



منظمة الأغذية
والزراعة
للأمم المتحدة

联合国
粮食及
农业组织

Food
and
Agriculture
Organization
of
the
United
Nations

Organisation
des
Nations
Unies
pour
l'alimentation
et
l'agriculture

Продовольственная и
сельскохозяйственная
организация
Объединенных
Наций

Organización
de las
Naciones
Unidas
para la
Agricultura
y la
Alimentación

FINANCE COMMITTEE

Hundred and Thirty-second Session

Rome, 12 – 16 April 2010

**Decisions of the General Assembly on International Civil Service
Commission and UN Joint Staff Pension Board (including Changes in
Salary Scales and Allowances)**

Queries on the substantive content of this document may be addressed to:

Mr Tony Alonzi

Director, Human Resources Management Division

Tel: +3906 5705 6200

This document is printed in limited numbers to minimize the environmental impact of FAO's processes and contribute to climate neutrality. Delegates and observers are kindly requested to bring their copies to meetings and to avoid asking for additional copies. Most FAO meeting documents are available on the Internet at www.fao.org

EXECUTIVE SUMMARY

This document constitutes the regular annual report presented to members of the Finance Committee on decisions taken by the UN General Assembly which impact on the conditions of service of staff both in the professional and higher categories as well as general service staff and which could result in financial implications for FAO.

GUIDANCE SOUGHT FROM THE FINANCE COMMITTEE

- The Finance Committee is invited to take note of the contents of this document.

1. Following a review of the annual report of the International Civil Service Commission (ICSC) for 2009, the United Nations General Assembly (hereinafter referred to as General Assembly or Assembly) has endorsed a series of decisions at its 64th session impacting on the conditions of service of staff in the Professional and higher categories and General Service staff. The present document reports on those decisions.

INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC)

UNITED NATIONS COMMON SYSTEM

2. The General Assembly reaffirmed its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system. The General Assembly also reaffirmed the statute of the Commission and the central role of the Commission and the General Assembly in the regulation and coordination of the conditions of service of the United Nations common system,

CONDITIONS OF SERVICE OF STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES

Evolution of the margin

3. Under a standing mandate from the General Assembly, the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as “the margin”).

4. The General Assembly reaffirmed that the range of 110 to 120 for 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 comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time.

5. The Assembly noted that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2009 is estimated at 113.8 and that the average margin level for the past five years (2005-2009) stands at 113.6.

Base/floor salary scale

6. As recommended by the Commission, the General Assembly approved, with effect from 1 January 2010, the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories

7. The new scale reflects an increase of 3.04 per cent over the previous scale which results from a consolidation of 3.04 per cent of post adjustment into the net base salary on a no-loss no-gain basis. As separation payments are applied in conjunction with the base/floor salary scale, the amounts of these payments have also been increased by the same percentage (3.04 per cent) as of 1 January 2010. The financial implications of this change for FAO is estimated to be approximately USD 30.000 for the year 2010 in respect of the scale of separation payments, which represents approximately 7.5 per cent of the system-wide financial implications that is estimated at circa USD 0.4 million per annum.

Pensionable remuneration

8. In accordance with article 54(b) of the Regulations of the United Nations Joint Staff Pension Fund, the scale of pensionable remuneration for the Professional and higher categories is to be revised whenever the net remuneration is adjusted in New York for staff in the aforementioned categories.

9. Effective 1 August 2009, the ICSC announced that the post adjustment multiplier for New York remained unchanged and therefore there was no increase in the net remuneration of New York staff in the Professional and higher categories. Consequently, the scale of pensionable remuneration which came into effect on 1 August 2008 remained valid.

REMUNERATION OF THE GENERAL SERVICE AND OTHER LOCALLY RECRUITED CATEGORIES

Rome interim adjustment

10. In line with the procedure for interim adjustment established by ICSC and approved by the 86th Session of the Council, an across-the-board 3.41 per cent net increase in salaries of the General Service staff became effective 1 November 2009.

11. In accordance with the provisions for the determination of the pensionable remuneration for staff in the General Service and related categories approved by the UN Joint Staff Pension Board and the ICSC, the annual pensionable remuneration was revised by the application of the same percentage increase applied to net salaries (1-to-1 interim adjustment procedure), with effect on the same date. Gross salaries will be calculated applying the staff assessment rates currently in force to total net salaries.

12. The annual net amount of the children's allowance has been revised from Euro 1,303.00 to Euro 1,347.00.

13. The annual net amount of the first and second language allowances has been revised from Euro 1,954.00 to Euro 2,021.00 and from Euro 977.00 to Euro 1,010.00 respectively.

14. The spouse allowance and the secondary dependent allowance remain unchanged.

15. The financial implications of these changes for the FAO is estimated to be, at the current rate of exchange, approximately USD 2.4 million for the period November 2009 to October 2010.

General Service salary survey methodologies

16. The General Assembly requested the Commission, when reviewing the General Service salary survey methodologies under the Fleming principle, in accordance with the programme of work of the Commission for 2010-2011, to give higher consideration to the local national civil service among the retained employers, taking into account that the United Nations is a civil service organization.

CONDITIONS OF SERVICE APPLICABLE TO BOTH CATEGORIES OF STAFF

Separation payments

17. The Assembly took note of the recommendation of the Commission to introduce an end of service severance pay in common system organizations for fixed-term staff involuntarily separating from the organization upon the expiration of their contract after ten or more years of continuous service. The Assembly decided to revert to the question of the proposed end-of-service severance pay at its sixty-fifth session.

18. The Assembly took note of the recommendation of the Commission for governing bodies of the United Nations common system organizations to harmonize their termination indemnity schedule with that of the United Nations, and requests the Commission to review the application of the termination indemnity and to report thereon to the General Assembly at its sixty-fifth session.

19. The General Assembly reaffirmed that that the repatriation grant should not be payable to staff living in their home country and working abroad or to staff with permanent resident status at the last duty station. The Assembly also reiterated that the governing bodies of the common system organizations to align their provisions regarding repatriation grant eligibility with those applicable in the United Nations.

20. The Assembly reiterated that the death grant should not be payable to secondary dependants, and that governing bodies of the common system organizations to align their provisions regarding death grant with those applicable in the United Nations.

United Nations Joint Staff Pension Board (UNJSPB)

21. The United Nations Joint Staff Pension Fund Board meeting will be held from 15-23 July 2010 in London, UK, hosted by the International Maritime Organization (IMO). The major substantive items on its agenda will be the assessment of the results of the actuarial valuation of the Fund as at 31 December 2009 and the management of the investments of the Fund.

22. Additionally, the Board will be considering the final recommendations of its Working Group on plan design that could have an impact on the benefits being provided by the Fund.

23. A summary of the Board recommendations to the UN General Assembly will be submitted to the Finance Committee in its next session.