



UNITED NATIONS

NATIONS UNIES

**INTERNATIONAL CIVIL SERVICE
COMMISSION**

**COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE**

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category which has become such a significant presence in today's common system workforce. The guidelines proposed in our report address the need to continue to support the use of NPOs in ways that are consistent with their mandates and that take into account their operational needs. Use of the NPO category will allow common system organizations to continue to benefit from this pool of highly educated and qualified local talent available in many parts of the world.

With respect to the Field Service category, the Commission updated the criteria for the

Commission intends to continue monitoring its level so that corrective action could be taken through the operation of the post adjustment system should this become necessary in 2018.

Base/floor salary scale

Adjustments to the new unified base/floor salary scale which came into effect as of 1 January 2017 are made on the same basis as previously reported, i.e. a comparison of net base salaries of United Nations officials with their counterparts in the United States federal civil service. In view of the 2017 movement of comparator salaries under the General Schedule and the tax changes in the United States, the Commission is recommending a 0.97 per cent increase in the United Nations base/floor salary scale effective 1 January 2018. The same adjustment is also recommended for the pay protection points introduced under the comprehensive review of the common system compensation package in accordance with General Assembly resolution 70/244. As is the usual practice, the increase in the base/floor salary scale would be implemented with a commensurate reduction in post adjustment multiplier points, resulting in no-loss/no-gain in net take-home pay.

and adjusted downwards by 3 per cent (originally 5 per cent) every 4 months (originally every 3 months). The Commission further decided to change the implementation date of the results of the Geneva survey from May to August 2017, to align it with those of Rome and Madrid, the other two duty stations with negative survey results. It is however our understanding that some Geneva-based organizations are yet to implement the survey results.

The Commission has engaged the services of an independent expert to conduct a review of the methodology used for compiling the post adjustment index (PAI) and in particular also assess whether or not it was fit for the purpose for which it was established and whether it remains consistent with best practices, particularly in the field of cost-of-living measurement and more generally in international statistics. The expert's report will be submitted to ACPAQ in early 2018, which will make its recommendations to the Commission at its 86th session, in spring, 2018. As usual, the ACPAQ process will be open to full participation by representatives of organizations and staff federations, including their statistical experts. We firmly believe that a review conducted by an independent expert is the best way to ensure a fair and objective review of the post adjustment methodology.

Report on diversity, including gender balance and geographical distribution in the United Nations common system

remuneration;