



Secretariat

22 September 2017

Original: English

Information circular

To: Members of the staff

From: The Secretary-General

Subject: **Introduction of a new compensation package for staff members in the Professional and higher categories**

1. The purpose of the present circular is to inform staff of important changes to the salary, allowances and benefits for staff members in the Professional and higher categories as a result of the comprehensive review of the common system compensation package carried out by the International Civil Service Commission and approved by the General Assembly of the United Nations in 2015.¹

Salary scale and pensionable remuneration

2. In accordance with staff rule 3.3, the salary scales and the scales of post adjustment for staff members in the Professional and higher categories shall be those applicable to staff members in the Professional and higher categories in the United Nations.

3. In its resolution 70/244 of 23 December 2015, the General Assembly of the United Nations approved a revised net base salary scale structure, which became effective on 1 January 2017. As a result, the present dual (single and dependency) rate scale was replaced with a unified salary scale. Annex I to ST/IC/2017/3 shows the unified scale as approved.

4. Support for dependent family members is provided in the form of allowances, including the introduction of a spouse allowance for dependent spouses and a single parent allowance. The allowance for both spouses and single parents is equivalent to 6 per cent of net remuneration (base salary plus post adjustment). In the latter case, no child allowance will be payable for the first child. The dependent spouse/single parent allowance will be set at 6 per cent of net remuneration.

5. Staff members who are currently paid at the dependency rate and have a dependent spouse or are single parents will generally receive the same remuneration; the unified rate combined with a spouse/single parent allowance for eligible staff will be equal to their present dependency rate of pay. The loss for currently serving staff members is expected to be no more than 0.02 per cent, or

¹ See ISBA/23/C/4 and ISBA/23/FC/2.



\$3 per month. Single staff members will see some gains to their net remuneration (net salary plus post adjustment). Salaries of staff currently at steps outside the revised structure will be protected and will be subject to the same adjustment as those within the salary scale.

6. There is also a group of staff members who currently receive the dependency rate of pay in respect of a child because the spouse earnings are above the established threshold. Those staff members will be eligible for a child allowance only. However, on moving to the new structure, the pay of staff members who were in receipt of dependency rate as of 30 September 2017 will be protected with a transitional allowance, which will phase out by 1 percentage point per year until overtaken by the child allowance.

7. The unified salary scale (see ST/IC/2017/3, annex I), together with the revised pensionable remuneration scale (see ST/IC/2017/3, annex V), will be introduced as of 1 October 2017, in line with the approval by the Assembly of the Authority and subject to any adjustments made by the International Civil Service Commission (ICSC) prior to that date. The dependent child and secondary dependent allowances will be maintained as at present.

Step periodicity

8. The General Assembly of the United Nations also approved a revised step periodicity under the revised salary structure. Subject to satisfactory service, steps beyond step VII at P-1 to P-5 levels and step IV at the D-1 level will be granted biennially. All steps at the D-2 level will be granted biennially, subject to satisfactory service.

9. The granting of accelerated steps as a language incentive will be discontinued.

Hardship allowance

10. The General Assembly of the United Nations approved an adjusted hardship system consisting of five categories (from A to E) and the current classifications of duty stations can be verified on the ICSC website (<https://icsc.un.org/>). The approved matrix is shown in table 1. The new system became effective on 1 July 2016.

Table 1
Hardship allowance payment matrix

(Annual amounts in United States dollars)

<i>Hardship category of duty station</i>	<i>Group 1 (P-1 to P-3)</i>	<i>Group 2 (P-4 and P-5)</i>	<i>Group 3 (D-1 and above)</i>
A	–	–	–
B	5 810	6 970	8 140
C	10 470	12 780	15 110
D	13 950	16 280	18 590
E	17 440	20 920	23 250

Mobility incentive

11. The General Assembly of the United Nations approved the new mobility incentive in lieu of the current mobility allowance to encourage mobility of staff to field duty stations, with annual payments for a maximum period of five years at the same duty station. The mobility incentive will apply to staff with five consecutive years of prior service in the common system and from their second assignment (that is, the first geographical move). It is not payable at H category duty stations. The

new mobility incentive will be increased by 25 per cent upon the fourth assignment of a staff member and by 50 per cent upon the seventh assignment. The new system became effective on 1 July 2016. The approved amounts are shown in table 2.

Table 2

Mobility incentive payment matrix

(Annual amounts in United States dollars)

<i>Assignment number</i>	<i>Group 1 (P-1 to P-3)</i>	<i>Group 2 (P-4 and P-5)</i>	<i>Group 3 (D-1 and above)</i>
2 to 3	6 500	8 125	9 750
4 to 6	8 125	10 156	12 188
7+	9 750	12 188	14 625

Other changes

12. Staff members are advised that a number of other changes were made to allowances and benefits as a result of the comprehensive review of the common system compensation package, which were approved by the General Assembly of the United Nations. They are being introduced progressively by the various organizations within the common system during 2017 and 2018. For the Authority, the changes were approved by the Assembly of the Authority in 2017² and have been introduced in the latest version of the Staff Regulations and Staff Rules.

² See ISBA/23/A/11.