

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

<b>Resolutions:</b> Amendments to the Staff Regulations and Staff Rules
<b>A. Link to the approved Programme budget 2022–2023</b>
<p><b>1. Output(s) in the approved Programme budget 2022–2023 to which these draft resolutions would contribute if adopted:</b></p> <p>4.3.2. Effective and efficient management and development of human resources to attract, recruit and retain talent for successful programme delivery</p>
<p><b>2. Short justification for considering the draft resolutions, if there is no link to the results as indicated in the approved Programme budget 2022–2023:</b></p> <p>Not applicable.</p>
<p><b>3. Any additional Secretariat work during the biennium 2022–2023 that cannot be covered by the approved Programme budget 2022–2023:</b></p> <p>Not applicable.</p>
<p><b>4. Estimated time frame (in years or months) to implement the resolutions:</b></p> <p>With respect to <b>draft resolution 1</b> (concerning remuneration of staff in the Professional and higher categories), the relevant amendments to the Staff Rules will take effect from 1 January 2022.</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 2022.</p> <p>With respect to <b>draft resolution 3</b> (concerning education grant sliding reimbursement scale), the relevant amendments to the Staff Rules will take effect from 1 January 2022.</p> <p>There is no defined end date for implementation.</p>
<b>B. Resource implications for the Secretariat for implementation of the resolutions</b>
<p><b>1. Total resource requirements to implement the resolutions, in US\$ millions:</b></p> <p>The resource requirements for the three draft resolutions are already included within what is planned under the approved Programme budget 2022–2023.</p> <p>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>
<p><b>2.a. Estimated resource requirements already planned for in the approved Programme budget 2022–2023, in US\$ millions:</b></p> <p>Not applicable.</p>

<p><b>2.b. Estimated resource requirements in addition to those already planned for in the approved Programme budget 2022–2023, in US\$ millions:</b> Not applicable.</p>
<p><b>3. Estimated resource requirements to be considered for the proposed programme budget 2024–2025, in US\$ millions:</b> Not applicable.</p>
<p><b>4. Estimated resource requirements to be considered for the proposed programme budgets of future bienniums, in US\$ millions:</b> Not applicable.</p>
<p><b>5. Level of available resources to fund the implementation of the resolutions in the current biennium, in US\$ millions</b></p> <ul style="list-style-type: none"><li>– <b>Resources available to fund the resolutions in the current biennium:</b> Not applicable.</li><li>– <b>Remaining financing gap in the current biennium:</b> Not applicable.</li><li>– <b>Estimated resources, not yet available, if any, which would help to close the financing gap in the current biennium:</b> Not applicable.</li></ul>

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