



Governing Body

341st Session, Geneva, March 2021

Programme, Financial and Administrative Section

PFA

Date: 16 February 2021

Original: English

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

Summary: This document provides information on the report of the International Civil Service Commission for 2020 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 75/245](#).

▶ 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 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. The following 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 2020 ¹ and the decisions taken by the UN General Assembly during its seventy-fifth 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.

▶ 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 (P-4, step VI) with the corresponding base salaries of their counterparts in the United States federal civil service.
5. The ICSC recommended an adjustment of 1.90 per cent in the unified base/floor salary scale, which should also be applied to the pay protection points for staff whose salaries were higher than the maximum salaries on the unified salary scale. The General Assembly approved this adjustment with effect from 1 January 2021, 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 2021 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

¹ UN General Assembly, Official records, Seventy-fifth session, Supplement No. 30, [A/75/30](#) (2020).

² UN General Assembly, resolution 75/245, United Nations common system, [A/RES/75/245](#) (adopted on 31 December 2020).

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.

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 2020 was 113.0. It 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 ICSC should take appropriate action through the operation of the post adjustment system if the margin trigger levels of 113 or 117 were breached.

Danger pay

9. The General Assembly took note of the decision by the ICSC to increase the level of danger pay for internationally recruited staff to US\$1,645 per month, with effect from 1 January 2021, and to update the monthly level of danger pay for locally recruited staff with effect from 1 January 2021 by updating the reference year of the salary scales on which the calculations are based from 2016 to 2019, and by continuing to apply 30 per cent of the net midpoint of the latest General Service salary scales in effect in 2019, divided by 12.
10. The Director-General has implemented the revised amounts for these allowances through amendments to relevant provisions of the Staff Regulations, as outlined in the appendix.

Application of the 2016 post adjustment results in Geneva

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 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 to restore consistency and unity of the post adjustment system as a matter of priority.
12. The General Assembly further reiterated to the executive heads and governing bodies of the UN common system that failure to fully respect post adjustment decisions taken by the ICSC under article 11(c) of its Statute could prejudice claims to enjoy the benefits of participation in the common system and jeopardize organizations' participation in the United Nations Joint Staff Pension Fund. In this respect, the General Assembly requested the UN Secretary-General to consult with the United Nations Joint Staff Pension Board to review whether all participating organizations are observing the common system of salaries and include the results of this review in his next report to the General Assembly.

Other recommendations by the ICSC

13. The General Assembly took no action on the recommendation by the ICSC to increase dependants' allowances. Accordingly, the current levels of these allowances remain unchanged.
14. The General Assembly decided to continue the pilot project of granting US\$15,000 for staff members with eligible dependants in duty stations with E hardship classification conditions in 2021 and requested the ICSC to submit to the General Assembly at its seventy-sixth session a recommendation on this payment, including on its continuation, based on a review of the impact thereof, including workforce planning, in different categories of duty stations and the actual cost to the organizations.
15. In addition, the General Assembly welcomed the decision by the ICSC to establish a working group to review the implementation of the current contractual framework by the organizations and any possible improvements within the current framework.

► Appendix – Amendments to the Staff Regulations

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

The amendments outlined below have been incorporated in the 2021 version of the Staff Regulations.



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

Effective 1 January 2021

Grade	Rate/Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
DDG	Gross ⁽¹⁾	205 264												
	Net-U ⁽²⁾	150 974												
ADG	Gross ⁽³⁾	186 323												
	Net-U	138 473												
D2	Gross	148 744	*	*	*	*	*	*	*	*	*	*	*	*
	Net-U	113 621	152 092 115 881	155 517 118 141	158 944 120 403	162 371 122 665	165 798 124 927	169 221 127 186	172 650 129 449	176 074 131 709	179 498 133 969			
D1	Gross	133 164												*
	Net-U	102 715	136 000 104 700	138 640 106 688	141 679 108 675	144 507 110 655	147 347 112 643	150 194 114 628	153 198 116 611	156 211 118 589	159 217 120 563	162 224 122 568	165 229 124 551	168 239 126 538
P5	Gross	114 767												*
	Net-U	89 837	117 181 91 527	119 596 93 217	122 006 94 904	124 420 96 594	126 831 98 282	129 247 99 973	131 659 101 661	134 071 103 350	136 483 105 038	138 897 106 728	141 306 108 414	143 723 110 106
P4	Gross	93 964												*
	Net-U	74 913	96 109 76 543	98 254 78 173	100 433 79 803	102 760 81 432	105 089 83 062	107 420 84 694	109 749 86 324	112 076 87 953	114 401 89 581	116 734 91 214	119 057 92 840	121 386 94 470
P3	Gross	77 132												*
	Net-U	62 120	79 117 63 629	81 103 65 138	83 086 66 645	85 072 68 155	87 055 69 662	89 039 71 170	91 028 72 681	93 011 74 188	94 995 75 696	96 984 77 208	98 968 78 716	101 036 80 225
P2	Gross	59 612												*
	Net-U	48 805	61 387 50 194	63 161 51 502	64 936 52 851	66 713 54 202	68 491 55 553	70 268 56 904	72 038 58 249	73 816 59 600	75 598 60 946	77 366 62 288	79 143 63 649	80 917 64 997
P1	Gross	45 990												*
	Net-U	38 172	47 370 39 317	48 749 40 462	50 142 41 608	51 647 42 752	53 157 43 899	54 662 45 043	56 170 46 189	57 676 47 334	59 184 48 480	60 689 49 624	62 196 50 769	63 703 51 914

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.

Amendment to article 3.11bis

(addition appears underlined and deletion is struck out)

Article 3.11bis

Danger pay

(a) A monthly non-pensionable special allowance shall be paid to an official who is required to work in locations where very dangerous conditions prevail, as determined by the competent body under the United Nations common system, and for as long as the location is deemed to remain very dangerous. The allowance is not payable in respect of days spent outside of the duty station during any period of leave, or on official travel of more than seven consecutive calendar days, including weekends and holidays falling during such periods.

(b) The amount of the allowance payable to internationally recruited staff shall be ~~\$1,600~~ \$1,645. The amount of the allowance for locally recruited staff shall be the equivalent of 30 per cent of the net midpoint of the applicable local General Service salary scale divided by 12. The allowance shall be prorated to the number of days actually spent at the duty station in accordance with paragraph (a) above.