

## **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 approved Programme budget 2018–2019</b>	
<b>1. Output(s) in the approved Programme budget 2018–2019 to which this draft resolution would contribute if adopted:</b>	<p><b>Outcome 6.4.</b> Effective and efficient management and administration consistently established across the Organization</p> <p><b>Output 6.4.2.</b> 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 approved Programme budget 2018–2019:</b>	Not applicable.
<b>3. Any additional Secretariat deliverables during the biennium 2018–2019, which are not already included in the approved 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> (concerning salaries for staff in the professional and higher categories and common scale of assessment), the relevant amendments to the Staff Rules will take effect from 1 January 2019.</p> <p>With respect to <b>draft resolution 2</b> (concerning remuneration of staff in ungraded positions and the Director-General), the relevant adjustments in remuneration will take effect from 1 January 2019.</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>The resource requirements for both draft resolutions are already included within what is planned under the approved Programme budget 2018–2019.</p> <p>For both draft resolutions, regarding modifications to staff salaries, it should be noted that 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. Thus these additional costs will be absorbed within the overall payroll budget fluctuations.</p>

<b>2.a. Estimated resource requirements already planned for in the approved 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 approved Programme budget 2018–2019, in US\$ millions:</b>
Not applicable.
<b>3. Estimated resource requirements in the draft Proposed 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. Level of available resources to fund the implementation of the resolution in the current biennium, in US\$ millions</b>
– <b>Resources available to fund the resolution in the current biennium:</b>
Not applicable.
– <b>Remaining financing gap in the current biennium:</b>
Not applicable.
– <b>Estimated resources, not yet available, if any, which would help to close the financing gap in the current biennium:</b>
Not applicable.

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