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FINANCE COMMITTEE

Hundred and Sixty-ninth Session

Rome, 6 - 10 November 2017

**Recommendations and Decisions of the International Civil Service
Commission and UN Joint Staff Pension Board to the General Assembly
(including Changes in Salary Scales and Allowances)**

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EXECUTIVE SUMMARY

- The purpose of this paper is to update the Committee on recent developments in the International Civil Service Commission (ICSC) and in the United Nations Joint Staff Pension Board (UNJSPB) affecting FAO.

GUIDANCE SOUGHT FROM THE FINANCE COMMITTEE

- The Finance Committee is invited to take note of the contents of this document.

Draft Advice

- **The Finance Committee noted the recent developments at the ICSC and the decisions made by the Pension Board.**

International Civil Service Commission (ICSC)

1. At its seventy-first session (December 2016), the United Nations General Assembly (UNGA) adopted resolution 71/264 on the United Nations common system that focused on the report of the International Civil Service Commission (ICSC) for the year 2016.

Conditions of service of staff in the professional and higher categories

Base/Floor Salary Scale

2. The UNGA approved a 1.02 per cent adjustment over the unified salary scale previously approved by the Assembly with effect from 1 January 2017. The adjustment is implemented by increasing the base salary and commensurately decreasing post adjustment multiplier points, resulting in no change in net take-home pay.

Evolution of the Margin

3. Under a standing mandate, the Commission reports annually to the UNGA on the net remuneration margin, which is the relative difference between the net remuneration of United Nations staff in the professional and higher categories in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C. For that purpose, the Commission annually tracks changes occurring in the remuneration levels of both the international civil service and the United States federal civil service.

4. The Commission reported to the UNGA that the estimated margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C. for the calendar year 2016 amounted to 114.1. Its five-year average (2012 to 2016) amounted to 117, which was above the desirable midpoint of 115.

85th session of the ICSC (July 2017)

5. ICSC held its eighty-fifth session in July 2017 in Vienna. The main elements of the meeting regard decisions taken and recommendations to the UNGA on the use of categories of staff and post adjustment issues.

Use of categories of staff

6. ICSC recommends to the General Assembly the adoption of guidelines for the use of the National Professional Officer (NPO) category, prepared by a working group established by the Commission. According to the guidelines, organization shall recruit NPOs in accordance with their mandates, taking into account their operational needs and be grounded in a policy framework.

7. NPOs should be national of, and be locally recruited within, the country of their employment. NPOs may be subject to short-term duty assignments outside the country of their employment when this does not involve a change of duty station.

8. The same standards of recruitment qualifications and performance as are required for international Professional staff should apply to NPOs. Furthermore, NPO posts are graded on the basis of the Job Evaluation Master Standard for the Professional and higher categories.

9. In addition, the organization of the United Nations common system should not recruit NPOs in the eight headquarters duty stations of the common system.

Post adjustment issues

10. At its 85th session, ICSC approved the results of the cost-of-living survey conducted in Geneva, London, Madrid, Montreal, Paris, Rome, Vienna and Washington, D.C.

11. The outcome of the surveys resulted in salary reductions in Geneva, Madrid and Rome. In order to mitigate the impact of negative survey results on staff salaries in all duty stations, the ICSC has established the following measures:

- The introduction of a margin of 3 per cent to be added to the outcomes of the cost-of-living surveys resulting in a post adjustment index that is below the prevailing pay index by more than 3 per cent, which reduces the decrease in the pay level for existing staff (i.e. staff already at the duty station before the implementation date of the survey results);
- Extension of the period during which the Personal Transitional Allowance (PTA) is paid in full to existing staff to 6 months. Thereafter, the PTA will be revised downwards by 3 per cent every 4 months, until it is phased out.

United Nations Joint Staff Pension Board (UNJSPB)

12. The sixty-fourth session of the United Nations Joint Staff Pension Board was held at the United Nations office in Vienna, Austria, from 21 to 28 July 2017.

13. Ms Annick Van Houtte, FAO Senior Legal Officer, who was part of the FAO/WFP Staff Pension Committee official delegation, was elected Chair of the UNJSPF Board.

14. During its 2017 session, the Board considered a range of matters and made the following decisions.

Investments of the Fund

15. The Representative of the Secretary-General (RSG) informed of the progress in the past year regarding the staffing at the UNJSSPB. Among those, it was reported that Senior vacancies were filled and a succession plan developed and implemented. In addition, anti-fraud and anti-corruption policies were adopted and an investment policy statement was updated. The Chair of the Investments Committee stated that it had been a good year for the markets. The Board took note of the RSG and Investments Committee report.

Administrative and governance matters

16. The Board approved for submission to the General Assembly the proposed budget estimates which consider further expansion and strengthening of the Fund's client services including the establishment of regional presence in Africa and Asia as well as the Fund's outreach programmes in the regions.

17. The Board recommended to the Secretary-General that the Fund's Chief Executive Officer be re-appointed for a second term of three years.