

Amendments to the Staff Regulations and Staff Rules¹

Report by the Secretariat

1. Amendments to the Staff Rules made by the Director-General are submitted for confirmation by the Executive Board in accordance with Staff Regulation 12.2.²
2. The amendments described in paragraphs 9 and 10 of this document stem from decisions taken by the United Nations General Assembly at its sixty-sixth session, on the basis of recommendations made by the International Civil Service Commission in its annual report for 2011.³
3. At its 130th session in January 2012, the Executive Board considered document EB130/28, which provided the rationale for the proposed amendments to the Staff Rules and adopted two resolutions. One of these was resolution EB130.R15, which included amendments considered necessary in the light of decisions expected to be taken by the United Nations General Assembly at its sixty-sixth session on the basis of the recommendations of the International Civil Service Commission.
4. In resolution EB130.R15, the Executive Board confirmed the amendments to the Staff Rules that had been made by the Director-General with effect from 1 January 2012 concerning the remuneration of staff in the professional and higher categories, including the revised rates of staff assessment in conjunction with gross base salaries.
5. After the 130th session of the Executive Board, the United Nations General Assembly approved the revised rates of staff assessment used in conjunction with gross base salaries for the professional and higher categories of staff,⁴ with effect from 1 January 2012. The resulting gross base salaries are lower than the gross base salaries that the Executive Board confirmed at its 130th session. The lower figures have no effect on the take-home pay of the staff members concerned.
6. Following the adoption by the United Nations General Assembly of resolution 66/235, certain amendments to the Staff Rules confirmed by the Executive Board in resolution EB130.R.15 have been revised by the Director-General and are being presented to the Executive Board for confirmation.

¹ Copies of the Staff Regulations and Staff Rules are available in the Executive Board room.

² *Basic documents*, 47th ed., Geneva, World Health Organization, 2009.

³ *Official record of the General Assembly, Sixty-sixth session, Supplement No. 30* (documents A/66/30 and A/66/30 Corr.2) (copies available in the Executive Board room).

⁴ See United Nations General Assembly resolution 66/235.

These revisions concern the remuneration of staff in the professional and higher categories, including the revised rates of staff assessment used in conjunction with gross base salaries.

7. The amendments for the biennium 2012–2013 involve negligible additional costs under the regular budget. They will be met from the appropriate allocations established for each of the regions and for global and interregional activities, as well as from extrabudgetary sources of funds.¹

AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SIXTY-SIXTH SESSION ON THE BASIS OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Remuneration of staff in the professional and higher categories

8. The Commission recommended to the United Nations General Assembly that the current base/floor salary scale for the professional and higher categories should be increased by 0.13% through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points (i.e., on a “no loss, no gain” basis) with effect from 1 January 2012.

9. The Commission also recommended the revised staff assessment rates used in conjunction with gross salaries as shown in Annex 2 and that the rates be reviewed every three years and revised as appropriate.¹

ACTION BY THE EXECUTIVE BOARD

10. In the light of these revisions, the Executive Board may wish to consider the following draft resolution.²

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,

CONFIRMS, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that have been made by the Director-General with effect from 1 January 2012 concerning the remuneration of staff in the professional and higher categories including the revised rates of staff assessment in conjunction with gross base salaries.

¹ Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and are attached in Annex I.

² See document EB131/5 Add.1 for the financial and administrative implications for the Secretariat of this resolution.

**ANNEX 1
Appendix 1**

Salary scale for the professional and higher categories annual gross salaries and net equivalents after application of staff assessment (in US dollars)¹
(effective 1 January 2012)

	Step														
<i>Level</i>	<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>	<i>XIV</i>	<i>XV</i>
		*	*	*	*	*									
D-2 Gross	141 227	144 223	147 221	150 227	153 351	156 476									
Net D	112 096	114 283	116 471	118 659	120 846	123 033									
Net S	102 981	104 827	106 666	108 500	110 329	112 147									
					*	*	*	*	*						
D-1 Gross	129 047	131 678	134 304	136 936	139 568	142 197	144 830	147 459	150 093						
Net D	103 204	105 125	107 042	108 963	110 885	112 804	114 726	116 645	118 565						
Net S	95 394	97 062	98 728	100 388	102 047	103 702	105 349	106 996	108 638		*	*	*		
P-5 Gross	106 718	108 955	111 195	113 430	115 670	117 905	120 147	122 384	124 622	126 860	129 099	131 336	133 575		
Net D	86 904	88 537	90 172	91 804	93 439	95 071	96 707	98 340	99 974	101 608	103 242	104 875	106 510		
Net S	80 734	82 186	83 633	85 079	86 524	87 963	89 402	90 838	92 272	93 703	95 132	96 556	97 981		
													*	*	*
P-4 Gross	87 933	89 929	91 924	93 919	95 916	97 910	99 908	102 059	104 219	106 377	108 540	110 696	112 856	115 018	117 178
Net D	72 467	74 044	75 620	77 196	78 774	80 349	81 927	83 503	85 080	86 655	88 234	89 808	91 385	92 963	94 540
Net S	67 483	68 918	70 354	71 784	73 215	74 645	76 074	77 500	78 924	80 349	81 770	83 191	84 612	86 030	87 447
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P-3 Gross	72 267	74 114	75 962	77 808	79 657	81 503	83 348	85 199	87 046	88 892	90 742	92 586	94 437	96 282	98 128
Net D	60 091	61 550	63 010	64 468	65 929	67 387	68 845	70 307	71 766	73 225	74 686	76 143	77 605	79 063	80 521
Net S	56 091	57 433	58 777	60 118	61 462	62 803	64 143	65 488	66 828	68 170	69 508	70 847	72 182	73 521	74 859
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P-2 Gross	59 267	60 920	62 571	64 225	65 877	67 528	69 182	70 832	72 485	74 139	75 790	77 443			
Net D	49 821	51 127	52 431	53 738	55 043	56 347	57 654	58 957	60 263	61 570	62 874	64 180			
Net S	46 730	47 915	49 096	50 279	51 461	52 645	53 847	55 046	56 251	57 452	58 650	59 854			
P-1 Gross	46 399	47 878	49 348	50 891	52 476	54 063	55 653	57 243	58 827	60 415					
Net D	39 439	40 696	41 946	43 204	44 456	45 710	46 966	48 222	49 473	50 728					
Net S	37 202	38 359	39 516	40 671	41 827	42 982	44 138	45 280	46 416	47 553					

EB131/5

¹ D = Rate applicable to staff members with a dependent spouse or child; S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for a within-grade increase between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required (Staff Rule 550.2).

ANNEX 2

**STAFF ASSESSMENT RATES TO BE USED IN CONJUNCTION
WITH GROSS BASE SALARIES**

Gross base salaries for professional and higher graded staff shall be subject to the following assessments:

Staff assessment rates for staff members with dependants (as defined in Staff Rule 310.5.1 and Staff Rule 310.5.2)

<i>Assessable income (United States dollars)</i>	<i>Assessment rate (Percentage)</i>
First 50 000	15
Next 50 000	21
Next 50 000	27
Remaining assessable payments	30

Amounts of staff assessment for staff members with neither a dependent spouse nor a dependent child would be equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.

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