



FIFTEENTH ITEM ON THE AGENDA

Amendments to the Staff Regulations**Amendments approved by the Director-General**

1. In accordance with a decision taken by the Governing Body at its 192nd Session (February-March 1974), the Director-General reports to the Governing Body in November each year on the amendments he has approved during the preceding 12 months under the authority delegated to him.
2. The Director-General hereby informs the Governing Body of the amendments to the Staff Regulations which he approved under the authority conferred on him by the Governing Body at its 285th Session (November 2002)¹ “to give effect in the ILO, through amendments to the Staff Regulations (as necessary), to the measures” recommended by the International Civil Service Commission (concerning net salary scales and staff assessment for staff in the Professional and higher categories) “subject to their approval by the General Assembly”.

Article 3.1 (Salary scales)***Salary scales for officials in the Professional category and above***

3. The Staff Regulations were amended to introduce, as from 1 January 2003, the new salary scales adopted by the General Assembly. The new scales represented differentiated increases at each grade level from P4 and above. No increases were applied to grades P1 to P3. The increase applied in the base salary scale from the P4 level entailed a proportional increase in the mobility, hardship and non-removal allowance.

Salary scales for General Service category officials in Geneva

4. Article 3.1 was also amended to reflect the interim adjustment of General Service category remuneration in Geneva. New salary scales were introduced with effect from 1 January

¹ GB.285/PFA/19.

2003. The new scales, representing a net increase of 1.16 per cent, reflected a rise in the Geneva CPI of 1.29 per cent over the reference period October 2001 to October 2002. The new salary scales apply to all serving staff, regardless of recruitment date, and transitional arrangements in respect of net and gross salaries have been discontinued.

Article 3.14 (Education grant)

5. This article was amended to reflect increases in the levels of maximum education grant and maximum admissible expenses in duty stations where education-related expenses were incurred in certain specified currencies (a consequential adjustment was also made to the amount of the special education grant paid for each disabled child). Increases were also made in flat rates for boarding costs and the additional amounts for reimbursement of boarding costs over and above the maximum education grant payable to eligible staff members at designated duty stations. These increases took effect from the school year in progress on 1 January 2003.
6. The Committee was informed in November 2002 that the costs of the amendments to article 3.1 relating to the Professional category and article 3.14 would be covered in the first instance from savings under Part I of the budget or failing that, under Part II (Unforeseen expenditure). The increase in remuneration of the General Service category resulting from the interim adjustment referred to in paragraph 4 is covered by the provisions for staff costs contained in the Programme and Budget for 2002-03.
7. The above amendments were announced in the Series 6 (HRD) circular, which was also distributed to the members of the Governing Body.

Geneva, 25 September 2003.