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| **Agenda item: ADM 3** | **Document C24/23-E** |
| **9 April 2024** |
| **Original: English** |
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| Report by the Secretary-General | |
| CHANGES IN THE CONDITIONS OF SERVICE UNDER THE UNITED NATIONS COMMON SYSTEM | |
| **Purpose**  This is a report on changes in the conditions of service of staff in accordance with ITU’s obligations within the United Nations common system.  **Action required by the Council**  The ITU Council is invited **to take note** of the implementation by the Secretary-General of the changes in the conditions of service of staff in the ITU Staff Regulations and Staff Rules applicable to appointed staff. These changes are made in accordance with the International Civil Service Commission (ICSC)’s established procedures approved by the UNGA, and in conformity with Council Resolution 647 (C-1969, last amended C03).  Pursuant to Resolution 46 (Kyoto, 1994) of the Plenipotentiary Conference, the Council is invited **to approve** the pensionable remuneration applicable to elected officials, as it appears in the draft resolution contained in the [Annex](#Annex) hereto.  **Relevant link(s) with the Strategic Plan**  Excellence in human resources and organizational innovation.  **Financial implications**  The total cost of implementation of the changes in the conditions of service of staff is CHF 2 631 332 for the year 2024, which breaks down as follows:   * In accordance with the ICSC’s established procedures, the scale of pensionable remuneration applicable to all staff in the Professional and higher categories has been adjusted in January 2024 and in February 2024. The financial consequences for 2024, resulting from the implementation of the successive new pensionable salary scales, amount to CHF 760 994 in 2024 (to cover a 12-month period from 1 January 2024 until the end of the year). * The net salaries of staff in the General Service category have been increased in line with movement in the consumer price index (CPI) for Geneva from September 2022 to September 2023 which, after considering local taxation, amounts to a rise of 1.5 per cent. The financial consequences for 2024 of implementing the new salary scales amount to CHF 501 045. * The ICSC issued the outcome of the post-adjustment annual review on 14th February 2024. The financial consequences for 2024 of the implementations of the new post adjustment for Geneva amount to CHF 1 369 293. (to cover an 11-month period from 1 February 2024 until the end of the year)   In case this increase cannot be absorbed by the 2024-2025 budget, according to Council Resolution 1417, the Secretary-General is authorized, during the implementation of the budget for 2024-2025, to adjust appropriations related to expenses (such as pensionable remuneration increase and post adjustments applicable to Geneva, as adopted by the United Nations common system) through the use of the Reserve Account.[[1]](#footnote-2)  **References**  [*Resolution 46*](https://www.itu.int/en/council/Documents/basic-texts-2023/RES-046-E.pdf) *(Kyoto, 1994) of the Plenipotentiary Conference;  Council* [*Resolution 647*](http://web.itu.int/dms_pub/itu-s/opb/conf/S-CONF-CL-2022-PDF-E.pdf) *(C-1969, last amended C03)* | |

**I. Conditions of employment for appointed officials**

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

1. At its 78th session (2023), the United Nations General Assembly (UNGA) decided to take no action on the item entitled “the United Nation common system” relating to conditions of service in the United Nations common system.[[2]](#footnote-3)
2. The decisions taken by the International Civil Service Commission (ICSC), and changes made in accordance with the ICSC’s established procedures under Article 11, were implemented as indicated below.

**Pensionable remuneration**

1. According to the ICSC’s established procedure, the scale of pensionable remuneration for the Professional and higher categories is recalculated at every review of the common scale of staff assessment, using the pensionable remuneration formula. Although no change was made to the common scale of staff assessment, the recalculation resulted in an increase to the scale of pensionable remuneration. The recalculated pensionable remuneration scale was effective as of 1 January 2024.
2. Effective 1 February 2024, the post adjustment classification for New York was changed from multiplier 80.5 to 88.4, resulting in an increase in the net remuneration in New York in the Professional and higher categories by a ratio of 188.4/180.5. In accordance with Article 51(b) of the Regulations of the United Nations Joint Staff Pension Fund (UNJSPF),[[3]](#footnote-4) the scale of pensionable remuneration applicable to all staff in the Professional and higher categories was adjusted on the same date and by the same percentage.
3. Consequently, the scale of pensionable remuneration for the Professional and higher categories was adjusted upwards by 1.04 per cent in accordance with the above provision, with effect from 1 February 2024.

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

1. The ICSC methodology for effecting interim adjustments of the salary scale for Geneva-based staff in the General Service category requires an adjustment in the net salaries of such staff whenever the consumer price index (CPI) for Geneva moves by 1.5 percent against the index used at the time of the previous adjustment, or every 12 months, whichever comes first.[[4]](#footnote-5)
2. The Geneva CPI movement from September 2022 to September 2023 reflected a net variation of salary scales, which, after considering local taxation, amounts to a rise of 1.5 per cent. Therefore, in applying the above-mentioned procedure, the net salaries of staff in the General Service category in Geneva were updated accordingly by the ICSC, the last revision being revision 59, effective 1 September 2023.

**II. Conditions of employment for elected officials**

1. The pensionable remuneration applicable to elected officials has been adjusted in the same proportion as the pensionable remuneration applicable to appointed staff (see paragraphs 3 to 5). It results in an increase in pensionable remuneration of 1.04 per cent which is reflected in the [Annex](#Annex) hereto. The additional cost has been included in the financial implications total CHF 2 631 332.

***Annex: 1***

Annex

DRAFT RESOLUTION […]

Conditions of service of ITU elected officials

The ITU Council,

recalling

Resolution 46 (Kyoto, 1994) of 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 Resolution 70/244 of the United Nations General Assembly with regard to conditions of service,

resolves

to approve the following pensionable remuneration with effect respectively from 1st January and 1st February 2024 for ITU elected officials:

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| --- | --- | --- |
|  | **USD per annum** | |
|  | **Pensionable remuneration** (1 January 2024) | **Pensionable remuneration** (1 February 2024) |
| Secretary-General | 437 453 | 456 600 |
| Deputy Secretary-General and Directors of the Bureaux | 405 722 | 423 480 |

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1. “To authorize, during the implementation of the budget for 2024-2025, the Secretary-General to adjust the appropriations in relation to the items of expenses in a) and b) below, in accordance with changes incurred, through the use of the Reserve Account, provided that the Reserve Account is kept at the level prescribed in Decision 5 (Rev. Bucharest, 2022):

   a) increases in salary scales, pension contributions and allowances, including post adjustments, applicable to Geneva, as adopted by the United Nations common system;

   b) fluctuations in the exchange rate between the United States dollar and the Swiss franc in so far as this affects the staff costs for those staff members on United Nations salary scales.” [↑](#footnote-ref-2)
2. Article 10 of the ICSC’s statute which will be revised by the UNGA at its 79th session in the fall of 2024.

   (i) There will be no adjustment to base/floor salary scale,

   (ii) There will be no consolidation of the post adjustment, and

   (iii) There will be no adjustment to the children’s and secondary dependants’ allowances [↑](#footnote-ref-3)
3. Article 51(b): "In the case of participants in the Professional and higher categories, the scale of pensionable remuneration, shall be as set out in the ICSC website... It shall be adjusted on the same date as the net remuneration amounts of officials in the Professional and higher categories in New York are adjusted. Such adjustment shall be by a uniform percentage equal to the weighted average percentage variation in the net remuneration amounts, as determined by the International Civil Service Commission." [↑](#footnote-ref-4)
4. “Methodology for surveys of the best prevailing conditions of employment at headquarters duty stations (survey methodology I)”, ICSC/94/R.16, August 10, 2022. [↑](#footnote-ref-5)