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| **Agenda item: ADM 3** | **Document C23/18-E** |
| **16 May 2023** |
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| Report by the Secretary-General | |
| CHANGES IN THE CONDITIONS OF SERVICE UNDER THE UNITED NATIONS COMMON SYSTEM | |
| **Purpose**  This is a report on the decisions taken by the United Nations General Assembly (UNGA) at its 77th session (2022) relating to conditions of service in the United Nations common system.  **Action required by the Council**  The ITU Council is invited **to take note** of the implementation of the UNGA decisions in accordance with the ITU Staff Regulations and Staff Rules applicable to appointed staff, including those implemented by the Secretary-General in conformity with Council Resolution 647 (C-1969, last amended C03).  Pursuant to Resolution 46 (Kyoto, 1994) of the Plenipotentiary Conference, 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 hereto.  **Relevant link(s) with the Strategic Plan**  Excellence in human resources and organizational innovation.  **Financial implications**  The total cost of implementation of the UNGA decisions is CHF 1 768 330 for the year 2023, which breaks down as follows:   * The net salaries of staff in the General Service category have been increased in line with movement in the consumer price index (CPI) for Geneva from September 2021 to September 2022 which, after having taken into account local taxation, amounts to a rise of 2.9 per cent. The financial consequences for 2023 of the implementation of the new salary scales amount to CHF 1 200 000. * In accordance with Article 51(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 has been adjusted. The financial consequences for 2023, resulting from the implementation of the new pensionable salary scale, amount to CHF 568 330 in 2023 (to cover an 11-month period from 1 February 2023 until the end of the year).   **References**  [*Resolution 46*](https://www.itu.int/en/council/Documents/basic-texts-2023/RES-046-E.pdf) *(Kyoto, 1994) of the Plenipotentiary Conference; Council* [*Resolution 647*](https://www.itu.int/pub/S-CONF-CL-2021) *(C-1969, last amended C03)* | |

**I. Conditions of employment for appointed officials**

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

On the basis of the recommendations presented by the International Civil Service Commission (ICSC) for the year 2022, the United Nations General Assembly (UNGA), in Resolution 77/256 of 30 December 2022, adopted decisions concerning the conditions of service of staff members in the Professional and higher categories.

**Base/floor salary scale**

2. The base/floor salary scale[[1]](#footnote-1) was increased by 2.28 per cent, with effect from 1 January 2023.

3. As approved by UNGA[[2]](#footnote-2), based on the ICSC report for 2022[[3]](#footnote-3), the revised base/floor salary scale for 2023 has been implemented on a “no loss, no gain” basis. Consequently, post adjustment multipliers applicable at all duty stations were scaled down by 2.28 per cent. Thus, while the base salary portion of net remuneration has risen by 2.28 per cent, the post adjustment element was reduced by the same percentage, and the overall remuneration (base salary plus post adjustment) in local currency remains unchanged, subject to very minor changes owing to rounding. This results in no change in net salary for staff and produces no additional costs for the organization.

4. The 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 2023 and entitled to these benefits will benefit from the adjustment in the base/floor salary scale. Increased costs relating to end-of-service benefits are identified and updated in the ITU provision account every year at the end of the calendar year.

**Pensionable remuneration**

5. Effective 1 February 2023, the post adjustment classification for New York was

changed from multiplier 69.9 to 80.5, resulting in an increase in the net remuneration in New York in the Professional and higher categories by a ratio of 180.5/169.9. In accordance with Article 51(b) of the Regulations of the United Nations Joint Staff Pension Fund,[[4]](#footnote-4) the scale of pensionable remuneration applicable to all staff in the Professional and higher categories was adjusted on the same date and by the same percentage.

6. Consequently, the scale of pensionable remuneration for the Professional and higher categories in effect since 1 February 2022 was adjusted upwards by 1.06 per cent in accordance with the above provision, with effect from 1 February 2023.

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

7. The ICSC methodology for effecting interim adjustments of the salary scale for Geneva-based staff in the General Service category requires an adjustment in the net salaries of such staff whenever the consumer price index (CPI) for Geneva moves by 5 per cent against the index used at the time of the previous adjustment, or every 12 months, whichever comes first.[[5]](#footnote-5)

8. The Geneva CPI movement from September 2021 to September 2022 reflected a net variation of salary scales, which, after having taken into account local taxation, amounts to a rise of 2.9 per cent. Therefore, in application of the above-mentioned procedure, the net salaries of staff in the General Service category in Geneva were updated accordingly by the ICSC, the last revision being revision 58, effective 1 September 2022.

**II. Conditions of employment for elected officials**

9. Pursuant to Resolution 46 (Kyoto, 1994) of the Plenipotentiary Conference, 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 UNGA at its last session. In accordance with the established practice, the revised base/floor salary scale is implemented on a “no loss, no gain” basis, as explained above (see paragraphs 2 and 3).

10. The pensionable remuneration applicable to elected officials has also to be adjusted upwards as a result of the increase in the pensionable remuneration applicable to appointed staff, as approved by UNGA. It results in the same percentage increase in pensionable remuneration (1.06 per cent) as for appointed staff, as indicated above (see paragraphs 5 and 6) and the additional costs have been included in the financial implications.

Annex

DRAFT RESOLUTION […]

Conditions of service of ITU elected officials

The ITU Council,

recalling

Resolution 46 (Kyoto, 1994) of 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 Resolution 77/256 of the United Nations General Assembly with regard to conditions of service,

resolves

to approve the following salaries with effect from 1 January 2023, and pensionable remuneration with effect from 1 February 2023 for ITU elected officials:

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|  | **USD per annum** | | |
|  | **Gross** (1 January 2023) | **Net** (1 January 2023) | **Pensionable remuneration** (1 February 2023) |
| Secretary-General | 257 276 | 185 302 | 434 756 |
| Deputy Secretary-General and Directors of the Bureaux | 234 229 | 170 091 | 403 221 |

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1. The annual base/floor salary scale is expressed in gross and net terms after application of staff assessment (i.e., internal taxation). Refer to <https://icsc.un.org/Home/SalaryScales>. [↑](#footnote-ref-1)
2. UNGA Resolution 77/256, on the United Nations common system, [A/RES/77/256](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N23/006/30/PDF/N2300630.pdf?OpenElement), adopted on 30 December 2022. [↑](#footnote-ref-2)
3. UNGA, Official records, Seventy-seventh session, Supplement No. 30, [A/77/30](https://icsc.un.org/Resources/General/AnnualReports/AR2022.pdf?r=06588929) (2022). [↑](#footnote-ref-3)
4. Article 51(b): "In the case of participants in the Professional and higher categories, the scale of pensionable remuneration, shall be as set out in the ICSC website... It shall be adjusted on the same date as the net remuneration amounts of officials in the Professional and higher categories in New York are adjusted. Such adjustment shall be by a uniform percentage equal to the weighted average percentage variation in the net remuneration amounts, as determined by the International Civil Service Commission." [↑](#footnote-ref-4)
5. “Methodology for surveys of the best prevailing conditions of employment at headquarters duty stations (survey methodology I)”, ICSC/94/R.16, August 10, 2022. [↑](#footnote-ref-5)