



# WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD  
107th Session  
Provisional agenda item 6.1

EB107/16  
21 November 2000

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## Report of the International Civil Service Commission

### Report by the Secretariat

1. The twenty-sixth annual report of the International Civil Service Commission (ICSC),<sup>1</sup> being considered by the fifty-fifth 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 expected to be taken by the General Assembly on the Commission's report will be submitted for confirmation by the Executive Board in an addendum to this document. The issues under consideration are (a) base/floor salary scale and (b) dependency allowances. The additional costs resulting from confirmation of these changes would be absorbed under the appropriate allocations for the 2000-2001 budget.

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

3. The Commission has recommended to the General Assembly an upward adjustment of 5.1% of the common system scale, to take effect from 1 March 2001. This adjustment is a routine annual exercise 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.).<sup>2</sup> 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. It is done 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: minimal budgetary implications result from increases in the above-referenced allowances and small additional costs for duty stations where, as a result of the exercise, salaries fall below the revised base/floor salary scale.

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<sup>1</sup> General Assembly Official Records, Fifty-fifth session: Supplement No. 30 (A/55/30) (distribution to members of the Executive Board only).

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

**(b) Dependency allowances**

4. Dependency allowances are determined on the basis of tax abatements and social security payments in the countries at the seven headquarters duty stations. Based on this methodology, the Commission has recommended that the children's allowance (including the allowance for disabled children) and secondary dependant's allowance should be increased by 11.89% as of 1 January 2001. This increase should also apply to allowances payable in local currencies.

## MAIN CONCLUSIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION, 2000

Subject	Action	Effective date	Comments
<b>Conditions of service of the professional and higher-graded categories</b>			
(a) Base/floor salary scale	<ul style="list-style-type: none"> <li>An adjustment of 5.1% in the base/floor salary scale through consolidation of post adjustment into base salary on a no-loss/no-gain basis.</li> </ul>	1 March 2001	<ul style="list-style-type: none"> <li>This adjustment implies virtually no cost, since it is based on a shift from post adjustment (cost-of-living) to net base salary. Minimal cost at duty stations where salaries would otherwise fall below the base.</li> </ul>
(b) Dependency allowances	<ul style="list-style-type: none"> <li>An adjustment of 11.89% to child allowance, including that for disabled children, and to secondary dependant's allowance.</li> </ul>	1 January 2001	<ul style="list-style-type: none"> <li>The adjustment is made to reflect increases in the value of tax abatement and payments under social legislation at the seven headquarters duty stations.</li> </ul>
<b>Conditions of service applicable to both categories of staff</b>			
(a) Report of the Working Group on the Framework for Human Resources Management	<ul style="list-style-type: none"> <li>The Commission adopted the Framework for Human Resources Management as a dynamic tool which should be continuously updated.</li> </ul>	2001	<ul style="list-style-type: none"> <li>The Commission recommended to organizations that the Framework should be used as a basis for their future policies and procedures for human resources.</li> </ul>
(b) Draft standards of conduct for the international civil service	<ul style="list-style-type: none"> <li>To go forward with a new proposal to the United Nations General Assembly in 2001.</li> </ul>	2001	<ul style="list-style-type: none"> <li>The draft Standards of Conduct submitted to the Commission in 2000 were not endorsed. Therefore, it was decided to postpone the exercise until 2001. Organizations will present their complete views and, to the extent possible, reach consensus on a new draft.</li> </ul>
(c) Review of the pay and benefits system	<ul style="list-style-type: none"> <li>To move forward with a review of the pay and benefits system and to establish mechanisms that allow for the broadest possible participation and discussion on the part of the organizations and the staff.</li> </ul>	Starting in late 2000	<ul style="list-style-type: none"> <li>In the context of the Human Resources Framework, the Commission has established a Steering Committee to direct, over a two-year period, future work on the review of the pay and benefits system and make recommendations to the Commission. As part of its mandate, the Steering Committee will coordinate the work of three open-ended focus groups concentrating on (i) the nature of work; (ii) rewarding contribution; and (iii) management capability.</li> </ul>

<b>Subject</b>	<b>Action</b>	<b>Effective date</b>	<b>Comments</b>
(d) Education grant	<ul style="list-style-type: none"> <li>• An adjustment in the levels of education grant payable in five currency areas (Belgian franc, Irish pound, Italian lira, Swiss franc and US dollar in the United States).</li> <li>• An adjustment in the flat rates for boarding school and the additional amounts for reimbursements of boarding costs over and above the maximum grant.</li> </ul>	<p>School year in progress on 1 January 2001</p> <p>School year in progress on 1 January 2001</p>	<ul style="list-style-type: none"> <li>• Under the approved methodology, levels of the education grant are undertaken in a biennial review cycle. The trigger point for reviewing such levels in a given currency area occurs when 5% or more of the cases reviewed exceed current maximum admissible expenditure levels.</li> <li>• In accordance with the current methodology, the flat rate for boarding and the additional flat rate for boarding have been updated by the movements of the consumer price index between the date of the last adjustment and the date of the current review.</li> <li>• These adjustments do not entail a change in the Staff Rules, although the related additional costs will need to be absorbed in the appropriate allocations for the 2000-2001 budget.</li> </ul>