

Report of the International Civil Service Commission

Report by the Director-General

1. The Director-General transmits to the Executive Board herewith the report of the International Civil Service Commission for the year 2021.¹
2. Under its Statute,² the International Civil Service Commission is required to submit an annual report to the United Nations General Assembly for transmission to the governing bodies of the organizations of the United Nations system, through their executive heads, as well as to staff representatives. The Commission's forty-seventh annual report is scheduled to be considered by the General Assembly at its Seventy-sixth Session in December 2021.
3. Decisions expected to be taken by the General Assembly on the Commission's recommendations requiring a revision of WHO's Staff Rules will be reported separately to the Executive Board in the report on amendments to the Staff Regulations and Staff Rules. The financial implications of the amendments to the Staff Regulations and Staff Rules for the biennium 2022–2023 will also be reported separately to the Board in the report on the financial and administrative implications for the Secretariat of the resolutions proposed for the Board's adoption.
4. A verbal update on the decisions made by the General Assembly on the basis of the Commission's recommendations will be provided to the Executive Board at its 150th session by the Director of the Department of Human Resources and Talent Management.

¹ United Nations General Assembly document A/76/30.

² International Civil Service Commission: Statute and Rules of Procedure. New York: United Nations; 1987 (Commission document ICSC/1/Rev.1), Article 17.

SUMMARY OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION THAT CALL FOR DECISIONS BY THE GENERAL ASSEMBLY AND THE LEGISLATIVE ORGANS OF THE OTHER PARTICIPATING ORGANIZATIONS¹

Remuneration of staff in the Professional and higher categories

Base/floor salary scale²

5. The Commission recommends to the General Assembly, for approval with effect from 1 January 2022, the revised unified base/floor salary scale, as well as the updated pay protection points for the Professional and higher categories, as shown in annex II to the present report, reflecting a 0.92% adjustment, to be implemented by increasing the base salary and commensurately decreasing post adjustment multiplier points, resulting in no change in net take-home pay.

Evolution of the United Nations/United States net remuneration margin³

6. The Commission reports to the General Assembly that the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the United States federal civil service in Washington, D.C., for the calendar year 2021 was estimated at 113.3.

Education grant: detailed review of the sliding scale and the level of the boarding lump sum⁴

7. The Commission reports to the General Assembly that the revised education grant scheme had been working as intended and was more streamlined, simple and cost-effective than the previous scheme, and reconfirms for implementation, as from the academic year in progress on 1 January 2022, its 2019 recommendation to the Assembly regarding the adjustment to the sliding scale for the education grant and the boarding lump sum as presented in its 2019 annual report (A/74/30, paragraph 85) and reproduced in annex IV to the present report.

Payment of amount in lieu of settling-in grant at category E duty stations that are not designated as non-family⁵

8. The Commission recommends to the General Assembly to extend the pilot measure of granting a reduced amount of the non-family service allowance in the amount of \$15 000 per year to staff members with eligible dependants at duty stations with a hardship classification of E in lieu of the option to install eligible dependants at the duty station. The Commission also recommends that this

¹ See General Assembly document A/76/30, p. 9.

² See General Assembly document A/76/30, para. 24.

³ See General Assembly document A/76/30, para. 30.

⁴ See General Assembly document A/76/30, para. 42.

⁵ See General Assembly document A/76/30, para. 212.

measure be extended to category D duty stations not designated as non-family, as was originally proposed in 2018.

ACTION BY THE EXECUTIVE BOARD

9. The Board is invited to take note of the report.

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