



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
105th Session
Provisional agenda item 7.4

EB105/26
26 November 1999

Report of the International Civil Service Commission and confirmation of amendments to the Staff Rules

Report by the Secretariat

1. The twenty-fifth annual report of the International Civil Service Commission,¹ being considered by the fifty-fourth session of the United Nations General Assembly, is submitted to the Executive Board in accordance with Article 17 of the ICSC Statute. The Board is invited to take note of the Commission's report, the highlights of which are summarized in the table.

2. In accordance with Staff Regulation 12.2, amendments to the Staff Rules resulting from decisions taken by the General Assembly on the Commission's report will be submitted for confirmation by the Executive Board in an addendum to this paper. The issues under consideration are (a) an adjustment in the base/floor salary scale and (b) adoption of a simplified procedure for revising the rates of staff assessment.

(a) Base/floor salary scale for the professional and higher categories

3. The Commission has recommended to the General Assembly an upward adjustment of 3.42% of the common system scale, to take effect from 1 March 2000. This adjustment is a routine annual exercise² designed to bring the base/floor salary scale of organizations of the United Nations system into line with the salaries of the comparator civil service (the United States federal civil service in Washington, D.C.). The adjustment consists of transferring the requisite amount from post adjustment (the cost-of-living element) into salary on a "no loss – no gain" basis. The reason for doing this is to ensure that allowances that are linked to the base/floor salary scale (the mobility and hardship allowance and certain separation payments) keep pace with inflation. The actual transfer procedure is cost neutral. Budgetary implications are minimal; they derive from increases in the above-mentioned allowances, and from small additional costs for those duty stations³ where, as a result of the exercise,

¹ General Assembly Official Records, Fifty-fourth session: Supplement No. 30 (A/54/30) (distribution to members of the Executive Board only).

² The base/floor scale was introduced in 1990; adjustments have been made every year since.

³ Afghanistan, Belarus, Ecuador, Niue, Tajikistan (a total of seven WHO staff members).

salaries fall below the revised base/floor scale.¹ These additional costs under the regular budget will be absorbed under the appropriate allocations for the 2000-2001 programme budget.

(b) Simplified procedure for revising staff assessment rates

4. The Commission is proposing a simplified procedure for revising staff assessment rates at the time of the above-mentioned exercise. This would result in: (a) for staff with dependants, a scale comprising four assessable income brackets and corresponding staff assessment rates; (b) for staff without dependants at various grades and steps, staff assessment equal to the difference between gross salary and the corresponding net single salary.

¹ The base/floor scale is part of an integrated package of measures in which negative classes of post adjustment were eliminated.

MAIN CONCLUSIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION, 1999

Subject	Action	Effective date	Comments
Conditions of service of the professional and higher-graded categories			
(a) Evolution of the United Nations/United States net remuneration margin	<ul style="list-style-type: none"> • Margin forecast of 114.1. 	1 January to 31 December 1999	<ul style="list-style-type: none"> • The Commission, the Consultative Committee on Administrative Questions and staff representatives should discuss the imbalance in margin levels with a view to formulating alternative proposals.
(b) Base/floor salary scale	<ul style="list-style-type: none"> • Adjustment of 3.42% in the base/floor salary scale through consolidation of post adjustment into base salary on a no-loss/no-gain basis. Consequent adjustment in staff assessment rates. 	1 March 2000	<ul style="list-style-type: none"> • Virtually no cost, since adjustments are based on a shift from post adjustment (cost-of-living) to net base salary. Minimal cost at duty stations which would otherwise fall below the base.
	<ul style="list-style-type: none"> • Adoption of simplified procedure for revising the rates of staff assessment. 	1 March 2000	<ul style="list-style-type: none"> • The current procedure is to be replaced by a scale as follows: for those with dependants: four assessable income brackets and corresponding staff assessment rates; for those without dependants at various grades and steps: to be equal to the difference between the gross salary and the corresponding net single salary.
Conditions of service applicable to both categories of staff			
(a) Report of the Working Group on the Framework for Human Resources Management	<ul style="list-style-type: none"> • The priority areas of ethics and standards of conduct, and review of the pay and benefits system will be taken up in 2000. 	2000	<ul style="list-style-type: none"> • The Commission has recommended a priority ranking for individual studies as follows: ethics and standards of conduct; pay and benefits system; contractual arrangements and types of appointments; mobility; staff wellbeing; human resources information policy; administration of justice.
(b) Draft standards of conduct for the international civil service	<ul style="list-style-type: none"> • The Commission will report to the General Assembly in 2000 to ensure full participation and support of the organizations and staff. 	2000	<ul style="list-style-type: none"> • A two-tier working group on the subject has been established by the Commission.

