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| **Council 2020 Geneva, 9-19 June 2020** |  |
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| **Agenda item: ADM 28** | **Document C20/23-E** |
| **17 April 2020** |
| **Original: English** |
| Report by the Secretary-General | |
| CHANGES IN THE CONDITIONS OF SERVICE UNDER THE UNITED NATIONS COMMON SYSTEM | |

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| Summary  This is a report on the decisions taken by the United Nations General Assembly (UNGA) at its 74th session (2019) relating to conditions of service in the UN common system.  Action required  The Council is invited **to take note** of changes to the relevant provisions of the Staff Regulations for appointed officials, including those implemented by the Secretary-General in conformity with Council Resolution 647 (amended).  In accordance with Resolution 46 (Kyoto, 1994), the Council is invited **to approve** the salary scale and the pensionable remuneration applicable to Elected Officials, as it appears in the draft Resolution contained in Annex to this document.  \_\_\_\_\_\_\_\_\_\_\_\_  References  [*Resolution 46*](https://www.itu.int/en/council/Documents/basic-texts/RES-046-E.pdf) *(Kyoto, 1994); Council* [*Resolution 647*](http://www.itu.int/council/pd/council-res-dec-e.docx#r647) *(amended)* |

# I. Conditions of employment for appointed officials

**A. Staff members in the professional and higher categories**

On the basis of the recommendations presented by the International Civil Service Commission (ICSC) for the year 2019, the United Nations General Assembly, by its Resolution 74/255B of 27 December 2019, adopted decisions concerning the conditions of service of staff members in the Professional and higher categories.

**Base/floor salary scale**

2. The base/floor salary scale showing annual gross salaries and net equivalents after application of staff assessment has been adjusted by 1.21 per cent, with effect from 1 January 2020.

3. In accordance with the established practice, the revised base/floor salary scale is implemented on a “no loss, no gain” basis. Consequently, concomitant with the introduction of the revised base/floor salary scale on 1 January 2020, post adjustment multipliers applicable at all duty stations have been scaled down by 1.21 per cent. Thus, while the base salary portion of net remuneration has gone up by 1.21 per cent, the post adjustment element has been reduced by the same percentage, the overall remuneration amount (base salary plus post adjustment) in local currency remaining unchanged, subject to very minor changes due to rounding.

4. The base/floor salary scale is also used to calculate some of the end-of-service benefits (repatriation grant, termination indemnity and death grant, as applicable). Staff leaving the service of the Union on or after 1 January 2020 and entitled to these benefits will benefit from the adjustment in the base/floor salary scale.

**Pensionable remuneration**

5. In accordance with the provision of Article 54(b) of the Regulations of the United Nations Joint Staff Pension Fund, the scale of pensionable remuneration applicable to all staff in the Professional and Higher categories had to be adjusted.

6. The scale of pensionable remuneration for the Professional and Higher categories in effect since 1 February 2019 has thus been adjusted in accordance with the above provision, effective 1 February 2020.

**B. Staff members in the General Services category**

7. The general procedure for effecting interim adjustments of the salary scale for staff in the General Service category based in Geneva calls for an adjustment in the net salaries of such staff whenever the consumer price index (CPI) for Geneva moves by 5 per cent by reference to the index used at the time of the previous adjustment, or every 12 months, whichever comes first.

8. The Geneva CPI movement from September 2018 to September 2019 reflected a net increase of salary scales which after having taken into account the local taxation factor amounts to 0.2%. Therefore, in application of the above-mentioned procedure, the net salaries of staff in the General Service category were adjusted upwards by 0.2%, with effect from 1 September 2019. This increase aligned the two previous salary scales and therefore applies to all staff in the General Service category recruited before 1 June 2016 as well as those recruited after that date.

# II. Conditions of employment for elected officials

9. Pursuant to PP Resolution 46 (Kyoto, 1994), the remuneration received by elected officials is fixed in relation to the maximum salary paid to appointed staff on the basis of percentages set out in that Resolution. Therefore, the remuneration of elected officials has to be revised as a consequence of the increase in the level of remuneration of appointed staff approved by the UNGA at its last session. The pensionable remuneration applicable to elected officials has also be adjusted as a result of the increase on the pensionable remuneration applicable to appointed staff as approved by the UNGA.

Annex

draft resolution

Conditions of service of ITU Elected Officials

The Council,

in view of

Resolution 46 (Kyoto, 1994) adopted by the Plenipotentiary Conference,

having considered

the report by the Secretary-General on the measures taken within the United Nations Common System as a result of the decisions of the United Nations General Assembly at its 74th session with regard to conditions of service (Resolution 74/255B of 27 December 2019),

resolves

to approve the following salaries with effect from 1 January 2020, and pensionable remuneration with effect from 1 February 2020 for ITU elected officials:

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|  | USD per annum | | |
|  | Gross (1 January 2020) | Net (1 January 2020) | Pensionable remuneration (1 February 2020) |
| Secretary-General | 243’441 | 176’171 | 389’964 |
| Deputy Secretary-General and Directors of Bureaux | 221’529 | 161’709 | 361’677 |

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