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Decisions of the United Nations General Assembly on the report of the International Civil Service Commission for 2021

Summary: This document provides information on the report of the International Civil Service Commission for 2021 and the decisions taken by the United Nations General Assembly in relation to that report.

Author unit: Human Resources Development Department (HRD).

Related documents: United Nations General Assembly [resolution 76/240](#).

▶ Report of the International Civil Service Commission

1. Every year, 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 ICSC 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 the Governing Body with a summary of those decisions and highlights other aspects of the annual report of the ICSC that are relevant to the ILO and its staff, including with regard to any changes to the conditions of employment decided by the ICSC under its own authority.
3. This document provides information on the report of the ICSC for 2021 ¹ and the decisions taken by the UN General Assembly during its seventy-sixth session in relation to the recommendations contained in the report. ² Decisions of the ICSC and of the General Assembly are normally implemented in the ILO under the Director-General's delegated authority concerning common system conditions of employment. ³

▶ Decisions of the General Assembly

Conditions of service of staff in the Professional and higher categories

Base/floor salary scales

4. 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 (P4, step VI) with the corresponding base salaries of their counterparts in the United States federal civil service.
5. The ICSC recommended an adjustment of **0.92** per cent in the unified base/floor salary scale, which should also be applied to the pay protection points for staff whose salaries are higher than the maximum salaries on the unified salary scale. The General Assembly approved this adjustment with effect from 1 January 2022, which, in accordance with established practice, is to be implemented by increasing the base/floor salary and commensurately decreasing post adjustment multipliers for all duty stations, resulting in no-loss/no-gain in net take-home pay.
6. The resulting changes in the base/floor salary scales for the Professional and higher categories have been implemented through standard consolidation procedures, on a no-loss/no-gain basis, with effect from 1 January 2022 through the amendment of the salary scale for the Professional and higher categories in article 3.1 of the Staff Regulations, as reproduced in the appendix. Slight increases in separation payments will result from this salary adjustment. The

¹ UN General Assembly, Official records, seventy-sixth session, Supplement No. 30, [A/76/30](#) (2021).

² UN General Assembly, resolution 76/240, United Nations common system, [A/RES/76/240](#) (adopted on 24 December 2021).

³ Article 14.7 of the Staff Regulations.

cost of implementing the General Assembly's resolution is covered in the provisions made for that purpose in the Programme and Budget for 2022–23.

Evolution of the United Nations/United States net remuneration margin

7. Under a standing mandate from the General Assembly, the ICSC 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 ICSC annually tracks changes occurring in the remuneration levels of both civil services.
8. The General Assembly noted that the margin for the period from 1 January to 31 December 2021 was **113.3**. It recalled its decision that the ICSC should take appropriate action through the operation of the post adjustment system if the margin trigger levels of 113 or 117 were breached.

Education grant

9. The General Assembly decided to adjust the sliding reimbursement scale for the education grant upward by **14** per cent and to increase the boarding lump sum to the amount of **US\$5,300** for implementation as from the academic year in progress on 1 January 2022. The General Assembly also requested the ICSC to consider providing a review of the education grant scheme, including detailed analysis of the methodology of the sliding reimbursement scale and the level of the boarding lump sum.
10. The Office has implemented the revised amounts of the global sliding scale and of the boarding lump sum through amendments to the relevant provisions of the Staff Regulations, as set out in the appendix.

Post adjustment

11. In its resolution, the General Assembly reaffirmed the authority of the ICSC to continue to establish post adjustment multipliers for duty stations in the UN common system under article 11(c) of the ICSC statute. In this context, the General Assembly underlined the importance of the effective and efficient implementation of the new cost-of-living surveys to re-establish a unified common system, stressed the need for regular surveys with changes based firmly on reliable data, including verified external data, and requested the ICSC to complete the current round of surveys as scheduled. The Office is actively participating in the current round of cost-of-living surveys.
12. The General Assembly also expressed concern at the continued application of two concurrent post adjustment multipliers at the Geneva duty station and urged the member organizations of the UN common system to cooperate fully with the ICSC in line with its statute and to apply a single multiplier per duty station after the cost-of-living surveys are completed in 2022.
13. Furthermore, the General Assembly indicated that it looked forward to receiving the review of the jurisdictional set-up of the common system at its seventy-seventh session, as requested in paragraph 8 of its resolution 74/255 B and in paragraphs 8 and 9 of its resolution 75/245 B,

and invited the Sixth Committee to consider the legal aspects of the report to be submitted by the Secretary-General.⁴

14. The General Assembly requested the ICSC to conduct a study on the feasibility and impact of establishing a separate post adjustment index and General Service salaries for Bern.
15. The General Assembly also requested the ICSC to analyse the possibility of using external data for staff expenditure surveys and other pertinent items in the next round of cost-of-living surveys, taking stock of the relevant exercise in the 2022 round, and to report thereon to the General Assembly at its seventy-eighth session (2023).

Other issues

16. The General Assembly decided to continue the pilot project of granting US\$15,000 annually for staff members who opt not to install eligible dependants in category E duty stations not designated as non-family and to grant, on a pilot basis, US\$14,000 annually for eligible staff members in category D duty stations not designated as non-family until 31 December 2024. The payment will be granted only to the eligible staff members when they physically report to their normal duty stations. The General Assembly requested the ICSC to submit to the General Assembly at its seventy-ninth session (2024) a recommendation on this payment, based on a thorough review of the impact thereof.
17. The General Assembly requested that the ICSC review the scope and parameters of the non-family service allowance, in particular eligibility of staff without dependants, and report thereon at the General Assembly's seventy-eighth session (2023).
18. In the context of the review of General Service salary survey methodologies, the General Assembly requested the ICSC to conduct a pilot application of external data for salary surveys, taking into account the opinions of all the parties concerned.
19. The General Assembly requested the ICSC to present, for the consideration of the General Assembly at its eighty-first session (2026), a comprehensive assessment and review of the compensation system, including a detailed analysis of its cost effectiveness, attractiveness and impact on the workforce and proposals for updating parameters and comparators. In this connection, the General Assembly requested the Secretary-General to provide annually, starting from the seventy-eighth session (2023), comprehensive data on system-wide compensation costs for all staff categories, including all compensation package components.
20. Furthermore, the General Assembly requested the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to review job classification practices across the United Nations common system and to propose recommendations for ensuring adherence to and consistent application of classification standards of the ICSC.
21. The General Assembly noted the lack of formal guidelines on the geographical distribution of staff in 19 member organizations (a list that does not include the ILO) and the high average age of staff members in the UN common system. It therefore encouraged the ICSC to identify good practice and provide advice to common system organizations on ways to promote geographical diversity and rejuvenation, including by measures such as programmes to support internship candidates from developing countries. The General Assembly also noted

⁴ More detailed information on the state of progress of the review of the jurisdictional set-up of the common system is provided in GB.344/PFA/INF/9.

the request by the ICSC to the organizations to establish clear indicators to track progress in this regard. In addition, the General Assembly invited the ICSC to include the issue of multilingualism of the workforce in its programme of work for 2022–23.

► Appendix

Amendments incorporated into the 2022 version of the Staff Regulations

Revised salary scale for the Professional and higher categories (article 3.1)

Salary scale for the Professional and higher categories (showing annual salaries in US\$)

Effective 1 January 2022



Grade	Rate/Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
DDG	Gross ⁽¹⁾	207 368												
	Net-U ⁽²⁾	152 363												
ADG	Gross	188 253												
	Net-U ⁽³⁾	139 747												
D2	Gross	150 252	★	★	★	★	★	★	★	★	★			
	Net-U	114 666	153 708 116 947	157 164 119 228	160 623 121 511	164 082 123 794	167 539 126 076	170 994 128 356	174 455 130 640	177 911 132 921	181 367 135 202			
D1	Gross	134 514				★	★	★	★	★	★	★	★	★
	Net-U	103 660	137 376 105 663	140 243 107 670	143 107 109 675	145 961 111 673	148 827 113 679	151 792 115 683	154 824 117 684	157 864 119 690	160 897 121 692	163 933 123 696	166 965 125 697	170 003 127 702
P5	Gross	115 949							★	★	★	★	★	★
	Net-U	90 664	118 384 92 369	120 821 94 075	123 253 95 777	125 690 97 483	128 123 99 186	130 561 100 893	132 994 102 596	135 430 104 301	137 863 106 004	140 300 107 710	142 730 109 411	145 170 111 119
P4	Gross	94 871							★	★	★	★	★	★
	Net-U	75 602	97 036 77 247	99 200 78 892	101 481 80 537	103 830 82 181	106 180 83 826	108 533 85 473	110 883 87 118	113 231 88 762	115 579 90 405	117 933 92 053	120 277 93 694	122 627 95 339
P3	Gross	77 884							★	★	★	★	★	★
	Net-U	62 692	79 887 64 214	81 891 65 737	83 892 67 258	85 897 68 782	87 899 70 303	89 901 71 825	91 908 73 350	93 909 74 871	95 911 76 392	97 918 77 918	99 921 79 440	102 090 80 963
P2	Gross	60 203							★	★	★	★	★	★
	Net-U	49 254	61 993 50 615	63 784 51 976	65 575 53 337	67 370 54 701	69 163 56 064	70 958 57 428	72 743 58 785	74 537 60 148	76 328 61 509	78 120 62 871	79 914 64 235	81 704 65 595
P1	Gross	46 413							★	★	★	★	★	★
	Net-U	38 523	47 806 39 679	49 198 40 834	50 646 41 991	52 164 43 145	53 688 44 303	55 207 45 457	56 729 46 614	58 249 47 769	59 771 48 926	61 291 50 081	62 811 51 236	64 332 52 392

Gross 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 or her net salary is increased by \$600 and his or her 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.

Amendments to article 3.14

(Additions appear underlined and deletions are struck out)

Article 3.14 *Education grant*

(a) An official, other than a locally recruited official, whose duty station is not in the country of his home shall receive a non-pensionable education grant for each child for whom the official provides the main and continuing support and who is in full-time attendance at a school, university or similar educational institution. An official who, following expatriate duty, is transferred to a duty station in the country of his home shall retain all entitlements under this article for the remainder of the school year during which the transfer took place.

(b) The grant shall not be payable in respect of –

- (1) attendance at a kindergarten or nursery school at pre-primary level;
- (2) attendance in the country or area of the duty station at a free school or one charging only nominal fees;
- (3) correspondence courses, except when in the opinion of the Director-General such courses are the best available substitute for full-time attendance at a school of a type not available at the duty station;
- (4) private tuition, except in circumstances and under conditions defined by the Director-General to take account of linguistic and other special needs and problems which result from expatriation or a change of duty station;
- (5) vocational training or apprenticeships which either do not involve full-time schooling or in which the child receives any payment for services rendered.

(c) The grant shall be payable up to the end of the fourth year of post-secondary studies or until the award of the first post-secondary degree, whichever is earlier, but not beyond the end of the school year in which the child reaches the age of 25, provided that the Director-General may in exceptional cases prolong payment of the grant beyond this age limit.

(d) Admissible expenses actually incurred shall be reimbursed based on a global sliding scale consisting of seven brackets subject to a maximum grant, with declining reimbursement levels as provided in the following table.

Claim amount bracket ¹ in US\$	Reimbursement rate (%)
0-11 600 <u>0-13 224</u>	86
11 601-17 400 <u>13 225-19 836</u>	81
17 401-23 200 <u>19 837-26 448</u>	76
23 201-29 000 <u>26 449-33 060</u>	71
29 001-34 800 <u>33 061-39 672</u>	66
34 801-40 600 <u>39 673-46 284</u>	61
>40 601 <u>> 46 285</u>	0

¹ The first ~~US\$11,600~~ US\$13,224 of an eligible claim will be reimbursed at a rate of 86 per cent, and each further amount of ~~US\$5,799~~ US\$6,612 will be reimbursed at the rate of 81/76/71/66/61 per cent, respectively, up to an amount of ~~US\$40,600~~ US\$46,284.

(e) The amount of the grant shall be payable in the currency in which expenses are incurred.

(f) For officials assigned outside category H duty stations, an additional lump sum of ~~US\$5,000~~ US\$5,300 for boarding-related expenses shall also be payable in respect of eligible children who attend primary or secondary education outside the duty station.

(g) The grant payable shall be that proportion of the annual grant which the period of attendance calculated to the nearest month bears to the full school year. For the purpose of this article, admissible expenses are defined as the cost of tuition and enrolment-related fees only.

(h) If both parents of the child are officials of the Office, or if the other parent is an official of another organization applying the United Nations common system, the grant shall only be payable to one parent. In such cases if the home countries of the parents are not the same, the parents shall jointly certify which of the respective home countries shall be regarded as the home country for the purposes of this article. A certification made in conformity with this paragraph can subsequently be changed only in exceptional circumstances and with the consent of the Director-General.

(i) Where boarding-related expenses are payable in accordance with paragraph (f), transport expenses of the child attending school at the primary or secondary level shall be paid for an outward and return journey once for each school year between the educational institution and the duty station, provided that –

- (1) where attendance is for less than two-thirds of the school year, transport costs may be refused;
- (2) transport expenses shall not be paid if the requested journey is unjustified, either because of its timing in relation to other authorized travel of the official or his dependants or because of the brevity of the visit in relation to the expense involved; in particular transport expenses shall not normally be paid when the official’s appointment will expire within six months of the child’s arrival at the duty station;
- (3) where the educational institution is in a country other than the official’s home country, the amount paid in respect of transport expenses shall not exceed the cost of a journey between the official’s home and the duty station.

- (j) For the purposes of this article, the following definitions shall apply:
- (1) in Geneva, the area of the duty station is defined as territory within a radius of 25 kilometres from Geneva. At other duty stations the Director-General, after consulting the Joint Negotiating Committee, shall determine the limits of the area;
 - (2) in Geneva, the school year is considered to fall within the period from 1 July to 30 June. At other duty stations the Director-General may fix other periods;
 - (3) "home country" shall mean the country of the official's recognized home.

(k) The grant shall be payable upon the presentation of evidence satisfactory to the Director-General that the conditions required by this article are fulfilled.

~~(l) Unless otherwise stipulated, the provisions of this article are applicable as of the school year in progress on 1 January 2018.~~