



## Governing Body

332nd Session, Geneva, 8–22 March 2018

GB.332/PFA/INF/6

---

Programme, Financial and Administrative Section

PFA

---

**FOR INFORMATION**

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

**Summary:** This report covers the decisions made by the United Nations General Assembly on the report of the International Civil Service Commission for 2017.

**Author unit:** Human Resources Development Department (HRD)

**Related documents:** GB.312/PFA/13, GB.312/PV.



1. Every autumn, 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 Commission 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 Commission under its own authority.
3. This paper provides information on the report of the ICSC for 2017 <sup>1</sup> and the decisions taken by the UN General Assembly at its 72nd Session (2017) <sup>2</sup> in relation to the recommendations contained in the report. Decisions of the Commission and of the General Assembly are normally implemented in the ILO under the Director-General's delegated authority concerning common system conditions of employment. <sup>3</sup>

## **I. Conditions of service of staff in the Professional and higher categories**

### **A. Base salary**

4. The base/floor salary scale for the Professional and higher categories is set with reference to the General Schedule salary scale of the United States federal civil service excluding any locality pay. 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 salaries of their counterparts in the United States federal civil service. The adjustments are implemented by means of the standard method of consolidating post adjustment points into the base/floor salary, that is, by increasing base salary while commensurately reducing post adjustment.
5. The Commission was informed that a 1 per cent increase had been implemented in the comparator's base General Schedule effective 1 January 2017. Minor changes were also introduced in the United States tax schedules at the federal level for 2017.
6. In accordance with the normal adjustment procedure, in order to reflect the salary increase in the General Schedule as well as the impact of the tax changes referred to above, the base/floor scale would need to be adjusted upward as of 1 January 2018 by 0.97 per cent over the unified scale previously adopted in its resolution 72/255. The Commission therefore recommended a corresponding adjustment of 0.97 per cent over the unified salary scale previously approved by the Assembly to be implemented through standard consolidation procedures by increasing the base salary and commensurately reducing post adjustment multiplier points on a no-loss/no-gain basis, resulting in no change in net take-home pay. The cost of implementing the General Assembly's Resolution is negligible and is covered in the provisions made for that purpose in the Programme and Budget for 2018–19.

<sup>1</sup> General Assembly, Official records, 72nd Session (A/72/30), available on the ICSC website at <http://icsc.un.org/library/default.asp?list=AnnualRep>.

<sup>2</sup> A/RES/72/255.

<sup>3</sup> See GB.312/PV, para. 751(b).

**B. Evolution of the net remuneration margin**

7. Under a standing mandate from the General Assembly, the Commission reviews the relationship between the net remuneration of United Nations officials in the Professional and higher categories in New York and that of the United States federal civil service officials in comparable positions in Washington, DC. For that purpose, the Commission annually tracks changes occurring in the remuneration levels of both civil services.
8. As requested by the General Assembly, the Commission continues action to bring the calendar year margin to around the desirable midpoint of 115; it is recalled that if the margin trigger levels of 113 or 117 are breached, the Commission should take appropriate action through the operation of the post adjustment system. As of 1 January 2017, the comparator civil service had implemented a 2.88 per cent increase in the General Schedule in the Washington, DC locality. On this basis, combined with slight reductions in overall income taxes in the Washington, DC metropolitan area, and a revision of the post adjustment multiplier from 63.2 to 66.1 in New York for 2017, a revised cost-of-living differential between New York and Washington, DC of 113.8, and the implementation of a new salary scale as at 1 January 2017, the Commission noted that the estimated net remuneration margin for 2017 amounted to 113.7.

**C. Post adjustment matters**

9. The General Assembly noted the efforts by the Commission to improve the post adjustment system and requested the Commission to continue its effort to improve this system in order to minimize any gaps between pay indices and post adjustment indices, and to consider the feasibility of more frequent reviews of post adjustment classifications of duty stations. In addition, the Assembly requested the Commission to review the gap closure measure in the post adjustment at its next round of cost-of-living surveys.
10. Noting with serious concern that some organizations had decided not to implement the decisions of the Commission regarding the results of the cost-of-living surveys for 2016, the General Assembly also requested the Commission to report no later than at the 74th Session of the Assembly (autumn of 2019) on the implementation of the Commission's decisions regarding the result of the cost-of-living surveys for 2016, including any financial implications.

**D. Gender balance and equitable geographical representation**

11. The Assembly requested the Commission to continue to provide it with information on the progress made by organizations of the United Nations common system in the implementation of existing gender policies and measures towards achieving the goal of 50/50 gender balance and strengthening geographical diversity in the common system, including at senior levels. The Assembly also requested the Commission to continue monitoring the age distribution of the workforce and to report thereon.

---

## **II. Conditions of service applicable to both categories of staff**

### **A. Use of categories of staff, including General Service, National Professional Officer and Field Service**

- 12.** The Commission had recommended to the General Assembly, inter alia, that National Professional Officers should be nationals of, and be locally recruited within, the country of their employment. In their capacity as National Professional Officers, they may be subject to short-term duty assignments outside the country of their employment when this does not involve a change of duty station. Further, the Commission recommended that the same standards of recruitment qualifications and performance as are required for international Professional staff should apply to National Professional Officers and that their posts should be graded on the basis of the Job Evaluation Master Standard for the Professional and higher categories, their conditions of service being established in accordance with the principle of the best prevailing conditions in the locality for functions at the same level through the application of the local salary survey methodology promulgated by the ICSC. Finally, the Commission recommended that the organizations of the United Nations common system should not recruit National Professional Officers in the eight headquarters duty stations of the common system, including Geneva.
- 13.** The General Assembly approved the above and invited the organizations of the United Nations common system to abide by the existing rules and regulations regarding short-term duty assignments without involving a change of duty station when deploying National Professional Officers outside the country of their employment. The Assembly further called upon the organizations to guard against repeated short-term duty assignments of National Professional Officers outside their country of assignment.

### **B. Performance Management and Performance Incentives**

- 14.** The Commission had decided to reaffirm its earlier recommendations to the General Assembly with regard to the proposed ten principles and guidelines for performance appraisal and management for the recognition of different levels of performance and reward programmes, as well as for the treatment of underperformance (see Annex VI of ICSC report A/72/30), with the following additions:
- (a) An overall budgetary cap for cash and non-cash awards not to exceed 1.5 per cent of an organization's projected remuneration costs (that is net remuneration for staff in the Professional and higher categories, and salaries for the General Service and related categories).
  - (b) A limit of up to 10 per cent of net base salary (in the case of international staff in the Professional and higher categories, without post adjustment) for individual cash awards.
- 15.** The General Assembly in its resolution 72/255 approved the aforementioned principles for performance appraisal and management for the recognition of different levels of performance as recommended by the Commission. The Assembly also recommended that organizations utilize the aforementioned principles and guidelines for recognizing different levels of performance, including non-cash awards and addressing underperformance.