



United Nations  
Economic Commission for Africa  
Nations Unies  
Commission économique pour l'Afrique

STAFF UNION



SYNDICAT DU PERSONNEL

Date: 10 May 2022

Dear Colleagues,

The International Civil Service Commission (ICSC), which makes recommendations on our pay and conditions of service, met in New York from 14 to 25 March. The CCISUA staff union federation, of which your staff union is a member, was there to represent your interests.

Below is a summary of the meeting and what we were able to obtain for you. There were many positive developments. However, some important areas of concern remain.

### **Post adjustment issues**

The results of the HQ cost of living surveys are expected to be implemented as of 1 August 2022 following their approval in July. CCISUA insisted on the importance of conducting the desk reviews of the results by independent experts who will have full access to all the survey data. CCISUA also requested that the exceptional circumstances under which the survey was conducted, during Covid, be duly taken into account.

### **Setting of GS salaries**

The ICSC considered recommendations from a working group on this topic of which CCISUA was a member. Based on these findings, the ICSC decided to conduct a pilot project in HQ and field duty stations using external bought-in data to set GS salaries, instead of using data from employer surveys conducted by the UN itself. This was based on prior difficulties encountered in conducting the surveys. Safeguards are in place to prevent negative results. In duty stations where these data are not commercially available, the conventional survey methodology will continue to be used. CCISUA recalled the importance of always upholding the Flemming Principle that UN staff be paid in line with the best prevailing local salaries, and asked that the pilot project remain as such until its outcome is independently assessed.

### **Review of staff contract types, including the proposed agile contracts**

As you may be aware, the contract framework adopted in 2005 consists of continuing, fixed-term and temporary contracts only. Following a request from the organizations to review the framework, the ICSC established a working group, of which CCISUA was a member. The Working Group decided that the current framework is fit for purpose and provides the organizations with sufficient flexibility.

There is therefore no need for the proposed agile contracts. Following our interventions, the ICSC has also recommended to the General Assembly that annual leave for temporary appointments be harmonized at 2.5 days per month.

### **Mobility incentive**

The mobility incentive is reviewed every three years. The new amounts in the table below (in US dollars) are to be implemented as of 1 January 2023. CCISUA reiterated its position calling for the mobility incentive to be paid for staff, even if the movement is towards H Duty stations.

<i>Assignment number</i>	<i>Group 1 (P-1 to P-3)</i>	<i>Group 2 (P-4 to P-5)</i>	<i>Group 3 (D-1 and above)</i>
2 to 3	6,900	8,625	10,350
4 to 6	8,625	10,781	12,938
7+	10,350	12,938	15,525

### **Non-family service allowance**

The ICSC reviewed the non-family service allowance, which represents a cost-recovery for staff who undertake assignments at non-family duty stations and recognizes the increased level of financial and psychological hardship incurred by mandatory separation from family members. The ICSC agreed to keep the current levels unchanged, i.e. at \$ 19,800 for staff with eligible dependents and at \$ 7,500 for staff without eligible dependents.

### **Ceiling for the relocation shipment payment**

The ceiling for relocation shipment-related lump-sum payment was reviewed using the data on actual costs for relocation shipment received from the organizations. Based on the analysis of the data provided, the ICSC decided to keep the ceiling at its current level of \$18000.

### **The hardship allowances**

The ICSC agreed to an increase of 3.1% in the hardship allowance in proportion to the movement of the base/floor salary scale. CCISUA mentioned the need to harmonize the level of payment of this allowance among all grades since the hardship is the same regardless of the grade. The revised annual amounts payable under the hardship allowance and that will be effective 1 January 2023 are as follows:

<i>Hardship category</i>	<i>Group 1 (P-1 to P-3)</i>	<i>Group 2 (P-4 to P-5)</i>	<i>Group 3 (D-1 and above)</i>
A	–	–	–
B	6 110	7 330	8 560
C	11 010	13 440	15 890
D	14 670	17 130	19 550
E	18 340	22 000	24 460

## **Implementation of Common classification of Occupational Groups (CCOG) codes for professional and higher categories and the GS and related categories**

The CCOG provides a UN common system-wide code for job functions, enabling comparability. This Code was updated for the last time in 2015. CCISUA noted that the code made it easier for staff to identify career opportunities across the system and benchmark against jobs with the comparator. The ICSC decided to establish a technical taskforce to propose any revisions to the code.

## **Review of the jurisdictional set up of the United Nations common system**

The contradictory UNDT and ILOAT judgements on the ICSC Geneva pay-cut led the General Assembly to request the SG to review our jurisdictional setup. The review is still ongoing. CCISUA reiterated its opposition to any change.

Best regards,

Mahamadou Nassirou Ba, President  
ECA, Staff Union

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