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| **Agenda item: ADM 3** | **Document C25/23-E** |
| **1 May 2025** |
| **Original: English** |
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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 79th session (2024) regarding changes in the conditions of service in accordance with ITU’s obligations within the United Nations common system.  **Action required by the Council**  The ITU Council is invited **to take note** of the implementation by the Secretary-General of the UNGA decisions regarding changes to the conditions of service for appointed staff, in accordance with the ITU Staff Regulations and Staff Rules. These changes follow the procedures established by the International Civil Service Commission (ICSC), as approved by the UNGA, and 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 the [Annex](#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 **KCHF 499** for the year 2025.  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **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*](http://web.itu.int/dms_pub/itu-s/opb/conf/S-CONF-CL-2022-PDF-E.pdf) *(C-1969, last amended C03)* | |

# 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 2024, the United Nations General Assembly (UNGA), in Resolution 79/252 of 24 December 2024, 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-2) has been adjusted by 9.5 per cent, with effect from 1 January 2025.

3 As approved by UNGA[[2]](#footnote-3), based on the ICSC report for 2024[[3]](#footnote-4), the revised base/floor salary scale has been implemented on a “no loss, no gain” basis. Consequently, post adjustment multipliers applicable at all duty stations have been scaled down by 9.5 per cent. While the base salary has gone up by 9.5 per cent, the post adjustment element has been reduced by the same percentage, keeping overall remuneration (base salary plus post adjustment) in local currency unchanged, subject to very minor changes due to rounding. This results in no change in net salary for staff and no additional costs for the organization.

Pensionable remuneration

4 Effective 1 February 2025, the post adjustment classification for New York was changed from multiplier 72.1 to 75.5, resulting in an increase in the net remuneration in New York in the Professional and higher categories by a ratio of 175.5/172.1. In accordance with Article 51(b) of the Regulations of the United Nations Joint Staff Pension Fund[[4]](#footnote-5), 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.

5 Consequently, the scale of pensionable remuneration for the Professional and higher categories in effect since 1 February 2024 was adjusted upwards by 1.019 per cent in accordance with the above provision, with effect from 1 February 2025.

## 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-6)

8 The Geneva CPI movement from September 2023 to September 2024 reflected a net increase of salary scales, which amounts to 0.8 per cent. Therefore, in application of the above-mentioned procedure, the net salaries of staff in the General Service category in Geneva were adjusted upwards by 0.8 per cent, with effect from 1 September 2024.

# 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 3 and 4).

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 (1.019 per cent) as for appointed staff, as indicated above (see paragraphs 4 and 5).

***Annex:*** *1*

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 79/252 of the United Nations General Assembly with regard to conditions of service,

resolves

to approve the following salaries with effect from 1 January 2025 and pensionable remuneration with effect from 1 February 2025 for ITU elected officials:

|  |  |  |  |
| --- | --- | --- | --- |
|  | USD per annum | | |
|  | Gross (1 January 2025) | Net (1 January 2025) | Pensionable remuneration (1 February 2025) |
| Secretary-General | 283 947 | 202 905 | 465 620 |
| Deputy Secretary-General and Directors of the Bureaux | 258 711 | 186 249 | 431 846 |

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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-2)
2. UNGA Resolution 79/252, on the United Nations common system, [A/RES/79/252](https://documents.un.org/symbol-explorer?s=A/RES/79/252%20A-B&i=A/RES/79/252%20A-B_1737042181393), adopted on 31 December 2024. [↑](#footnote-ref-3)
3. UNGA, Official records, Seventy-ninth session, Supplement No. 30, [A/79/30](https://digitallibrary.un.org/record/4064560?v=pdf) (2024). [↑](#footnote-ref-4)
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-5)
5. “Methodology for surveys of the best prevailing conditions of employment at headquarters duty stations (survey methodology I)”, ICSC/94/R.16, 10 August 2022. [↑](#footnote-ref-6)