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Proposed programme budget for 2022

Human resources management

United Nations common system

Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Programme budget implications arising from the recommendations contained in the report of the International Civil Service Commission for 2021

Eleventh report of the Advisory Committee on Administrative and Budgetary Questions on the proposed programme budget for 2022

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General ([A/C.5/76/3](#)), in accordance with rule 153 of the rules of procedure of the General Assembly, on the programme budget implications arising from the recommendations contained in the report of the International Civil Service Commission for the year 2021 ([A/76/30](#)). During its consideration of the statement, the Committee received additional information and clarifications, concluding with written responses dated 20 October 2021.

2. In the statement, the Secretary-General indicates that the recommendations related to the base/floor salary scale and education grant would not result in financial implications for the programme budget for 2021. The financial implications for the proposed programme budget for the year 2022 are estimated at \$1,772,900 and would be taken into account in the context of the revised estimates arising from the effect of changes in rates of exchange and inflation for the period. The financial implications for peacekeeping operations are estimated at \$628,600 for the financial period 2021/22, and the requirements for the financial period 2022/23 are estimated at \$1,257,200 and would be taken into account, as necessary, in the context of the performance reports for the period 1 July 2021 to 30 June 2022 and of the upcoming proposed budgets for the period from 1 July 2022 to 30 June 2023. Upon enquiry, the Advisory Committee was provided with a table showing the breakdown of the financial implications (see annex).



II. Base/floor salary scale

3. The Commission recommends that an increase in the base/floor salary of 0.92 per cent as at 1 January 2022 be implemented by increasing the base/floor salary scale and commensurately decreasing post adjustment multiplier points, resulting in no-loss/no-gain in net take-home pay. The base scale adjustment procedure, while generally cost-neutral in terms of net remuneration, would have implications in respect of separation payments (A/C.5/76/3, para. 3).

4. According to the statement, the system-wide financial implications are estimated by the Commission at \$494,000 per annum. Consequently, the financial implications are estimated at \$67,900 for the proposed programme budget of the Secretariat for the year 2022. The financial implications for peacekeeping operations are estimated at \$24,100 for the financial period from 1 July 2021 to 30 June 2022 and \$48,200 for the financial period from 1 July 2022 to 30 June 2023 (ibid., para. 4).

III. Education grant

5. In the statement, the Secretary-General indicates that in 2019, the Commission recommended to the General Assembly an adjustment of the sliding reimbursement scale and of the boarding lump sum under the revised education grant scheme. In its resolution 74/255 B, the Assembly decided to defer the consideration of that recommendation pending a detailed review on the scale and the level of the boarding lump sum, taking into consideration a maximum amount per household. At its ninety-second session, the Commission conducted the detailed review requested by the Assembly, and following discussions, the Commission reconfirmed, for implementation as from the academic year in progress on 1 January 2022, its 2019 recommendation to the General Assembly regarding the adjustment of the sliding reimbursement scale for the education grant and the boarding lump sum (ibid., paras. 5 and 6).

6. In paragraph 7 of the statement, the Secretary-General indicates that the financial implications have been revised from a previous estimate of \$7.85 million to \$6.55 million per annum, system-wide, on the basis of the latest education grant data collected from common system organizations. Therefore, the financial implications are estimated at \$1,705,000 for the proposed programme budget for the year 2022. The financial implications for peacekeeping operations are estimated at \$604,500 for the financial period from 1 July 2021 to 30 June 2022 and \$1,209,000 for the financial period from 1 July 2022 to 30 June 2023.

IV. Other matters

Non-family service allowance

7. In the statement, the Secretary-General indicates that the report of the Commission also includes a recommendation to extend the pilot measure of granting a reduced amount of the non-family service allowance in the amount of \$15,000 per year to staff members with eligible dependants in duty stations with a hardship classification of E that are not designated as non-family, in lieu of the option to install eligible dependants at the duty station, and to extend this measure to category D duty stations not designated as non-family, as was originally proposed in 2018. As the United Nations Secretariat has a limited presence in the affected locations, there were no staff members funded from the programme budget or peacekeeping budgets eligible for the pilot measure, and accordingly, there would be no financial

implications for the 2022 proposed programme budget or for the peacekeeping operations budgets for the periods 2021/22 and 2022/23 (ibid., para. 2).

Danger pay

8. Upon enquiry, the Advisory Committee was informed that typically, the locations in which danger pay applies are those with a higher degree of hardship and non-family duty stations. However, within the context of the coronavirus disease (COVID-19) pandemic, danger pay may be applicable to any location (irrespective of the hardship/non-family duty station designation) as it applies to a limited group of internationally and locally recruited staff directly involved in specific COVID-19 operations determined by the World Health Organization.

V. Conclusion and recommendations

9. **The Advisory Committee recommends that the General Assembly take note of paragraph 9 of the statement by the Secretary-General, and that, should it approve the recommendations of the Commission:**

(a) **Requirements for 2022 would be taken into account in the context of the revised estimates arising from the effect of changes in rates of exchange and inflation for the period;**

(b) **Requirements for the budgets for peacekeeping operations would be addressed, as necessary, in the context of the performance reports for the period from 1 July 2021 to 30 June 2022 and of the upcoming proposed budgets for the financial period from 1 July 2022 to 30 June 2023.**

Annex

Financial implications arising from the recommendations contained in the report of the International Civil Service Commission for 2021

Proposed implementation date: effective 1 January 2022

Information provided by the Commission

	# of cases	Regular budget		Peacekeeping operations		
		Percentage	2022 estimate	Percentage	2022/23 estimate	2021/22 (6 months)
Base/floor salary scale – separation payments (Professional staff)						
United Nations common system – \$494,000	2 800	–	–	–	–	–
United Nations Secretariat – \$123,500	704	0.55	67 900	0.39	48 200	24 100
Education grant (Professional staff)						
United Nations common system – \$5,550,000 sliding scale	18 422	–	–	–	–	–
United Nations common system – \$1,000,000 boarding lump sum	3 317	–	–	–	–	–
United Nations Secretariat – \$2,500,000 sliding scale	6 811	–	1 375 000	–	975 000	487 500
United Nations Secretariat – \$600,000 boarding lump sum	2 154	0.55	330 000	0.39	234 000	117 000
			1 705 000		1 209 000	604 500
Total – United Nations Secretariat			1 772 900		1 257 200	628 600