

## **Financial and administrative implications for the Secretariat of resolutions proposed for adoption by the Executive Board**

<b>Resolution:</b> Amendments to the Staff Regulations and Staff Rules	
<b>A. Link to the programme budget</b>	
<b>1. Programme area, outcome and output(s) in the Programme budget 2018–2019 to which this draft resolution would contribute if adopted</b>	<p><b>Programme area:</b> 6.4. Management and administration</p> <p><b>Outcome:</b> 6.4. Effective and efficient management and administration established across the Organization</p> <p><b>Output(s):</b> 6.4.2. Effective and efficient human resources management and coordination in place</p>
<b>2. Short justification for considering the draft resolution, if there is no link to the results as indicated in the Programme budget 2018–2019:</b>	Not applicable.
<b>3. Brief description of any additional Secretariat deliverables during the biennium 2018–2019, which are not already included in the Programme budget 2018–2019:</b>	Not applicable.
<b>4. Estimated implementation time frame (in years or months) to achieve the resolution:</b>	<p>With respect to <b>draft resolution 1</b>, the related amendments to the Staff Rules will enter into force:</p> <ul style="list-style-type: none"> <li>(a) with effect from 1 January 2018 concerning the remuneration of staff in the professional and higher categories; and</li> <li>(b) with effect from 1 February 2018 concerning definitions, education grants, settling-in grants, repatriation grants, mobility, special leave, leave without pay, resignations, administrative reviews and the Global Board of Appeal.</li> </ul> <p>With respect to <b>draft resolution 2</b>, the related amendments to the Staff Regulations to reflect the current structure of the Organization will enter into force with effect from 1 January 2018.</p> <p>With respect to <b>draft resolution 3</b>, the related modifications to salaries of staff in ungraded posts and of the Director-General will enter into force with effect from 1 January 2018.</p> <p>There is no defined end date for implementation.</p>

<b>B. Resource implications for the Secretariat for implementation of the resolution</b>	
<b>1. Total resource requirements to implement the resolution, in US\$ millions:</b>	<p>Resource requirements are already included within what is planned under the Programme budget 2018–2019.</p> <p>With respect to draft resolution 1(1) and draft resolution 3 regarding modifications to staff salaries, payroll costs are always subject to some variability due to post adjustment, exchange rates, staff mix in terms of dependency and education grant entitlements among other factors, so these additional costs will be absorbed within the overall payroll budget fluctuations.</p> <p>Draft resolution 1(2) does not have any resource requirements.</p> <p>With respect to draft resolution 2, the amendments to the Staff Regulations do not in themselves have any resource requirements. However, additional positions within the current structure of the Organization are to be funded under current budget allocations.</p>
<b>2.a. Estimated resource requirements already planned for in the Programme budget 2018–2019, in US\$ millions:</b>	Not applicable.
<b>2.b. Estimated resource requirements in addition to those already planned for in the Programme budget 2018–2019, in US\$ millions:</b>	Not applicable.
<b>3. Estimated resource requirements in the Programme budget 2020–2021, in US\$ millions:</b>	Not applicable.
<b>4. Estimated resource requirements in future programme budgets, in US\$ millions:</b>	Not applicable.
<b>5. Resources available to fund the implementation of the resolution in the current biennium, in US\$ millions</b>	<p>– <b>Resources available to fund the resolution in the current biennium:</b></p> <p>Not applicable.</p> <p>– <b>Remaining financing gap in the current biennium:</b></p> <p>Not applicable.</p> <p>– <b>Estimated resources, foreseen but not yet available, which would help to close the financing gap in the current biennium:</b></p> <p>Not applicable.</p>

= = =