

**Human Resources Network
22nd Session, 12-14 July 2011
WMO, Geneva****SUMMARY CONCLUSIONS****CONTENTS**

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Adoption of the Agenda (CEB/2011/HLCM/HR/16/Rev.1)

1. The Human Resources Network held its twenty-second session in Geneva hosted by the World Meteorological Organization (WMO) on 12-14 July 2011. The meeting was chaired by the three co-chairs, Ms. Catherine Pollard, ASG, UN/OHRM, Ms. Ana Luiza Thompson-Flores, HR Director, UNESCO and Mr. Shelly Pitterman, HR Director, UNHCR.
2. Ms. Marta Leichner-Boyce, Chief Executives Board for Coordination (CEB) secretariat welcomed the HR Network members and new participants. The proposed agenda for the 22nd meeting of the Human Resources Network was agreed without amendments.
3. All session documents are available on the HR Network website at:

<http://www.unsceb.org/ceb/mtg/hr/july-2011/>
4. The list of participating organizations and their representatives at the meeting is provided in Annex 1.

PART I: Closed Meeting for HR Network Members

A. Information on upcoming retreat of HR Directors and ICSC

5. The HR Directors planned to hold a one-day retreat prior to the 73rd meeting of the ICSC, with the Commissioners. UNESCO was organizing the event at a venue outside Paris; Pierce Campbell for Mannet International was facilitating the meeting.
6. The aim of the retreat was to get better acquainted in an informal setting and address collaboration on issues such as:
 - Future employment in the United Nations;
 - The future of ICSC and how the HR Directors can contribute to its work and agenda.

B. Updates of new initiatives undertaken by organizations and the CEB secretariat

7. Organizations that have put in place new initiatives shared the following:

United Nations Secretariat – OHRM:

- The UN Secretariat is working on the delegation of authority on human resources issues, within the Secretariat. This is especially needed as the judges in the new tribunal often question the authorization of persons taking decisions. Phase 2 will include the authorities delegated to the separately administered UN funds and programmes. Phase 3 of this project will address other UN entities.
- A new Administrative Instruction will soon be issued on consultants, their honoraria, travel and DSA and their recruitment processes.

- The compensation for death in service will be provided as a lump sum of US\$10,000 to cover funeral, transport and other reasonable costs. The UN is moving towards paying as many benefits as possible by lump sum, including excess baggage and unaccompanied shipments, which will require ICSC agreement.
- A new Administrative Instruction will be issued for the memorial fund, from which to pay survivors of staff members who died in service due to malicious acts and natural disasters. This fund also covers the education grant fund for children of deceased staff members and extends to the funds and programmes.
- Another Administrative Instruction will follow on permanent residency, which can only be in the country of nationality. Any other country has to be renounced if working as an international professional staff member for the United Nations.
- Work is being conducted on guidelines for downsizing entities.
- There is a strong focus on flexible working arrangements (FWAs), including telecommuting arrangements, with a view to increasing their uptake by staff.
- Finally, work is ongoing on the streamlining of medical evacuations.

8. Other big policy changes that are imminent at the UN:

- An amended staff selection system and policy will level the playing field between internal and external candidates. Currently serving staff will be reviewed, but not given any preference. There will be an integration between field and HQ posts that will include DFS and DPKO. Lateral movements will remain possible among departments, also for conference services.
- Performance management is being revamped and a multi-rater feedback system introduced.
- A comprehensive mobility framework is being developed by a staff management working group, which is discussing two options: to either strengthen the voluntary and ad-hoc approach or to go for mandatory assignment with rotational and non-rotational posts. OHRM and USG Management will be discussing these options with the Secretary-General soon for some more executive direction.

9. WHO presented its ongoing work on **performance management** which is now in Phase I and focuses on changing behaviour through training and an improved evaluation tool. Eight hundred staff are involved across the organization and the project is starting to reach out to managers.

10. WHO's pilot work on performance management and development is part of its aim of building a high performance culture. Several pillars of organizational reform have already been established for this and a Global Working Group set up. Key bottlenecks have been identified in four areas.

- a) Attitudes and behaviours of managers (trust).
- b) Development and learning, especially the WHO competencies, technical competencies and matching demand of learning and training.

- c) The performance management tool itself has bottlenecks with regard to compliance and commitment, HR decisions based on the tool, the quality of content, having SMART objectives, the rating scale and the link to organizational work plans.
- d) Organizational structure and the overall span of control, including number of people reporting to one person and their ability to conduct all the evaluations.

11. Recommendations from the pilot project so far include the need to

- i. Promote learning;
- ii. Strengthen managerial capacity;
- iii. Recognize and reward teamwork and communication;
- iv. Reward the completion of the tool and the aligning of individual plans with organizational processes and plans.

12. An interactive workshop was held to brainstorm on what motivates excellence and how to address under performance, using best practices, research and data from the private sector. As many of the UN organizations are reviewing their performance management systems, it would be useful to address this together interactively.

13. The CEB Secretariat presented the social media initiative; an ad hoc Working Group has been set up to provide more guidelines and policies that address the administrative issues on the increase of uptake of social media across the system. The Network has a key role to play in this, therefore organizations were urged to designate one representative to join the Working Group discussion and to set up focal points within their organizations. To date only a few organizations have volunteered. UNDP and UNICEF expressed their interest to join this Working Group.

14. The Network members discussed the various presentations and specific questions were answered. Seeing that many organizations are working on similar issues, it was proposed that further discussion take place on the following topics:

- Vacancies for internal/external candidates and Inter Agency Mobility.
- Performance management and how rebuttals and ratings are handled, as well as how to move from an appeals culture to a performance culture.
- Downsizing and separation packages.
- Outsourcing and off-shoring, especially to make sure there is still one face in the field.
- The interaction with staff associations and their communications to staff using internal systems.

15. Members confirmed their wish to continue these information-sharing sessions. The CEB Secretariat will share the inventory of HR experiences that was done a few years ago and propose a selection of two or three topics so that they can be discussed in more detail.

C. HLCM Dialogue with Staff Federations

16. The HLCM has proposed Terms of Reference for its regular dialogue with Staff Federations. The document will be discussed at the September 2011 Network meeting. Remo Lalli explained that the purpose of sharing the draft paper was to give the Network an opportunity to also address the issue. HLCM would like to resolve this before its next meeting in September 2011.

17. The Network expressed its concern with the content of paragraph 2.1 of the document and requested the CEB Secretariat and co-Chairs to draft new text, to reflect the observer status of the Staff Federations participating in HLCM technical bodies.

D. Cost-sharing for salary surveys (CEB/2011/HLCM/HR/17)

18. Since June 2006 the UN Secretariat carries the responsibility for conducting salary surveys. At its 72nd session in March 2011, the ICSC revised the salary survey methodologies for HQ and non-HQ duty stations which will affect how the UN conducts the surveys in a number of countries, especially those in duty stations like Bonn, Brussels and Tokyo. Due to the fact that more employers need to be included in the surveys in those duty stations, they will take longer to complete. There has also been a change in frequency of surveys and therefore a reduction of surveys planned for 2012-13. In addition, duty stations with less than 30 staff will no longer be surveyed. The budget for salary surveys has been proportionally reduced, so cost-shares of all organizations have been reduced. The system and the adequate staffing for conducting the surveys are now in place at the UN Secretariat.

19. Various organizations expressed difficulty with being able to contribute their cost share. IMO, IAEA, UNWTO and UPU are not able to support the 1% minimum contribution and requested a review of the formula. Others requested that the cost continue to be reduced for this activity, given the financial constraints all organizations are facing. Several organizations find the workshops that are being conducted on salary surveys very useful and are happy to continue to participate, but expressed difficulty with finding reputable employers to include in the surveys.

20. CEB Secretariat informed the Network that the formula was discussed at length a few years ago and that the Network agreed at the time to maintain it. The UN Secretariat explained that staffing is the largest cost and that cannot be reduced in the future. The UN is providing a service within a framework that the organizations do not control.

21. The Network concluded that it supports the document with their concerns registered and that all organizations will pay their dues. However, the cost-sharing formula for the coming biennia needs to be discussed in September, in time for the new budget rounds.

22. The Network agreed to not only discuss the cost-sharing mechanism of salary surveys, but of all cost-shared activities and what to do with organizations that are not able to pay their share.

E. HR issues related to Relocation and Security Evacuation under the Security Level System (CEB/2011/HLCM/HR/18 – distributed by email on 30 June 2011 for comments)

23. The Chairperson of the Working Group explained that the definition of a non-family duty station in paragraph 9 had been developed in response to the request of the General Assembly in Resolution 65/248. The paper proposed two options for establishing the consultative process, either through the ICSC Tripartite working group on classification of duty stations or through the HR Network Field Group.

24. With the recent developments in the Middle East in mind, all agreed that this process would need to be expeditious to allow for rapidly developing emergencies. In addition, it would be

important to review the additional hardship allowance during a security evacuation because in the current situation there is a large discrepancy between staff members with and without families.

25. This document will be presented at the 73rd ICSC meeting in Paris, so organizations were given a last chance to discuss among themselves and make comments.

F. Tentative agenda for next HR Network meeting in early September 2011

26. The 22nd meeting of the HLCM will take place during the last week of September 2011, possibly in Washington DC. The deadline for documents for that meeting is 15 September 2011.

27. A meeting of the HR Network therefore needs to take place in the second week of September. The agreed modality for this meeting, as agreed during the HR Directors Strategy session in Amman, Jordan is: two preparatory meetings in Geneva and New York followed by a teleconference of the full Network to reach conclusions and decisions.

28. Topics on the agenda of this Network meeting include:

- The results of the study on ‘non staff’, even if not yet for decision, discussion is needed to feed into report before it is finalized.
- A briefing from the Working Group on the mandatory age of separation.
- A report from the Working Group on Inter-agency Mobility with a focus on how to modify the original Inter-Agency Agreement.

29. The Network agreed that the budget endorsements for UN Cares and DC&SM will be conducted via email. Short briefings will be conducted on these two programmes for the Network to agree reporting to HLCM. Some Network members also proposed to start the discussion on cost-sharing and on down-sizing.

30. Given the restricted amount of available time, the final agenda will only include the report on ‘non staff’, the mandatory age of retirement and cost-sharing practices.

PART II: Issues under consideration by ICSC

A. Conditions of service applicable to both categories of staff

(a) Performance management (ICSC/73/R.2)

31. The document presented contains a framework and recommendations. Culture and environment are key to strong performance, as are good management and trust. Performance management is key to improve performance as a whole, not to punish under performers. The framework therefore focuses on incentives rather than punishments and works on support mechanisms throughout the year, rather than ‘spot checks’ at the end of a cycle/contract. Commitment and support from the leadership of an organization is vital to the success of any performance management scheme.

32. Some organizations seem to use ‘merit steps’ and personal promotions, which the Commission advised against several years ago. Instead, it recommends that reward should be in the form of a non-pensionable lump sum.

33. The Network thanked the ICSC Secretariat for their work and noted that this is a framework to guide organizations. It requested clarification in the areas of non-financial and team rewards as well as the issue of dealing with rebuttals and demoting non-performing staff members. It agreed that some areas needed more details, especially on their legality.

ICSC Decision

The Commission decided:

- (a) To submit the revised framework to the General Assembly for its approval;
- (b) To consider the use of merit steps at a future session.

(b) Hazard/Danger pay (ICSC/73/R.3)

34. At its 72nd session, the ICSC decided that hazard pay will be discontinued at the end of 2011 and replaced by danger pay which will have tighter criteria. The proposed methods of calculation serve to establish the initial amount, based on the reallocation of the current resources for this entitlement. Payment is based on presence in the duty station and applicable to international and locally recruited staff. There will only be one level of danger pay, without exceptional measures.

35. The Network thanked the ICSC for its work and welcomed the fact that danger pay will be paid to all staff in the designated duty stations, although it is not clear exactly which locations would be covered in the new methodology. It recognized that fewer duty stations will be designated for danger pay than for hazard pay.

36. The Network:

- Expressed that payments of danger pay would preferably be streamlined and
- requested further clarification on the methodology for fixing the level of danger pay.

ICSC Decision

Hazard pay and danger pay

To discontinue hazard pay and introduce danger pay on the basis of the revised criteria as set out in annex II (see attached hereto), effective 1 January 2012, in order to allow for a timely transition from hazard pay to danger pay.

Danger pay

The Commission decided:

- (a) To establish, effective 1 January 2012, the level of danger pay for internationally recruited staff at \$1,600 per month;
- (b) To apply, effective 1 January 2012, the payment modalities set out in annex II to the ICSC Report (A/66/30). Danger pay, unlike hazard pay, would be paid for time away from the duty station on rest and recuperation travel and official duty travel up to a maximum of seven consecutive calendar days;
- (c) To request its secretariat to conduct a study of the methodology for establishing the

level of danger pay for locally recruited staff and report thereon at its seventy-fifth session in the 2012;

(d) To review the levels of danger pay for internationally recruited staff every three years;

(e) To establish, pending a review and as an interim measure, the level of danger pay at the rate of 25 per cent of the net midpoint of the applicable local General Service salary scale and adjustments would continue to be made as the salary scales were revised.

(c) Standards of conduct (ICSC/73/R.4)

37. A review of the Standards of Conduct was undertaken in May 2011 with the participation of four Commissioners, three HR Network representatives (UN, WFP, UNESCO), the staff federations and the ICSC and CEB Secretariats. The objective of the review was to update the text to reflect current realities. Comments from organizations' legal departments were received after the working group concluded its work, these will be presented to the Commission as a separate Note for information.

38. The Network:

- Thanked the ICSC Secretariat for the report and expressed its agreement with the revised text;
- Urged the Commission to consider the comments from the legal departments as part of their final consideration.

ICSC Decision

The Commission decided to postpone the discussion until the comments from the legal departments were reviewed.

(d) Education grant methodology: minimum eligibility age for the receipt of the grant (ICSC/73/R.5)

39. The Geneva-based organizations requested a review through the CEB Secretariat given that the mandatory age of school enrolment for children in public schools has been lowered to the age of four. The present request is for the canton of Geneva, however the criterion has been amended to include any location that may have such a change in the future. No major changes are foreseen to the entitlements. A single clause was added to reflect an exceptionally accepted lower eligibility age.

40. The Network thanked the Commission for its review and suggested that the clause be slightly amended to read:

“Exceptionally, a lower minimum eligibility age could be accepted for those educational institutions where an earlier start of formal education is a mandatory legal requirement within the local laws of the location where the child is enrolled.”

ICSC Decision

The Commission decided to recommend to the General Assembly that for the school year in progress on 1 January 2012:

(a) The current eligibility requirements for the receipt of the education grant should be amended as follows:

Minimum age: The child is in full-time attendance at an educational institution at the primary level or above while the staff member is in the service of the organization. Education shall be deemed "primary" for the purposes of this criterion when the child is 5 years of age or older at the beginning of the school year or when the child reaches the age of 5 within three months of the beginning of the school year. **Exceptionally, a lower minimum eligibility age could be accepted for those educational institutions which, by virtue of law, require an earlier start of formal education;**

(b) The organizations of the common system should be invited to amend the minimum eligibility age requirement accordingly in order to harmonize the grant eligibility criteria.

B. Conditions of service of the Professional and higher categories:

(a) Base/floor salary scale and review of staff assessment rates used in conjunction with gross salaries (ICSC/73/R.6)

41. The ICSC Secretariat informed that there is currently a salary freeze in place for the US civil service (the comparator) for the next two years. However, some slight changes in taxes have led to a small increase in net take-home pay of 0.13%. In addition, there is a surplus in the Tax Equalization Fund, which should result in a reduction of the staff assessment rate without changing the pensionable remuneration of professional staff.

42. The Network thanked the ICSC Secretariat for its report and took note of the adjustment to the Tax Equalization Fund and the increase in monitoring frequency. It also noted the recommendation to increase the base/floor salary by 0.13%.

ICSC Decision

The Commission decided to recommend to the General Assembly for approval with effect from 1 January 2012:

(a) The revised base/floor salary scale for the Professional and higher categories as shown in annex V to the ICSC report (A/66/30), reflecting a 0.13 per cent adjustment implemented by increasing the base salary and commensurately reducing post adjustment multiplier points;

(b) The revised rates of staff assessment used in conjunction with gross base salaries for the Professional and higher categories of staff as set out in annex V to the ICSC report (A/66/30). The revised rates would be calculated and added to the net dependency rates of salaries to determine the corresponding gross salary levels. The staff assessment amounts for single staff would be computed by subtracting the net single rate from the gross salary at each grade and step in the salary scale.

The Commission also decided that the staff assessment rates used in conjunction with gross salaries be reviewed every three years and revised as appropriate.

**(b) Evolution of the United Nations/United States
net remuneration margin (ICSC/73/R.7)**

43. The ICSC Secretariat reported on the development affecting the margin between the net remuneration of UN staff and counterparts in the US federal civil service. The margin has not moved much due to the salary freeze mentioned in agenda item B (a).

44. The forecast for 2011 is 114.2 and the overall 5-year level average stands at 114.

45. The Networked thanked the ICSC Secretariat for the document and noted the updated estimate of 114.2 net remuneration margin. It urged the Commission to alert the General Assembly to the fact that, since 1997, this margin average has been below the desired midpoint of 115.

ICSC Decision

The Commission decided to report to the General Assembly that the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the United States federal civil service in Washington, D.C., for the calendar year 2011 was estimated at 114.2. It also decided to draw the attention of the Assembly to the fact that the current average margin level for the past five years (2007-2011) was estimated at 114.0, which was below the desirable midpoint of 115.

The Commission also requested its Chair to update the margin estimate on the basis of the actual post adjustment multiplier, as necessary.

(c) Mobility/hardship scheme:

(i) Review of the methodology (ICSC/73/R.8)

46. A working group comprising representatives of the Commission, its secretariat, the HR Network, the CEB secretariat and staff federations considered several factors, the main ones being: (a) an overall evaluation of the scheme and its operation to determine whether it continued to achieve its purpose and intent; (b) the rationale of paying a mobility allowance in H and A duty stations; (c) re-examination of the three adjustment factors and weightings; (d) review of specific aspects of the hardship classification system; (e) a review of hazard pay in relation to the hardship allowance.

ICSC Decision

The Commission decided:

- (a) That each organization should determine how it can best administer the payment of the mobility and hardship elements;
- (b) To request its secretariat to conduct a further assessment of the impact of the revised scheme on mobility once it has been in place for a period longer than a typical assignment length, that is, no earlier than at the time of the third review of the amounts, in 2015;
- (c) In accordance with General Assembly resolution 65/248, the Commission requested the organizations and the secretariat of the United Nations System Chief Executives Board for Coordination to work closely with the ICSC secretariat to systematically collect and report on data. This collaborative effort would allow for a more meaningful analysis of the use and impact of specific allowances and other cross-cutting initiatives, such as the harmonization

of conditions of service in non-family duty stations;

- (d) To define “H” category duty stations as headquarters and similarly designated locations where the United Nations has no developmental or humanitarian assistance programmes for that country, or locations in countries that are members of the European Union;
- (e) To request its secretariat, in consultation with the organizations of the United Nations common system, to conduct a formal review of all “H” category duty stations and all field duty stations in which organizations of the common system continue to maintain humanitarian or developmental activities for that country, with a view to determining the correct classification of those countries and duty stations, and to report thereon to the Commission at its seventy-fourth session;
- (f) Not to change the current modalities for payment of mobility allowance for service in “H” and “A” duty stations, at this point in time;
- (g) To maintain, for the time being, the current relativities between the amounts applicable to the grade-level groupings in the mobility/hardship scheme;
- (h) To maintain the current relativities for single and dependency rates in the mobility/hardship scheme;
- (i) To maintain the current five-year ceiling on the payment of the mobility allowance but to permit, in the exceptional case of staff members who remained at the same duty station at the explicit request of the Organization or for compelling humanitarian reasons, the payment of the full mobility allowance for a maximum period of one additional year;
- (j) To maintain a pragmatic approach to reviewing the amounts payable under the mobility/hardship scheme every three years, using inter alia the three adjustment factors as a reference. The Commission noted that the movement of the base/floor salary scale was the most stable factor over time.

(ii) Review of the level (ICSC/73/R.9)

47. The working group reviewed the three approved adjustment factors as follows: (a) the movement of the net base salary plus post adjustment at headquarters duty stations; (b) the movement of the out-of area index; and, (c) the movement of base/floor salary scale. The base floor salary scale remains the most stable, so it continues to be the most important factor; however, the impact of each of the three indicators has been calculated in this document. Given that Member states will not accept any increases, calculations have used all three indicators and their potential impact to reduce the percentage. The Commission will decide which adjustment it wants to recommend.

48. Network members asked that the latest figures from the CEB Personnel Statistics (2010) be used, rather than those of 2009, because many are downsizing. They also requested a consistent calculation methodology, even if the Commission later decides to use additional factors to reduce cost.

49. The Network agreed that the final decision on which methodology to use would be left to the Commission. However, it urged the Commission to use a methodology that includes the three indicators recommended in 2005 by the Working Group on Mobility and Hardship.

ICSC Decision

The Commission decided:

- (a) To grant a 2.5 per cent increase for the hardship allowance, the mobility allowance and the non-removal allowance, respectively, for implementation on 1 January 2012 (see annex III of

A/66/30 for revised amounts of allowances under the mobility and hardship scheme);

(b) That the additional non-family hardship element for staff serving in non-family duty stations should be adjusted by the same percentage as the hardship, mobility and non-removal allowances, for implementation on 1 January 2012.

(d) Survey and report on diversity in the United Nations common system (ICSC/73/R.10)

50. In resolution 64/231, the General Assembly asked the ICSC to review measures taken by the organizations of the common system with regard to the implementation of paragraph 3 of article 101 of the Charter, which states ‘... the importance of recruiting the staff on as wide a geographical basis as possible’. The results of this survey show that the organizations fall into three groups with regard to geographic distribution:

- Those who have a formal system for geographic distribution (UN and the Specialized Agencies).
- Small organizations who do not have a system.
- UN Funds and Programmes who abide by the principle of recruiting staff on as wide a geographical basis as possible without, however, a formal geographic distribution system in place.

51. The formula applied to assess distribution is based on contribution, membership and population factors, of which contribution is usually the heaviest weighted. The conclusion of the report does not reveal a consistent global pattern, but some countries are over- or under-represented in more than three organizations.

52. The Network thanked the ICSC Secretariat for this report and noted the results. Some organizations will provide their latest data to complete the outcomes. However, the Network noted that diversity is more than geographic distribution alone and that many posts are not subject to geographical balance, for example those that are non-geographical or extra-budgetary. Weighting contribution as the most important factor skews the balance towards the richer countries.

53. The Network notes the report, supports broadening the scope of review for diversity to also include topics such as gender, disability in the work place, promoting inclusiveness and safe working environments and the options for improving contained in paragraph 25 of R.10, some of which are already being implemented by organizations.

ICSC Decision

The Commission decided:

(a) To inform the General Assembly of the status of geographical distribution in the organizations of the common system and actions being taken by organizations and their governing bodies to achieve geographical balance;

(b) To study recruitment policies with a view to recommending to organizations measures that would be more favourable to diversity;

(c) To revert to discussing diversity broadly at a later date.

(e) Proposed agenda for the thirty-fourth session of the Advisory Committee on Post Adjustment Questions (ICSC/73/R.11)

54. The proposed agenda for the 34th session of ACPAQ includes:

- (i) Estimation of the out-of-area weight in the post adjustment index for group I duty stations.
- (ii) Review of the methodology for collection of external data for group I duty stations.
- (iii) Methodology for the estimation of the rent index for group I duty stations.
- (iv) Review of the post adjustment classification for Geneva.

55. Network members expressed concern about the out-of-area weight survey, asking for a more realistic weighting. Post adjustment for Geneva raised the concern of staff living in France. However residency and work permits are not available for all nationalities, therefore many staff have no choice but to live in Geneva where rents are very high and apartments almost impossible to find. Cost of living also includes issues such as exchange rates, which is affecting cities like Budapest.

56. The Network thanked the ICSC Secretariat for its work and stated that it will work with ICSC to address the concerns. It agreed with the proposed agenda for the 34th session of ACPAQ.

ICSC Decision

The Commission decided:

- (a) To approve the results of the 2010 place-to-place surveys for Geneva, London, Madrid, Montreal, Paris, Rome, Vienna and Washington, D.C., as recommended by the Advisory Committee, which are set out in the table below;
- (b) That the 2010 survey results for Geneva, London, Madrid, Montreal, Paris, Rome, Vienna and Washington, D.C., should be taken into account in determining their respective post adjustment classification with effect from 1 April 2011;
- (c) That additional place-to-place surveys should be conducted for Bulgaria, Hungary, Poland and Romania in the middle of the present round of surveys.

C. Conditions of service in the field: Harmonization of the conditions of service for staff serving in non-family duty stations in the common system:

(a) Rest and recuperation framework (ICSC/73/R.12)

57. In resolution 65/248, the General Assembly decided that the rest and recuperation framework should be regulated by the ICSC. The document reflects the responses from the organizations and current practices in some Member States. It includes standard frequencies and exceptional ones and is aimed at informing the Commission's deliberations and addressing the difference with leave entitlements. The Commission will regulate the frequencies but not be involved in the administration of the framework.

58. The Network members stressed the fact that R&R is a management tool that helps secure motivated, healthy and capable staff in the field. It needs to be consistent across the organizations and part of the Health and Safety measures, especially for field-based organizations. Clarity is needed in paragraph 5 where working days are listed instead of calendar days. It was also suggested

that a comparison with provisions by the World Bank Group or OECD could be of value and that some case studies may be useful to help understand the deep impact of R&R on operations delivery.

59. The Network urges the endorsement of the Rest and Recuperation framework as proposed, knowing that all organizations strongly support it as a critical management tool. The issues of calendar versus working days and more than one R&R destination per duty station will be clarified. To that effect, a corrigendum on calendar/working days, R&R destinations and frequency tables will be provided once agreed with the Network.

ICSC Decision

The Commission decided:

- (a) To promulgate a revised set of criteria for the granting of rest and recuperation travel, and the corresponding frequencies of travel, as shown in annex VIII, with an effective date of 1 January 2012;
- (b) To recommend to the General Assembly that the period of authorized absence on rest and recuperation as stipulated in the approved framework (A/65/30, annex XI, para. 2) be amended from five consecutive working days to five consecutive calendar days, plus approved travel time.

(b) Establishing unified special operations living allowance rates (SOLA) (ICSC/73/R.13)

60. The new special operations living allowance rates (SOLA) need to be formally approved and promulgated before the end of 2011. The ICSC Secretariat will undertake a consultation with organizations and staff unions in September and October 2011. The structure of the SOLA and the delegation of authority to the Chairman are to be agreed by the Commission in order for the unified rates to be implementable by January 1st 2012.

61. The Network thanked the ICSC Secretariat for sharing this approach. It suggested to change the reference to an APA in paragraph 3 to 'location of assignment', and proposed that the Field Group also be included in the consultation process.

62. The Network supported the establishment of a unified SOLA and committed to engaging fully in the consultative process.

ICSC Decision

The Commission decided:

- (a) To approve the list of unified special operations living allowance rates for non-family duty stations (see annex IX of A/66/30), effective 1 January 2012 for staff assigned to a new administrative place of assignment between 1 January 2012 and 30 June 2012. For existing staff, the new unified rates will become effective 1 July 2012;
- (b) To delegate the decision on the location-specific special operations living allowance amounts for new non-family duty stations and their promulgation to the Chair of the Commission during the transitional period (that is, until 30 June 2016);
- (c) To request organizations to consult the Chair on all policy issues relating to special operations living allowance rates.

D. Monitoring of implementation of decisions and recommendations of the International Civil Service Commission by organizations of the United Nations common system (ICSC/73/R.14)

63. Every two years, the ICSC reports on the implementation of its recommendations and decisions by organizations of the UN common system. The report reflects the situation in 2011 and shows a higher response rate from organizations than in previous years which is a positive sign. It is expected that Commissioners would like more information from the organizations on the following:

- Inter-agency mobility
- Removing internal barriers to inter-agency mobility
- Spouse employment

64. Network members made some comments on the responses they provided. The CEB Secretariat will provide updates on the status of the Inter-agency Mobility Accord and the pilot studies on increasing access to work permits for the spouses of UN staff members.

ICSC Decision

The Commission decided to request its secretariat to compile a more complete report on its recommendations concerning the three types of contracts and the phasing out of appointments of limited duration in the common system.

E. Designation of non-family duty stations (ICSC/73/R.15)

65. The need for harmonization of conditions of service in non-family duty stations (GA resolution 65/248) and the implementation of the new security level system (SLS) imply that the term 'non family' must be clearly re-defined and a process established for its application. The ICSC Secretariat developed an overview of current and new definitions.

66. The paper suggests to maintain the definition as it currently stands and is reflected in paragraph 13 of R.15: "...those duty stations where the medium or longer-term presence of non-essential staff and/or recognized spouses and/or dependent children is deemed dangerous or unsuitable for reasons of their safety and security".

67. The Network supported having the ICSC tripartite working group review and make the recommendations to the ICSC Chairman on the determination of non-family duty stations, ensuring that all the managerial issues are considered, especially as this is a managerial and programmatic issue, not just an allowance.

ICSC Decision

The Commission decided:

- (a) To adopt the following for the designation of non-family duty stations:

The Chair of the International Civil Service Commission may designate a duty station as a non-family duty station for the purposes of the additional hardship allowance for service in non-family duty stations. This will apply to those duty stations where the United Nations Department of Safety and Security decides that for reasons of safety and security all eligible dependents are restricted from being present at the duty

station for a period of six months or longer. The additional hardship allowance is payable to internationally recruited staff assigned to non-family duty stations;

(b) To delegate to the Chair of the Commission the authority to decide when to declare a duty station non-family, after consultation with the ICSC Working Group for the Review of Conditions of Life and Work in Field Duty Stations.

F. Application of the ICSC Job Classification Standards (Information Note)

68. Within the HR priorities for the Harmonization of Business Practices, the current project focuses on job classification, grading and other issues that are specifically important for One UN offices. The ICSC Secretariat proposed to link this work with the master standard for GS staff. As no organization has yet been identified as lead for this work, the ICSC Secretariat offered support and training and, if needed, to be the lead agency for this project, also because the Commission has a keen interest in the correct application of its master standard for GS staff.

69. The Network thanked the ICSC secretariat for the proposal and agreed to collaborate as necessary on this project

Annex I

LIST OF PARTICIPANTS

Co-Chairs: Catherine Pollard (UN)
Ana Luiza Thompson-Flores (UNESCO)
Shelly Pitterman (UNHCR)
Marta Leichner-Boyce (CEB Secretariat)

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Annex II

DANGER PAY

Criteria

1. Danger pay is a special allowance established for internationally and locally recruited staff who are required to work in locations where very dangerous conditions prevail, comprising the following:

(a) Duty stations where United Nations staff, owing to the very fact of their association with, or employment by, an organization of the United Nations common system, are clearly, persistently and directly targeted or where premises are clearly, persistently and directly targeted, thus presenting an imminent and constant threat to staff and activities;

(b) Duty stations where United Nations staff or premises are at high risk of becoming collateral damage in a war or active armed conflict;

(c) Non-protected environments where medical staff are specifically at risk to their life when deployed to deal with public health emergencies as declared by the World Health Organization.

Roles and responsibilities

2. The Under-Secretary-General for Safety and Security will make recommendations on the application of danger pay according to the criteria set out in subparagraphs 1 (a) and (b) above to the Chair of the Commission, who, under delegated authority from the Commission, will take a final decision.

3. The Director-General of the World Health Organization will make recommendations on the application of danger pay according to the criterion set out in subparagraph 1 (c) above to the Chair of the Commission, who, under delegated authority from the Commission, will take a final decision.

Duration

4. Danger pay may normally be granted for periods of up to three consecutive months. The application of danger pay is lifted when dangerous conditions are deemed to have abated.

Payment

5. For both internationally and locally recruited staff, danger pay will be paid as a monthly sum. For internationally recruited staff, danger pay is payable for time away from the duty station on rest and recuperation travel and official duty travel up to a maximum of seven consecutive calendar days. Except as just noted, it is not payable for days spent away from the duty station in conjunction with annual leave or any type of special leave and official travel outside the duty station, including weekends and holidays falling during that period. For staff members who spend one complete month in the area where the allowance is applicable, the monthly sum is paid irrespective of the number of days in the month. For periods of less than one month, the amount of danger pay is prorated on the basis of 365 days: the daily rate is calculated by dividing the annual amount by 365 days and multiplying the daily amount by the number of days actually spent at the duty station.