

COMPREHENSIVE REVIEW OF THE COMPENSATION PACKAGE

Standing Committee on Professional Salaries and Allowances

The United Nations General Assembly in its [resolution 76/240](#) requested the ICSC to maintain a comprehensive oversight of the UN Common System compensation package, and to undertake a **comprehensive assessment and review of the compensation package on a five-year cycle**. The first step in this process will be a presentation to the UNGA in 2026 on a comprehensive assessment and review of the compensation system, including detailed analysis on its cost-effectiveness, attractiveness and impact on the workforce, and proposals for updating parameters and comparators.

You may recall that a comprehensive review of the compensation package for professional staff and higher categories took place from 2013-2015, with the results approved by the UN General Assembly on 23 December 2015 ([Resolution 70/244](#)) for implementation from 1 July 2016 onwards. After the huge amount of work during the comprehensive review, the approved changes included a unified salary scale for professionals and higher category, the sliding scale for education grant, changes in step periodicity after step 6 for professionals and higher category, etc. (see below on the changes approved in 2015).

FICSA, through PSA and GSQ Standing Committees, should be prepared for the new round of review of the compensation package, which requires numerous working group meetings, and requires a lot of technical expertise. Prior to the 2015 review, the last comprehensive review took place 26 years ago. A deep concern is regarding some member states taking this opportunity of having a review every five years to reduce costs, as can be seen from some of the member states' [statements](#) from 2015 that opinion that “review could have gone much further”. You can see in the same paragraph other intentions or plan mentioned in order to make changes to staff compensation and benefit.

A summary of the changes approved during the 2015 Review of the Compensation package can be found [here](#).
