



FOURTEENTH ITEM ON THE AGENDA

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

1. This paper provides information on the report of the International Civil Service Commission (ICSC) for 2008<sup>1</sup> and the decisions relevant to the ILO taken by the United Nations General Assembly at its 63rd Session (2008) concerning the recommendations contained in the report.

**Work of the ICSC**

2. The UN General Assembly reiterated its invitation to the Secretary-General, in his capacity as Chairperson of the Chief Executives Board for Coordination, to urge the heads of the common system organizations to fully support the work of the Commission by providing it with relevant information in a timely manner for studies that it undertakes under its statutory responsibilities for the common system, as well as by other possible means.

**Education grant**

3. In line with the approved methodology, the Commission recommended increases in the maximum reimbursement levels of the grant for 15 countries and zones, as well as other increases in respect of the reimbursement of expenses. These increases are applicable as from the school year in progress on 1 January 2009, resulting in modification to article 3.14 of the ILO Staff Regulations to reflect these changes.

**Evolution of the margin**

4. The Commission regularly carries out comparisons of the net remuneration of United Nations staff in grades P1 to D2 in New York with that of the United States federal civil service employees in comparable positions in Washington, DC. The average percentage

<sup>1</sup> UN General Assembly, Official Records, 63rd Session, Supplement No. 30 (A/63/30).

difference in the remuneration of the two civil services, adjusted for the cost-of-living differential between New York and Washington, is the net remuneration margin.

5. It reaffirmed 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 the 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. The UN General Assembly noted that, while the margin for the period 1 January to 31 December 2008 was estimated at 114.7, the average margin level for the past five years (2004–08) stood at 112.9.

## **Base/floor salary scale**

6. The UN General Assembly approved the Commission's recommendations that the base/floor salary scale be increased with effect from 1 January 2009, on a "no loss/no gain" basis, by 2.33 per cent, with consequential increases in separation payments. It is recalled that, at its 303rd Session (November 2008), the Governing Body accepted<sup>2</sup> the recommendations of the ICSC on this increase and authorized the Director-General to implement them, subject to their approval by the UN General Assembly. The salary scale for officials in the Professional category and above referred to in article 3.1 of the Staff Regulations has been modified to reflect this change.

## **Children's and secondary dependant's allowances**

7. The UN General Assembly approved the revised flat-rate allowances and the transitional measures required for implementation in certain duty stations. Details on the allowances and the transitional measures were presented to the Committee at its 303rd Session (November 2008).<sup>3</sup> The Governing Body accepted<sup>4</sup> the recommendations of the ICSC in this regard and authorized the Director-General to implement them, subject to their approval by the UN General Assembly. Article 3.12 of the Staff Regulations has been modified to reflect the changes.

## **Mobility, hardship and non-removal allowances**

8. The UN General Assembly approved the ICSC recommendation that the allowances be increased by 5 per cent, with effect from 1 January 2009. At its 303rd Session (November 2008), the Governing Body accepted<sup>5</sup> the recommendations of the ICSC in this regard and authorized the Director-General to implement them, subject to their approval by the UN General Assembly. Article 3.10 of the Staff Regulations has been modified to reflect the changes.

<sup>2</sup> GB.303/11/2, para. 40(a)(i) and (ii).

<sup>3</sup> GB.303/PFA/14, para. 6.

<sup>4</sup> GB.303/11/2, para. 40(a)(iii).

<sup>5</sup> *ibid.*, para. 40(a)(iv).

## Hazard pay

9. By taking note of the ICSC's Annual Report for 2008, the UN General Assembly made effective the decision of the Commission to increase by 5 per cent the amounts payable for hazard pay for internationally recruited staff, with effect from 1 January 2009.

## Financial implications

10. As reported to the Committee at its 303rd Session (November 2008), the cost of implementing the ICSC's recommendations concerning the adjustment of base pay on a "no loss/no gain" basis (paragraph 6), the revisions to the children's and secondary dependant's allowances (paragraph 7) and the increases to mobility, hardship and non-removal allowances (paragraph 8) are covered by provisions made for that purpose in the Programme and Budget for 2008–09. The increases applicable to the education grant (paragraph 3) and to hazard pay (paragraph 9) are also covered by the provisions made for staff costs in the same budget.
11. *The Committee may wish to recommend that the Governing Body note the action taken by the Director-General to give effect to the measures adopted by the United Nations General Assembly.*

Geneva, 12 February 2009.

*Point for decision:* Paragraph 11.