



NINETEENTH ITEM ON THE AGENDA

Other personnel questions**General Service salary survey, Geneva****Salaries and allowances of staff in the
General Service category in Geneva**

1. The International Civil Service Commission (ICSC) commenced the data-collection phase of the survey of best prevailing local conditions in Geneva in March–April 2007, in accordance with article 12(1) of its Statute and on the basis of the approved methodology for surveys at headquarters duty stations. However, due to problems encountered with enlisting employer participation, it was not possible to complete the data collection and a revised deadline of 30 September 2007 was set.
2. In the light of the above, the ICSC was not able to consider the results of the 2007 survey at its 65th Session (Geneva, July 2007). Efforts are being made to approve the results of the survey prior to the ICSC's Spring 2008 session, with a view to minimizing the retroactivity burden on the organizations. It is probable however that this will not happen in time for the Office to report to the Committee at its present session.
3. Changes to salary scales, family allowances and language allowances resulting from a comprehensive salary survey have financial implications which require Governing Body approval before they are reflected in the ILO Staff Regulations. It is anticipated that the results of the present salary survey will yield no more than a very small increase which would be covered by provisions made for this purpose in the Programme and Budget for 2006–07 and 2008–09. To avoid excessive retroactivity and its impact on officials' entitlements and the timely recording of expenditure prior to the biennium-end, advance authority is sought to implement the new salary scale upon its approval by the ICSC.
4. *The Committee may wish to recommend to the Governing Body that:*
 - (i) *the Director-General be authorized to amend the Staff Regulations to give effect to the revised salary scales upon approval by the ICSC; and*
 - (ii) *the Director-General be requested to report back to the Committee on the final outcome of the salary survey, at its 301st Session (March 2008).*

Geneva, 20 September 2007.

Point for decision: Paragraph 4.