264 of 23 December 2016, 72/255 of 24 December 2017 and 73/273 of 22 December 2018 and its decision 67/551 of 24 December 2012,

*Having considered* the report of the International Civil Service Commission for 2019,<sup>2</sup>

*Reaffirming its commitment* to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;
2. *Welcomes* the report of the Commission for 2019;<sup>2</sup>

<sup>1</sup> Resolution 3357 (XXIX), annex.

<sup>2</sup> *Official Records of the General Assembly, Seventy-fourth Session, Supplement No. 30 (A/74/30).*

3. *Reaffirms* the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;<sup>3</sup>

4. *Recalls* articles 10 and 11 of the statute of the Commission, and reaffirms the central role of the Commission in regulating and coordinating conditions of service and entitlements for all staff serving in the organizations of the United Nations common system;

5. *Notes with concern* that with regard to the mandatory age of separation for staff having joined the organizations prior to 1 January 2014, while many of the organizations have implemented the mandatory age of separation as approved, some organizations have decided to use different implementation dates;

6. *Reiterates its request* to the Commission to recommend measures to address non-compliance with the decisions and recommendations of the Commission, and requests the Commission to report thereon to the General Assembly at its seventy-fifth session;

7. *Expresses concern* at the application of two concurrent post adjustment multipliers in the United Nations common system at the Geneva duty station, urges the Commission and member organizations to uphold the unified post adjustment multiplier for the Geneva duty station under article 11 (c) of the statute of the Commission as a matter of priority, and requests the Commission to report on the matter to the General Assembly at its seventy-fifth session;

8. *Notes with concern* that the organizations of the United Nations common system face the challenge of having two independent administrative tribunals with concurrent jurisdiction among the organizations of the common system, as highlighted in the report of the Commission, and requests the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to conduct a review of the jurisdictional setup of the common system and submit the findings of the review and recommendations to the General Assembly as soon as practicable;

9. *Invites* the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to make every effort to ensure that decisions of the General Assembly are implemented in full and without undue delay across the United Nations common system;

10. *Invites* the Commission to carry out a needs assessment for its communication and legal expertise functions within its secretariat and in relation to its work and engagement with all relevant stakeholders and to present proposals in its next report;

## I

### Conditions of service applicable to both categories of staff

*Reaffirming* paragraph 1 of section I.B of its resolution 72/255, in which it approved the principles and guidelines for performance appraisal and management for the recognition of different levels of performance,

*Urges* the organizations of the United Nations common system to continue to abide by these principles and guidelines, and requests the Commission to report on their implementation to the General Assembly at its seventy-fifth session;

<sup>3</sup> Resolution 3357 (XXIX), annex.

**II****Conditions of service of staff in the Professional and higher categories****A****Base/floor salary scale**

*Recalling* its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

*Approves*, with effect from 1 January 2020, as recommended by the Commission in paragraph 63 of its report, the revised unified base/floor salary scale and updated pay protection points for staff in the Professional and higher categories, as contained in annex IV to the report;

**B****Evolution of the margin and margin management around the desirable midpoint**

*Recalling* section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as “the margin”),

1. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2019 is 113.4;

3. *Recalls* its decision contained in resolution 70/244 that, if the margin trigger levels of 113 or 117 are breached, the Commission should take appropriate action through the operation of the post adjustment system;

4. *Notes* the decision of the Commission to continue monitoring the level of the margin and to take the necessary corrective action under the operation of the post adjustment system should the trigger levels of 113 or 117 be breached;

**C****Education grant**

*Decides* to defer consideration of the recommendations of the Commission on the revised sliding reimbursement scale and the boarding lump sum, and requests the Commission to provide in its next report a detailed review on the scale and the level of the boarding lump sum, taking into consideration a maximum amount per household;

**D**  
**Hardship allowance**

*Notes* the decision of the Commission, in accordance with article 11 (b) of its statute, to increase the amount of hardship allowance by 2 per cent with effect from 1 January 2020;

**E**  
**Mobility incentive**

1. *Notes* the decision of the Commission, in accordance with article 11 (b) of its statute, to set the lower limit of the mobility incentive to 6,700 United States dollars per year and apply the resulting matrix, as outlined in paragraph 142 of the report of the Commission, with effect from 1 January 2020;

2. *Also notes* paragraph 144 of the report of the Commission on its plan for a review of the mobility incentive in 2021, and urges the Commission to conduct a thorough review of the purpose, effectiveness and efficiency of the current mobility incentive programme in encouraging the mobility of staff to field duty stations and to report in detail on the outcome of the review in its report for 2021;

3. *Encourages* the organizations of the United Nations common system to consider the application of alternative administrative measures, including non-financial incentives, to promote staff mobility.

*52nd (resumed) plenary meeting  
27 December 2019*

## Appendix II

### Amendments to the Staff Regulations

(additions appear underlined, suppressions are struck out)

The amendments outlined below were made on the April 2019 version of the Staff Regulations.

#### ARTICLE 3.1

#### Salary Scales



Salary scale for the Professional and higher categories (showing annual salaries in USD)

Effective 1 January 2020

Grade	Rate/Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
DDG	Gross (1)	200,988												
	Net-U (2)	148,159												
ADG	Gross	182,411												
	Net-U (3)	135,891												
D2	Gross	145,717	*											
	Net-U	111,502	148,886	152,179	155,542	158,906	162,270	165,629	168,992	172,353	175,714			
D1	Gross	130,429	133,211	135,999	138,784	141,560	144,347	147,130	149,910	152,691	155,471			
	Net-U	100,800	102,748	104,699	106,649	108,592	110,543	112,491	114,437	116,388	118,335	*	*	*
P5	Gross	112,374	114,743	117,113	119,477	121,847	124,213	126,584	128,950	131,319	133,684			
	Net-U	88,162	89,820	91,479	93,134	94,793	96,449	98,109	99,765	101,423	103,079	*	*	*
P4	Gross	92,126	94,232	96,336	98,441	100,591	102,876	105,164	107,449	109,733	112,016			
	Net-U	73,516	75,116	76,715	78,315	79,914	81,513	83,115	84,714	86,313	87,911	*	*	*
P3	Gross	75,608	77,557	79,504	81,450	83,400	85,346	87,293	89,245	91,191	93,138			
	Net-U	60,962	62,443	63,923	65,402	66,884	68,363	69,843	71,326	72,805	74,285	*	*	*
P2	Gross	58,414	60,157	61,897	63,639	65,383	67,128	68,872	70,609	72,354	74,095			
	Net-U	47,895	49,219	50,542	51,866	53,191	54,517	55,843	57,163	58,489	59,812	*	*	*
P1	Gross	45,133	46,487	47,841	49,195	50,599	52,079	53,557	55,037	56,514	57,995			
	Net-U	37,460	38,584	39,708	40,832	41,955	43,080	44,203	45,328	46,451	47,576	*	*	*

Gross salaries.

Net-U Net unified equivalents after application of staff assessment.

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

Steps marked with an asterisk will be granted biennially.

(1) Where the Director-General designates a Deputy Director-General as Principal Deputy Director-General, his net salary is increased by \$600 and his gross salary by the corresponding amount.

(2) Plus a representation allowance of 7,650 swiss francs.

(3) Plus a representation allowance of 6,375 swiss francs.

## ARTICLE 3.11

*Mobility incentive, hardship, and non-family service allowances*

(a) Non-pensionable mobility incentive, hardship, and non-family service allowances shall be payable in accordance with the following provisions to an official who is appointed or transferred to a duty station for one year or more, provided that no such incentive or allowances shall be payable to a locally recruited official of the General Service category as long as he or she remains assigned to a duty station at which he or she is classified as locally recruited.

(b) Mobility incentive: this incentive is not payable at an official's first duty station. Also, in order first to become eligible for this element, the official must have completed at least five years of continuous service immediately preceding the transfer. Thereafter, at duty stations classified in accordance with article 3.10(a) in categories A to E, the mobility incentive shall be payable according to the table below at a rate determined by the official's grade, the number of the official's assignments, involving a change of duty station, for one year or more. For this purpose, notwithstanding article 4.11 and article 14.4.3, assignments under earlier contracts shall be counted to the extent that there has not been an interruption of more than 12 months between contracts. In Geneva and at other duty stations classified in category H, no mobility incentive shall be payable. The incentive is payable for a maximum period of five years at any given duty station; it may exceptionally be paid for up to one additional year where the official remains at the same duty station for compelling humanitarian reasons or at the explicit request of the Director-General.

(c) Hardship allowance: this allowance shall be payable according to the table below at duty stations classified in categories B to E, without conditions regarding service or prior assignments, for the full duration of the official's assignment, at the rate corresponding at any given time to the classification of the duty station. It shall not be payable at duty stations classified in categories H and A.

(d) Non-family service allowance: this allowance shall be payable according to the table below at duty stations where the eligible dependants are restricted from being present at the duty station for a period of six months or longer, as determined by the competent body under the United Nations common system.<sup>1</sup>

(e) The non-family service allowances shall be payable at the dependency rate to an official with dependants even if these do not accompany him or her at the duty station. Where both spouses are officials of the Office, or one is an official of an organization applying the United Nations common system, the allowance shall be payable to each at the rate applicable to him or her; where there are dependent children, the allowance shall be payable at the dependency rate to the spouse to whom family allowances are payable.

(f) The mobility incentive and the hardship and non-family service allowances shall be paid in monthly instalments.

(g) If an official does not complete the period of service giving rise to the non-removal allowance, or his or her conditions of service are changed in a manner affecting his or her entitlement to the allowance, an appropriate proportion of the allowance shall be recovered under conditions to be established by the Director-General after consulting the Joint Negotiating Committee or, as the case may be, the allowance shall be adjusted as from the effective date of the change of conditions of service.

<sup>1</sup> Applicable to officials appointed after 30 June 2011.

<b>Mobility incentive</b> (annual amounts in United States dollars)				
<b>Duty station</b>	<b>Grade band</b>	<b>Number of assignments</b>		
		<b>2-3</b>	<b>4-6</b>	<b>7+</b>
A to E	P1-P3	<u>6 700</u>	<u>8 375</u>	<u>10 050</u>
		<del>6 500</del>	<del>8 125</del>	<del>9 750</del>
	P4-P5	<u>8 375</u>	<u>10 469</u>	<u>12 563</u>
		<del>8 125</del>	<del>10 156</del>	<del>12 188</del>
	D1+	<u>10 150</u>	<u>12 563</u>	<u>15 075</u>
		<del>9 750</del>	<del>12 188</del>	<del>14 625</del>

<b>Hardship allowance</b> (annual amounts in United States dollars)		
<b>Duty station</b>	<b>Grade</b>	<b>Allowance</b>
H	P1-P3	-
	P4-P5	-
	D1+	-
A	P1-P3	-
	P4-P5	-
	D1+	-
B	P1-P3	<u>5 930</u> <del>5 810</del>
	P4-P5	<u>7 110</u> <del>6 970</del>
	D1+	<u>8 300</u> <del>8 140</del>
C	P1-P3	<u>10 680</u> <del>10 470</del>
	P4-P5	<u>13 040</u> <del>12 780</del>
	D1+	<u>15 410</u> <del>15 110</del>
D	P1-P3	<u>14 230</u> <del>13 950</del>
	P4-P5	<u>16 610</u> <del>16 280</del>
	D1+	<u>18 960</u> <del>18 590</del>
E	P1-P3	<u>17 790</u> <del>17 440</del>
	P4-P5	<u>21 340</u> <del>20 920</del>
	D1+	<u>23 720</u> <del>23 250</del>

<b>Non-family service allowance</b> (annual amounts in United States dollars)	
<b>Dependency rate</b>	<b>Single rate</b>
19 800	7 500