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Decisions of the United Nations General Assembly on the report of the International Civil Service Commission for 2024

Summary: This document provides information on the report of the International Civil Service Commission for 2024 and the decisions taken by the United Nations General Assembly in relation to that report.

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Related documents: [United Nations General Assembly resolution 79/252](#); [Report of the International Civil Service Commission for 2024](#).

► 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 2024 and the decisions taken by the UN General Assembly during its 79th session in relation to the recommendations contained therein.¹ 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.²

► 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 by 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 **9.5 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 2025; in accordance with established practice, it is to be implemented by increasing the base/floor salary and commensurately decreasing post adjustment multipliers for all duty stations, resulting in no-gain/no-loss 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-gain/no-loss basis, with effect from 1 January 2025 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, resolution 79/252, adopted on 24 December 2024.

² 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 2024–25.

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 United States federal civil service officials in comparable positions in Washington, DC. For that purpose, the ICSC tracks changes in the remuneration levels of both civil services on an annual basis.
8. The General Assembly noted that the margin for the period from 1 January to 31 December 2024 was **116.9**. It recalled that the ICSC should take appropriate action through the operation of the post adjustment system should the margin trigger levels of 113 or 117 be breached.

Benefits and entitlements

9. The General Assembly decided to maintain the children's and secondary dependants' allowances, as well as the education grant, at their current levels.

► Appendix

Amendments incorporated into the 2025 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 2025

Grade	Rate/Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
DDG	Gross ⁽¹⁾ Net-U ⁽²⁾	235 064 170 642												
ADG	Gross ⁽³⁾ Net-U ⁽³⁾	213 655 156 512												
D2	Gross Net-U	171 094 128 422	★ 174 964 130 976	★ 178 835 133 531	★ 182 709 136 088	★ 186 585 138 646	★ 190 456 141 201	★ 194 326 143 755	★ 198 202 146 313	★ 202 071 148 867	★ 205 942 151 422			
D1	Gross Net-U	152 417 116 095	155 817 118 339	159 223 120 587	162 626 122 833	166 015 125 070	169 420 127 317	172 820 129 561	176 215 131 802	179 620 134 049	183 017 136 291	★ 186 417 138 535	★ 189 812 140 776	★ 193 215 143 022
P5	Gross Net-U	131 486 101 540	134 214 103 450	136 944 105 361	139 667 107 267	142 397 109 178	145 120 111 084	147 851 112 996	150 612 114 904	153 506 116 814	156 395 118 721	★ 159 291 120 632	★ 162 177 122 537	★ 165 076 124 450
P4	Gross Net-U	107 389 84 672	110 020 86 514	112 653 88 357	115 283 90 198	117 914 92 040	120 546 93 882	123 181 95 727	125 813 97 569	128 444 99 411	131 071 101 250	★ 133 709 103 096	★ 136 334 104 934	★ 138 967 106 777
P3	Gross Net-U	87 779 70 212	90 022 71 917	92 267 73 623	94 508 75 326	96 754 77 033	98 996 78 737	101 346 80 442	103 784 82 149	106 219 83 853	108 653 85 557	★ 111 094 87 266	★ 113 529 88 970	★ 115 966 90 676
P2	Gross Net-U	67 978 55 163	69 983 56 687	71 988 58 211	73 995 59 736	76 004 61 263	78 012 62 789	80 022 64 317	82 022 65 837	84 030 67 363	86 037 68 888	★ 88 043 70 413	★ 90 055 71 942	★ 92 059 73 465
P1	Gross Net-U	52 163 43 144	53 867 44 439	55 570 45 733	57 274 47 028	58 975 48 321	60 682 49 618	62 382 50 910	64 087 52 206	65 789 53 500	67 495 54 796	★ 69 196 56 089	★ 70 897 57 382	★ 72 603 58 678

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 CHF7,650.

(3) Plus a representation allowance of CHF6,375.