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| **Council 2019 Geneva, 10-20 June 2019** |  |
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| **Agenda item: ADM 22** | **Document C19/23-E** |
| **18 April 2019** |
| **Original: English** |
| Report by the Secretary-General | |
| CHANGES IN THE CONDITIONS OF SERVICE UNDER THE UNITED NATIONS COMMON SYSTEM | |

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| Summary  This is a report on the decisions taken by the United Nations General Assembly (UNGA) at its 73nd session (2018) relating to conditions of service in the UN common system.  Action required  The Council is invited **to take note** of changes to the relevant provisions of the Staff Regulations for appointed officials, including those implemented by the Secretary-General in conformity with Council Resolution 647 (amended).  In accordance with Resolution 46 (Kyoto, 1994), the Council is invited **to approve** the salary scale and the pensionable remuneration applicable to Elected Officials, as it appears in the draft Resolution contained in Annex to this document.  \_\_\_\_\_\_\_\_\_\_\_\_  References  [*Resolution 46*](https://www.itu.int/en/council/Documents/basic-texts/RES-046-E.pdf) *(Kyoto, 1994); Council* [*Resolution 647*](http://www.itu.int/council/pd/council-res-dec-e.docx#r647) *(amended)* |

# I. Conditions of employment for appointed officials

**A. Staff members in the professional and higher categories**

1 On the basis of the recommendations presented by the International Civil Service Commission (ICSC) for the year 2018, the United Nations General Assembly, by its Resolution 73/273 of 22 December 2018, adopted decisions concerning the conditions of service of staff members in the Professional and higher categories.

**Base/floor salary scale**

2. The unified base/floor salary scale showing annual gross salaries and net equivalents after application of staff assessment has been adjusted by 1.83 per cent, with effect from 1 January 2019.

3. In accordance with the established practice, the revised unified base/floor salary scale has been implemented on a “no loss, no gain” basis. Consequently, concomitant with the introduction of the revised base/floor salary scale on 1 January 2019, post adjustment multipliers applicable at all duty stations have been scaled down by 1.83 per cent. Thus, while the base salary portion of net remuneration has gone up by 1.83 per cent, the post adjustment element has been reduced by the same percentage, the overall remuneration amount (base salary plus post adjustment) in local currency remaining unchanged, subject to very minor changes due to rounding.

4. The unified base/floor salary scale is also used to calculate some of the end-of-service benefits (repatriation grant, termination indemnity, and death grant, as applicable). Staff leaving the service of the Union on or after 1 January 2019 and entitled to these benefits will benefit from the adjustment in the unified base/floor salary scale.

**Pensionable remuneration**

5. Following the review of pensionable remuneration by the ICSC, the UNGA has approved a new pensionable remuneration scale based on the single rate of the common scale of staff assessment implemented as a result of the new compensation package. The scale of pensionable remuneration for the Professional and Higher categories in effect since 1 January 2018 has been adjusted, effective 1 January 2019.

6. However, effective 1 February 2019, the post adjustment classification at New York has been changed from multiplier 63.9 to 67.5, thus resulting in an increase in the net remuneration of New York in the professional and higher categories by a similar ratio. Therefore, in accordance with the provision of Article 54(b) of the Regulations of the United Nations Joint Staff Pension Fund, the scale of pensionable remuneration applicable to all staff in the Professional and Higher categories applicable as from 1 January 2019 had to be adjusted on the same basis, effective 1 February 2019.

**B. Staff members in the General Services category**

7. Pursuant to the recommendations made by the International Civil Service Commission (ICSC) on the basis of the results of a survey conducted in Geneva, and in accordance with Council Resolution 647, the salary scale for staff members in the General Service category in Geneva had been adjusted downwards by 1,8 % in relation to the previous scale, as from 1 June 2016, applicable to all General Service staff members recruited by the Union on or after that date. The previous salary scale was maintained to General Service staff in service before 1 June 2016 until it would be brought into line with the revised scale.

8. However, the general procedure for effecting interim adjustments of the salary scale for staff in the General Service category based in Geneva calls for an adjustment in the net salaries of such staff whenever the consumer price index (CPI) for Geneva moves by 5 per cent by reference to the index used at the time of the previous adjustment, or every 12 months, whichever comes first.

9. The Geneva CPI movement of September 2017 to September 2018 reflects an increase of 1.1 percent. After taking into account the local taxation factor, the resulting net increase in the salary scale amounts to 1 percent. Therefore in application of the above-mentioned procedure, the net salaries of staff in the General Service category who were recruited on or after 1 June 2016 has been adjusted upwards by 1 percent, with effect from 1 September 2018. The salary scale in effect before 1 June 2016 remains applicable to staff members recruited before that date.

# II. Conditions of employment for elected officials

10. Pursuant to PP Resolution 46 (Kyoto, 1994), the remuneration received by elected officials is fixed in relation to the maximum salary paid to appointed staff on the basis of percentages set out in that Resolution. Therefore, the remuneration of elected officials has to be revised as a consequence of the increase in the level of remuneration of appointed staff approved by the UNGA at its last session. The pensionable remuneration applicable to elected officials has also be adjusted as a result of the increase on the pensionable remuneration applicable to appointed staff as approved by the UNGA.

Annex

draft resolution

Conditions of service of ITU Elected Officials

The Council,

in view of

Resolution 46 (Kyoto, 1994) adopted by the Plenipotentiary Conference,

having considered

the report by the Secretary-General on the measures taken within the United Nations Common System as a result of the decisions of the United Nations General Assembly at its 73nd session with regard to conditions of service (Resolution 73/273 of 22 December 2018),

resolves

to approve the following salaries with effect from 1 January 2019, and pensionable remuneration with effect from 1 February 2019 for ITU elected officials:

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|  | USD per annum | | |
|  | Gross (1 January 2019) | Net (1 January 2019) | Pensionable remuneration (1 February 2019) |
| Secretary-General | 240'250,- | 174’065,- | 378’972,- |
| Deputy Secretary-General and Directors of Bureaux | 218’600,- | 159’776,- | 351’483,- |

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