



## Welcome Note

- Kingston P. Rhodes, Chairman

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## *Composition of the ICSC*

The Commission is composed of fifteen members who serve in their personal capacity. They are appointed by the General Assembly for four-year terms, with due regard for broad geographical representation. Two of the members are designated Chairman and the Vice-Chairman who are full-time members and are based in New York. The full Commission meets twice a year.



*ICSC photo library: Commission members with the UN Secretary General, 2015*

The current composition of the Commission includes: Mr. Kingston Rhodes (**Sierra Leone**) - Chairman, Mr. Wolfgang Stöckl (**Germany**) - Vice-Chairman, Ms. Marie-Françoise Bechtel (**France**, not pictured), Mr. Emmanuel Oti Boateng (**Ghana**, not pictured), Mr. Larbi Djacta (**Algeria**), Mr. Minoru Endo (**Japan**), Ms. Carleen Gardner (**Jamaica**), Mr. Sergei Garmonin (**Russian Federation**), Mr. Luis M. Hermsillo (**Mexico**), Mr. Aldo Mantovani (**Italy**), Mr. Curtis Smith (**United States of America**), Mr. Mohamed Mijarul Quayes (**Bangladesh**), Mr. Xiaochu Wang (**China**, not pictured), Mr. Eugeniusz Wyzner (**Poland**) and Mr. El Hassane Zahid (**Morocco**).

## *Compensation review for Professional and higher categories*

As part of its 70th session, the General Assembly considered proposals to change the system of Compensation for staff in the Professional and higher categories, put forward by the International Civil Service Commission (ICSC). The Commission's recommendations aim at simplifying and streamlining the current system, while ensuring a harmonised approach across the Common System. A new package of salaries, allowances and other benefits, subsequently agreed by the GA on 23 December 2015, will start to be implemented from 1 July 2016.

The finalisation of the package marks the completion of a three-year comprehensive review, the first since 1989, instigated by the Commission in the summer of 2012. From the outset, the review intended to analyse the package in its entirety, assessing the interrelations and possible overlaps among the various elements of the compensation and benefits system. In revising the system of compensation, the criteria set by the Commission were as follows:

- The revised system should support the delivery of the organizations' mandates and should be competitive, fair, equitable, transparent, simple in design, easy to administer, easily understood by staff and other stakeholders and designed to reward excellence and manage underperformance;
- The revised system should be cohesive at its core, while allowing for some flexibility to meet the specific needs and challenges facing the organizations, particularly with regard to diversity, specialized occupations or skills for which it was difficult to recruit;
- Implementation of the revised system would be premised on overall cost containment and sustainability.

The review process started in earnest with an extensive data gathering exercise, carried out by the ICSC secretariat: information on practices of other entities (such as international organizations and national civil services) was collected, along with facts and figures from organizations of the common system. Feedback on the composition of the current package was also sought from staff via an online survey, while executive heads and human resources directors were requested to provide more detailed views on the system of remuneration. Benchmarking exercises, comparing the overall package with various comparators, were also conducted.

Following the initial analysis phase of the review, the next stage of the process was tackled by three working groups that focused on the broad themes of remuneration structure, competitiveness and sustainability, and performance recognition. Established by the Commission and made up of Commission members, as well as representatives of both organizations and staff, the groups were tasked with undertaking detailed consideration and analysis of issues and developing new approaches when required. The reports of the working groups were then considered by the Commission during its subsequent sessions, when proposals were either finalized or sent back to the relevant working group for further analysis and study. This iterative approach was followed throughout the review, up to the point when the package was finalised by the Commission, at its summer session in 2015.

### *Compensation Review in figures*

- More than 14,000 responses received to the staff survey, conducted by the ICSC to gather the views of staff on compensation related matters
- 18 executive heads and human resources directors of common system organizations who met with the Chair and Vice-Chairman to offer their views
- Eight working group meetings, during which Commission members, representatives of organizations and staff exchanged views and developed proposals
- Six Commission sessions, where working group recommendations were considered and final proposals were formulated

### *General Assembly Resolution 70/244*

The General Assembly in its resolution 70/244 entitled “United Nations Common System” decided on the report of the ICSC for the year 2015. The General Assembly took decisions, inter alia, on the following items: base/floor scale, salary scale structure, dependency allowances and transitional measures, step periodicity, education grant, repatriation grant, relocation related elements, field allowances and benefits including hardship allowance, non-family service allowance, mobility incentive, accelerated home leave travel and recruitment incentive.

### *Communication strategy - dedicated microsite*

As mentioned in the welcome note on page 1, the ICSC secretariat has launched a dedicated microsite on our website to assist staff to better understand how changes in the new compensation package may impact them personally. You are invited to visit the microsite at <http://commonsystem.org/cr/> and become familiar with the changes to the compensation package. Features of the new site include: a list of the key changes (see page 5); a comparison table between the present and the new system; a message from the ICSC Chairman; a list of frequently asked questions; and online calculators to assist the staff members with obtaining an indication of their remuneration under the new system.

This site enhances public access to the tools and information. However, staff should direct specific questions about elements of the compensation package the administration/human resources departments of their respective common system organizations.

### ***Key changes approved by the General Assembly***

- A unified salary scale structure
- Establishment of a dependent spouse allowance at the level of six percent of net remuneration
- 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
- 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
- An education grant system based on a global sliding scale of reimbursement of a streamlined list of education-related expenses
- New options concerning relocation shipment
- An adjusted hardship allowance with increased amounts for single staff
- A new non-family service allowance, in lieu of the current additional hardship allowance
- A new mobility incentive, in lieu of the current mobility allowance
- Changes to accelerated home leave travel, which will be granted for staff in D and E category family duty stations that do not fall under the rest and recuperation framework
- An incentive payment for the recruitment of experts in highly specialized fields



### *Mandatory age of separation*

The General Assembly decided that the mandatory age of separation for staff recruited before January 2014 should be raised by the organizations of the UN common system to 65 years at the latest by 1 January 2018, taking into account the acquired rights of staff.

### *Commission's 82<sup>nd</sup> session*

The ICSC held its 82<sup>nd</sup> session at the United Nations Headquarters in New York from 7 - 18 March 2016. A number of important matters affecting all staff categories common system-wide were considered including inter alia the communication strategy in connection with the review of the compensation package for staff in the Professional category; the overview of staff categories and use of categories of staff in the UN common system; the report of the ACPAQ; and the surveys of best prevailing conditions of employment in Geneva.

Dr. Babatunde Osotimehin, the Executive Director of UNFPA was invited by the ICSC Chairman to address the Commission and speak about the sustainable development goals and the needs of UNFPA in terms of staffing in order to achieve these goals. Dr. Osotimehin stated that now, more than ever, there was a need to attract, retain and develop highly motivated staff with the right skill sets. He added that “the current climate of austerity, while painful, offers an opportunity for agencies across the UN system to make the structural and behavioural changes needed to refocus our workforces. This will ensure that we maximize our relative strengths, comparative advantages, intellectual leadership and credibility”.



*UNFPA photo library:  
Dr. Babatunde Osotimehin*

### *Other recent activities*

In October 2015 a fact-finding mission was carried out to Kazakhstan, Kyrgyzstan and Tajikistan to review the conditions of life and work of international staff at those locations. Town hall meetings were held in each duty station so that we could brief managers and staff on the review of the compensation package.

The annual review meeting on the Classification of Duty Stations according to Conditions of Life and Work took place in November 2015. The regions under review were Latin America, the Caribbean, Europe, the Middle East and the CIS countries. Under review were 294 duty stations together with another 500 duty stations, which were looked at with respect to non-family designation. In connection with this review, the secretariat undertook a fact-finding mission to four duty stations in Turkey, including two dealing with Syrian border operations.

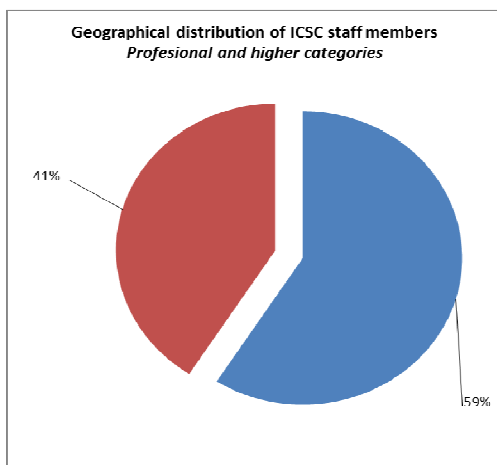
In January 2016, the secretariat participated in a joint meeting on Gender Equality in Kampala, Uganda organized by the United Nations Inter-Agency Network on Women and Gender Equality and the OECD Development Assistance Committee Network. The overall objective of the meeting was to build momentum and identify actions for the implementation of existing commitments on gender equality, women's empowerment, and women's human rights, including the Sustainable Development Goals. While in the region, the secretariat conducted fact-finding missions in Kampala and Entebbe, Uganda, and in Lusaka, Zambia.

The Vice-Chairman and the Chiefs of the Cost of Living and Salaries and Allowances Divisions attended the 69th FICSA Council meeting, which was held in Montreal from 25 to 29 January 2016. Matters under the ICSC agenda were addressed with a particular focus on the comprehensive review of the common system compensation package.

The secretariat briefed a number of regional groups, representatives of the Fifth Committee and delegations from Member State capitals on the review of the compensation package. The secretariat also provided expert advice to consultants charged with conducting a salary benchmarking exercise for the European Commission, as well as to the UN Statistics Division on sampling issues related to the Evidence and Data for Gender Equality (EDGE) project.

### *ICSC secretariat staffing news*

Presently, the ICSC secretariat employs 42 staff members representing 28 nationalities in its three divisions - Cost of Living, Salaries and Allowances, and Human Resources Policies, as well as the Office of the Executive Secretary.



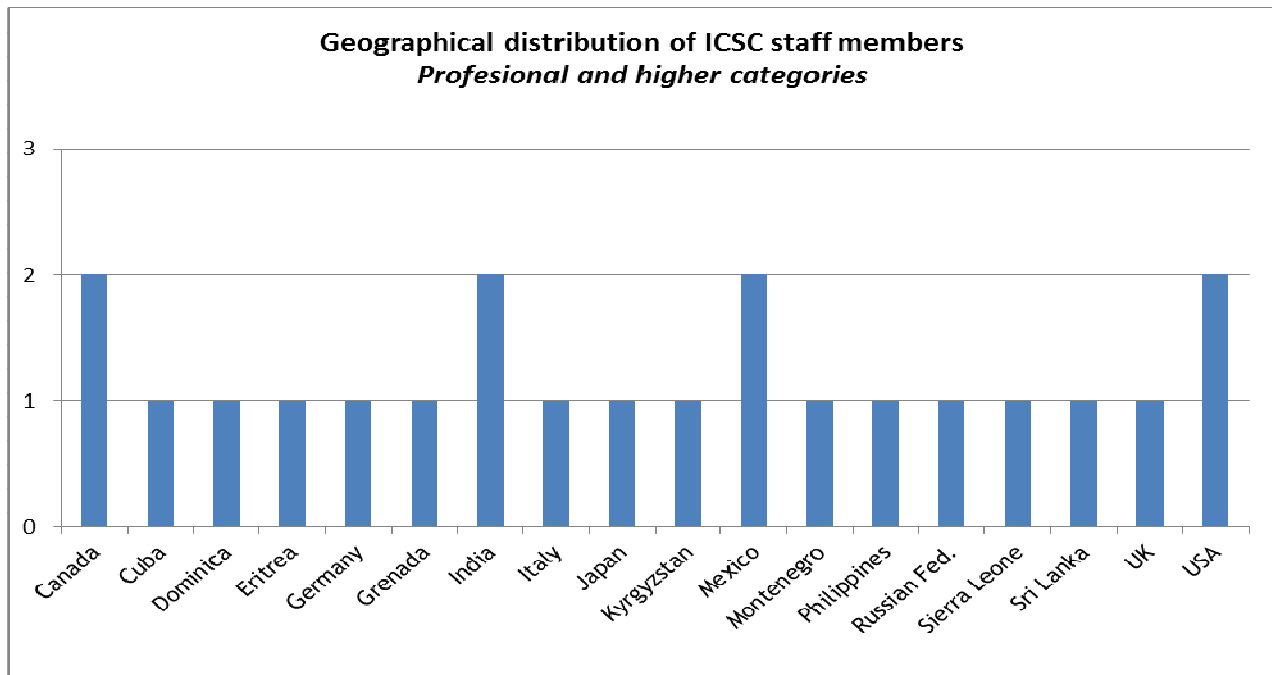
Efforts have been made to reach the goal of 50/50 gender balance, in particular to recruit qualified female candidates at senior and policymaking levels, while paying full respect to the principle of equitable geographical distribution.

Representation of women in the Professional and higher categories is currently at 40%. Efforts will continue to be made to reach and maintain the 50/50 gender target.

With regard to geographical distribution, the ICSC continuously strives to diversify its workforce by applying recruitment practices that highlight and promote diversity. The 22 ICSC staff members in the Professional and higher categories currently represent 18 different nationalities from various regions, including Canada, Cuba, Dominica, Eritrea, Germany, Grenada, India, Italy, Japan, Kyrgyzstan,

Mexico, Montenegro, Philippines, Russian Federation, Sierra Leone, Sri Lanka, United Kingdom and the United States of America. Among all staff members of the secretariat, 27 nationalities are represented, also including Benin, Brazil, China, Ethiopia, Guyana, Haiti, Indonesia, Jamaica, Korea and Peru.

The table overleaf depicts the geographical distribution of ICSC staff members in the Professional and higher categories.



Vacant posts in the ICSC secretariat are advertised on the United Nations careers portal

(<https://careers.un.org/lbw/Home.aspx>) and the ICSC website (<http://icsc.un.org/joblinks.asp>), as well as on websites of other common system international organizations.

ICSC website includes a Job Net page where vacancies in the common system and other organizations are listed at <https://jobs.unicsc.org/>

Recipients of the newsletter are encouraged to disseminate the vacancies to interested individuals.

### ICSC Secretariat in figures

- 42 staff members at present
- 22 in the Professional and above categories
- 20 in the General Service category
- 22 women (9 P & above, 13 GS)
- 20 men (13 P & above, 7 GS)
- 28 nationalities represented



## ICSC Workshops

Requests for training from the common system organizations by ICSC staff continue apace. The Chiefs of Salaries and Allowances Division (SAD) and the Cost-of-Living Division (COLD) conducted workshops on Professional salaries and post adjustment in Vienna in October 2015 and in Montreal in January 2016. In October 2015, the secretariat conducted a 5-day workshop on job classification at the International Civil Aviation Organization (ICAO) for ICAO staff. Another 3-day session on job evaluation took place in February 2016 at the request of the United Nations Office for Project Services (UNOPS).

Prior to the 38th session of ACPAQ, the secretariat conducted a workshop for ACPAQ participants, covering special topics on the post adjustment system, as well as on the outcome of the recently-concluded comprehensive review. Feedback on training by secretariat staff continues to be positive.

The Job Evaluation Systems for General Services and Professional staff developed by the Human Resources Policies Division (HRPD) is available on the ICSC website for use by the common system organizations' job evaluation professionals.

<http://icsc.un.org/secretariat/hrpd.asp?marker=tools&include=je>



ICSC photo library: Job Evaluation Workshop, UNOPS NY, 2016

### *Contributions from readers*

If you have any comments, questions or suggestions for ICSC secretariat, please email them to [Ms. Danijela Milic](mailto:Ms. Danijela Milic), Human Resources Policies Officer/HRPD and communications focal point, at [milicd@un.org](mailto:milicd@un.org). Your feedback will provide valuable insight, helping us serve you better.

You can also contact us through the “Frequently Asked Questions” page of the website, <http://icsc.un.org/resources/FAQ/default.htm>, or through the “Feedback” section of the compensation package microsite <http://commonsystem.org/cr/>.

The content of the ICSC website is continuously being updated and enhanced to facilitate interactive usage, so be sure to visit often.

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## OTHER INFORMATION

### *ICSC Offices*

The ICSC Offices are located at the United Nations Headquarters in New York:

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### *Did you know?*

*ICSC was founded in 1975 and celebrated its 40<sup>th</sup> anniversary in 2015. The first session of the Commission was held from 19 to 30 March 1975 in New York. The next session, 83<sup>rd</sup>, will be held in Geneva from 25 July to 5 August 2016.*

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