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# FINANCE COMMITTEE

**Hundred and Seventieth Session**

**Rome, 21 - 25 May 2018**

**Recommendations and Decisions of the International Civil Service  
Commission to the General Assembly (including Changes in Salary Scales  
and Allowances)**

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EXECUTIVE SUMMARY

- The purpose of this paper is to update the Committee on the recent developments in the International Civil Service Commission (ICSC) affecting FAO.

GUIDANCE SOUGHT FROM THE FINANCE COMMITTEE

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

**Draft Advice**

- The Finance Committee noted the recent developments at the ICSC.

## **International Civil Service Commission (ICSC)**

1. At its Seventy-Second session (December 2017), the United Nations General Assembly (UNGA) adopted resolution 72/255 on the United Nations common system that focused on the report of the International Civil Service Commission (ICSC) for the year 2017.

### **Conditions of service applicable to both categories of staff**

*Use of categories of staff, including General Service, National Professional Officer and Field Service*

2. The UNGA approved the guidelines for the use of the National Professional Officer (NPO) category as recommended by the Commission. The Assembly invited the organizations of the United Nations common system to abide by the existing rules and regulations regarding short-term duty assignments without involving a change of duty station when deploying NPOs outside the country of their employment. The Assembly further underscored the need for the organizations to respect the guidelines for the use of NPOs in the context of short-term duty assignments, and in this regard called upon the organizations to guard against repeated short-term duty assignments of NPOs outside their country of recruitment.

### **Conditions of service of staff in the Professional and higher categories**

*Base/Floor Salary Scale*

3. The UNGA approved a 0.97 per cent adjustment over the unified salary scale previously approved by the Assembly with effect from 1 January 2018. The adjustment is 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 Margin*

4. Under a standing mandate, the Commission reports annually to the UNGA on the net remuneration margin, which is the relative difference between the net remuneration of United Nations staff 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. For that purpose, the Commission annually tracks changes occurring in the remuneration levels of both the international civil service and the United States federal civil service.

5. The Commission reported to the UNGA that the estimated 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 calendar year 2017 amounted to 113.7.

*Post Adjustment Issues*

6. The UNGA requested the Commission to report no later than at the 74th session of the Assembly (i.e. fall of 2019) on the implementation of the Commission's decisions regarding the result of the cost-of-living surveys for 2016, including any financial implications.

7. The Assembly noted the efforts by the Commission to improve the post adjustment system and requested the commission to continue its effort to improve the system in order to minimize any gaps between the pay indices and the post adjustment indices, and to consider the feasibility of more frequent reviews of post adjustment classifications of duty stations.

8. In addition, the Assembly requested the Commission to review the gap closure measure in the post adjustment system at its next round of cost-of-living surveys.

## **Conditions of service in the field**

### *Danger Pay*

9. The Commission decided to update the level of danger pay for locally recruited staff by updating the reference year of the salary scales on which calculations are based to 2016, as of 1 January 2018.