



COMMUNICATIONS

76TH SESSION OF THE FIFTH COMMITTEE OF THE UN GENERAL ASSEMBLY – RESOLUTION 76/240 ON UN COMMON SYSTEM

01/22

**Geneva
12 January 2022**

To: All FICSA Members

For distribution to: All staff representatives / all staff

From: Tanya Quinn-Maguire, FICSA President

Dear colleagues,

Further to [Communications 58/21](#), concerning FICSA's address to the Fifth Committee of the UN General Assembly (UNGA) in November 2021 under agenda item 145 titled "UN Common System", we are pleased to share the [UN General Assembly Resolution 76/240](#) on this item.

This communication summarizes the key issues which will affect all UN-System staff members going forward. You are strongly urged to share this information with your members.

We are pleased to note that the UN General Assembly approved the [ICSC's recommendations](#) regarding:

- i) **Adjustment to the salary scale for staff in the Professional and higher categories** by 0.92 percent on a no-loss/no-gain in net take-home pay by a commensurate reduction in post-adjustment multiplier points. However, at the same time, the UNGA has requested the Commission to report in 2022, the impact of the adjustment on post resources, including separation payment, post adjustment and pension contributions.
- ii) **Adjustment to the education grant sliding scale** upward by 14 percent and increase of the boarding lump sum to \$5,300 for implementation from the academic year in progress on 1 January 2022.
- iii) **Continuation of the pilot** which grants \$15,000 annually **to staff members who opt not to install eligible dependents in category E duty stations** not designated as non-family, and

to **undertake a pilot of granting \$14,000 annually for eligible staff members in category D duty stations** not designated as non-family through to 31 Dec 2024.

FICSA would also like to draw our members' attention to the following issues, as mentioned in the UN General Assembly resolution. We strongly recommend that all Staff Associations and Unions should remain informed about these topics. FICSA will, as usual, continue to share with you all relevant developments and will consult with you to ensure that we develop a FICSA position on each of these issues which are based on your voices,

1. Review of the Compensation Package.

The General Assembly 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.

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.

The General Assembly also requested the organizations to provide annually from 2023 onwards, comprehensive data on common system-wide compensation costs for all staff categories, including all compensation package components.

FICSA will continue to reiterate its views and position, that cost efficiency should be achieved through comprehensive reviews on ways of working, to ensure the independence of the international civil service and that it remains fit for purpose to serve its mandate, and not through a continuous, ongoing cycle of resource-intensive reviews of the compensation package.

2. Other matters related to the compensation package and conditions of service of staff.

The UN General Assembly:

- Recalled and continued to express concern on the **two concurrent post adjustment** multipliers in Geneva and urged member organizations to cooperate with the ICSC and apply a single multiplier per duty station after the cost-of-living surveys are completed in 2022.
 - Please note that the current round of cost-of-living surveys is being finalized, the results of which may resolve this issue.
- Requested the ICSC to conduct a pilot application of external data as a part of the **Review of the Local Salary Survey Methodology**.

- FICSA has actively participated in ICSC technical task force on this topic and will continue to report back on any developments in this regard.
- Requested the ICSC to analyze the possibility of using external data for staff expenditure surveys and other pertinent items in the next round of **Cost-of-Living surveys**, taking stock of the relevant exercise in the current 2022 round and report to the UNGA at its 78th session.
- Requested the ICSC to conduct a study on the feasibility and impact of establishing a separate post adjustment index and General Service salaries for Bern.
- Requested the ICSC to review the scope and parameters of non-family service allowance, in particular, eligibility of staff without dependents, and report to the 78th session.

3. Other matters related to the ICSC and organizations in the UN Common System.

The UN General Assembly:

- **Reaffirmed the central and important role of the ICSC in regulating and coordinating conditions of service and entitlements for all staff** serving in the organizations of the UN Common System, and the independence and impartiality of the ICSC in accordance with its statutes.
- Requested the UN Secretary-General to **review legal expertise available to the ICSC**.
- Looked forward to the **review of the jurisdictional setup** to report back to its next session.
- **Noted the lack of guidelines for geographical distribution** in 19 member organizations, and the **high average age of staff members** in the UN Common System and encouraged the ICSC to identify good practices and provide advice to organizations on **promoting geographical diversity and rejuvenation**.
- Requested the UN Secretary-General, as Chair of the CEB, to **review job classification practices** across the UN Common System and propose recommendations to ensure adherence to and consistent application of the classification standards of the ICSC.
- Invited the ICSC to **discuss multilingualism of the workforce** in the programme of work of 2022-2023.
- Noted that the ICSC will consider the **standards of accommodation for air travel** and report to the 77th UNGA session.

FICSA will continue to keep you updated as we engage with the Fifth Committee, the ICSC, the HLCM, and other stakeholders throughout the year. If you have any questions regarding any specific topic mentioned above, please do not hesitate to contact us through the FICSA Secretariat at ficsa@un.org

Education Grant – original sliding scale and the proposed revision by the ICSC.

Original Sliding Scale		
Claim amount bracket (United States dollars)	Reimbursement (percentage)	rate
0 to 11,600	86	
11,601 to 17,400	81	
17,401 to 23,200	76	
23,201 to 29,000	71	
29,001 to 34,800	66	
34,801 to 40,600	61	
40,601 and above	-	

Proposed revision by the ICSC		
Claim amount bracket (United States dollars)	Reimbursement (percentage)	rate
0 to 13,300	86	
13,301 to 20,000	81	
20,001 to 26,700	76	
26,701 to 33,400	71	
33,401 to 40,000	66	
40,001 to 46,700	61	
46,701 and above	-	

Approved by the UN General Assembly		
Claim amount bracket (United States dollars)	Reimbursement (percentage)	rate
0 to 13,224	86	
13,225 to 19,836	81	
19,837 to 26,448	76	
26,449 to 33,060	71	
33,061 to 39,672	66	
39,673 to 46,284	61	
46,285 and above	-	