

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

Resolutions: Amendments to the Staff Regulations and Staff Rules	
A. Link to the approved Programme budget 2020–2021	
1. Output(s) in the approved Programme budget 2020–2021 to which these draft resolutions would contribute if adopted:	Output 4.3.2. Effective and efficient management and development of human resources to attract, recruit and retain talent for successful programme delivery.
2. Short justification for considering the draft resolutions, if there is no link to the results as indicated in the approved Programme budget 2020–2021:	Not applicable.
3. Any additional Secretariat work during the biennium 2020–2021 that cannot be covered by the approved Programme budget 2020–2021:	Not applicable.
4. Estimated time frame (in years or months) to implement the resolutions:	<p>With respect to draft resolution 1 (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 2020.</p> <p>With respect to draft resolution 2 (concerning remuneration of staff in ungraded positions and the Director-General), the relevant adjustments in remuneration will take effect from 1 January 2020.</p> <p>There is no defined end date for implementation.</p>
B. Resource implications for the Secretariat for implementation of the resolutions	
1. Total resource requirements to implement the resolutions, in US\$ millions:	<p>The resource requirements for the two draft resolutions are already included within what is planned under the approved Programme budget 2020–2021.</p> <p>For the two 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. These additional costs will be absorbed within the overall payroll budget fluctuations and post cost averages.</p>

2.a. Estimated resource requirements already planned for in the approved Programme budget 2020–2021, in US\$ millions:
Not applicable.
2.b. Estimated resource requirements in addition to those already planned for in the approved Programme budget 2020–2021, in US\$ millions:
Not applicable.
3. Estimated resource requirements to be considered for the proposed programme budget for 2022–2023, in US\$ millions:
Not applicable.
4. Estimated resource requirements to be considered for the proposed programme budgets of future bienniums, in US\$ millions:
Not applicable.
5. Level of available resources to fund the implementation of the resolutions in the current biennium, in US\$ millions
– Resources available to fund the resolutions in the current biennium:
Not applicable.
– Remaining financing gap in the current biennium:
Not applicable.
– Estimated resources, not yet available, if any, which would help to close the financing gap in the current biennium:
Not applicable.

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