

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 2023.¹
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-ninth annual report is scheduled to be considered by the General Assembly at its seventy-eighth session.
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 2024–2025 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 expected to be taken by the General Assembly in December 2023 on the basis of the Commission's recommendations will be provided to the Executive Board at its 154th session by the Director of the Department of Human Resources and Talent Management.

¹ United Nations General Assembly document A/78/30.

² International Civil Service Commission: Statute and Rules of Procedure. New York: United Nations; 2023 (ICSC/1/Rev.3), 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 2024, the revised unified base/floor salary scale, as well as the updated pay protection points for the Professional and higher categories, as set out in annex III to its report for the year 2023, reflecting a 4.62% 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 United Nations officials in the Professional and higher categories in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., was estimated at 113.3 for the calendar year 2023.

Children's and secondary dependants' allowances: review of methodology and level⁴

7. The Commission reiterates its recommendation to the General Assembly⁵ that, following a review of the feasibility of using a means-testing approach, as of 1 January 2024:

- (a) The child allowance be set at US\$ 3322 per annum;
- (b) The disabled child allowance be set at US\$ 6644 per annum;
- (c) The secondary dependant's allowance be set at US\$ 1163 per annum;
- (d) At hard-currency duty stations, the United States dollar amount of the allowances, as established in subparagraphs (a), (b) and (c) above, be converted to the local currency using the official United Nations exchange rate as of the date of promulgation, and remain unchanged until the next biennial review;
- (e) The dependency allowances be reduced by the amount of any direct payments received by staff from a government in respect of dependants;

¹ See General Assembly document A/78/30, p. 8.

² See General Assembly document A/78/30, para. 35 and annex III.

³ See General Assembly document A/78/30, para. 52(a) and annex V.

⁴ See General Assembly document A/78/30, para. 125.

⁵ See General Assembly document A/78/30, para. 109.

(f) Any transitional measures remaining in effect as a result of the revised methodology of 1 January 2009 would be discontinued in accordance with the Commission's earlier decision to discontinue such transitional measures upon the completion of two review cycles (United Nations General Assembly document A/63/30, para. 129(d)).

ACTION BY THE EXECUTIVE BOARD

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

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