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Follow-up on the report of the International Civil Service Commission for 2023

Summary: This document provides information on the report of the International Civil Service Commission for 2023 and the outcome of the consideration of that report by the United Nations General Assembly.

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Related document: Report of the International Civil Service Commission for 2023.

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, usually 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 2023 [1] and the outcome of the consideration of that report by the UN General Assembly at its seventy-eighth session in relation to the recommendations contained therein. 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]

Outcome of the consideration of the annual report of the ICSC by the UN General Assembly

4. At the conclusion of the main part of its seventy-eighth session in 2023, the General Assembly decided to take no action on the item entitled "United Nations common system". It is therefore expected that this item will be taken up again by the General Assembly during the main part of its seventy-ninth session to be held in 2024. In practical terms, this will have varying effects on items under the ICSC's purview. Items falling under article 10 of the ICSC statute, which require a decision of the General Assembly, will have to be taken up again by the General Assembly at a later date, while decisions taken by the ICSC under article 11 of its statute will be implemented.

5. Accordingly, the following items governed by article 10 of the ICSC statute should be noted:

(a) There will be no adjustment to the base/floor salary scale.

(b) There will be no consolidation of the post adjustment.

(c) There will be no adjustment to the children's and secondary dependants' allowances.

6. The rates of the common scale of staff assessment remain unchanged. However, in accordance with established process, the scale of pensionable remuneration has to be recalculated using the pensionable remuneration formula, as outlined in the ICSC's annual report, even if the common scale of staff assessment is not adjusted.

7. The ICSC anticipates that the pensionable remuneration scale will be further revised in February 2024 following the expected change in the post adjustment multiplier for New York.

[1] UN General Assembly, Official records, Seventy-eighth Session, Supplement No. 30, A/78/30 (2023).

[2] Article 14.7 of the Staff Regulations.

A corresponding circular will be issued by the ICSC in mid-February 2024, when the new post adjustment multiplier for New York has been finalized; however, the revised pensionable remuneration scale will be effective as of 1 February 2024. The finalized scale will then be incorporated into the ILO Staff Regulations.

8. Regarding items under article 11 of the ICSC statute, all of the ICSC's decisions will be implemented as indicated in its annual report, as follows:

(a) Hardship allowance: review of level. The ICSC confirmed its previous decision taken in 2022 to grant a 3.1 per cent increase for the allowance with effect from 1 January 2024.

(b) Mobility incentive: review of level. The ICSC reaffirmed its decision to confirm the amounts in the mobility incentive matrix contained in table 2 of its annual report.

(c) Danger pay: review of level. The ICSC decided to: (i) update the level of danger pay for internationally recruited staff to US$1,698 per month with effect from 1 January 2024; and (ii) update the monthly level of danger pay for locally recruited staff with effect from 1 January 2024 by updating the reference year of the salary scales on which the calculations were based from 2019 to 2022, as well as by applying 30 per cent to the net midpoint of the most recent General Service salary scales in effect in 2022, divided by 12.

(d) Security evacuation allowance: review of level. The ICSC decided to maintain the security evacuation allowance at its current level of US$200 per day for staff and US$100 per day for each eligible family member for up to 30 days and thereafter US$150 and US$75, respectively, for a maximum period of six months. It also agreed to maintain the single lump sum of US$500 for shipping, applicable when staff members or their families were evacuated.

9. The Office has implemented the above-mentioned changes through amendments to the Staff Regulations, as outlined in the appendix, with effect from 1 January 2024.

Appendix

Amendments incorporated into the 2024 version of the Staff Regulations

Amendments to article 3.11

(Additions appear underlined and deletions are struck out)

▶ Mobility incentive
(annual amounts in United States dollars)

Duty station	Grade band	Number of assignments		
		2–3	4–6	7+
A to E	P1–P3	6 900 ~~6 700~~	8 625 ~~8 375~~	10 350 ~~10 050~~
	P4–P5	8 625 ~~8 375~~	10 781 ~~10 469~~	12 938 ~~12 563~~
	D1+	10 350 ~~10 050~~	12 938 ~~12 563~~	15 525 ~~15 075~~

▶ Hardship allowance
(annual amounts in United States dollars)

Duty station	Grade	Allowance
H	P1–P3	–
	P4–P5	–
	D1+	–
A	P1–P3	–
	P4–P5	–
	D1+	–
B	P1–P3	6 110 ~~5 930~~
	P4–P5	7 330 ~~7 110~~
	D1+	8 560 ~~8 300~~
C	P1–P3	11 010 ~~10 680~~
	P4–P5	13 440 ~~13 040~~
	D1+	15 890 ~~15 410~~
D	P1–P3	14 670 ~~14 230~~
	P4–P5	17 130 ~~16 610~~
	D1+	19 550 ~~18 960~~
E	P1–P3	18 340 ~~17 790~~
	P4–P5	22 000 ~~21 340~~
	D1+	24 460 ~~23 720~~

Amendments to article 3.11 *bis*

Article 3.11 *bis*

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 $1,698 $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 in effect in 2022 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.