



EIGHTEENTH ITEM ON THE AGENDA

Report of the International Civil Service Commission

1. This paper outlines the recommendations of the International Civil Service Commission (ICSC) that have been submitted to the United Nations General Assembly (UNGA) in its annual report for 2009¹ concerning the base/floor salary scale for Professional and higher category staff. These recommendations have financial implications for the Office, and are thus submitted to the Committee for early consideration so as to avoid the need for costly retroactive payroll adjustments.
2. A detailed report on the ICSC's 2009 annual report and related decisions of the UNGA will be provided to the Programme, Financial and Administrative Committee in March 2010.

Base/floor salary scale

3. The base/floor salary scale for the Professional and higher categories is set by reference to the General Schedule salary scale of the United States federal civil service. Periodic adjustments are made on the basis of a comparison of net base salaries of United Nations officials with the corresponding salaries of their counterparts in the United States federal civil service. The Commission was informed that, in view of the movement of the federal civil service salaries in the United States as from 1 January 2009, an adjustment of the United Nations common system's scale of 3.04 per cent would be necessary in order to maintain the base/floor scale in line with the comparator's base scale.
4. The Commission decided to recommend to the UNGA that the current base/floor salary scale for the Professional and higher categories be increased by 3.04 per cent through standard consolidation procedures, on a no-loss/no-gain basis, with effect from 1 January 2010. Consequential increases in separation payments will also result from this salary adjustment.

¹ General Assembly, Official Records, 64th Session, Supplement No. 30 (A/64/30).

Financial implications

5. The cost of implementing the ICSC's recommendations as set out in paragraph 4 above is covered by provisions made for that purpose in the Programme and Budget for 2010–11.
6. *The Committee may wish to recommend that the Governing Body:*
 - (a) *accept the recommendations of the ICSC, subject to their approval by the United Nations General Assembly, on the following entitlements:*
 - (i) *an increase of 3.04 per cent in the base/floor salary;*
 - (ii) *consequential increases in separation payments, for staff in the Professional and higher categories;*
 - (b) *authorize the Director-General to give effect in the ILO, through amendments to the Staff Regulations (as necessary), to the measures referred to in subparagraph (a), subject to their approval by the General Assembly.*

Geneva, 14 August 2009.

Point for decision: Paragraph 6.