

KEY CHANGES – PROFESSIONAL COMPENSATION PACKAGE

A unified salary scale structure	Gap Closure measure from 5% to 3%
Establishment of a dependent spouse allowance at the level of six percent of net remuneration	An adjusted hardship allowance with increased amounts for single staff
An allowance for staff members who are single parents who provide main and continuous support for their dependent children, at the level of six percent of net remuneration	A new non-family service allowance, in lieu of the current additional hardship allowance
Granting within-grade step increments annually from step I to step VII and biennially thereafter for grades P-1 through P-5 and maintaining the biennial steps at the D-1 and D-2 levels	A new mobility incentive, in lieu of the current mobility allowance
An education grant system based on a global sliding scale of reimbursement of a streamlined list of education-related expenses	Changes to accelerated home leave travel, which will be granted for staff in D and E category duty stations that do not fall under the rest and recuperation framework
New options concerning relocation shipment	An incentive payment for the recruitment of experts in highly specialized fields

Impacts:

Salary

- 5% GAP closure measure was abolished, cause several of the trouble Staff face in COL survey implementation in 2017, being reestablished at 3% only 2 year later. No matter what was decided IP lost 2%.
- Change in IP category maximum steps, P3-P4 has been reduced from 15 to 13, when any other IP category has benefits.
- Change in steps increase, several not anymore yearly after the 7th.

Education Grant:

- Capital fund reimbursement, or how they are called in the compensation package “capital assessment fees”, is left to each UN organization, before they were always reimbursed. In UNAIDS/WHO it is only once per duty station.
- Admissible expense change.
Mainly only tuition fees are reimbursed. Transportation, Restauration, books, reimbursement scheme has been discontinued. As a tangible sample if a Restauration is 1500 USD (in average), when transportation is 3500 (in average). Many staff have moved to Self-Lunch and drop in/out children from school, affecting their workday in some cases.
- Discontinuation of the education grant travel for dependent child living out of the duty station and not benefiting from the boarding assistance.
- Discontinuation of the 2nd dependent of staff member and the difficulties resulted in requesting visa to family members who used to be 2nd dependent.