

**FOR INFORMATION**

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 (February-March 1974) Session, 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 (November 2002) Session¹ “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 2005, the new salary scales adopted by the General Assembly. The new scales represented an increase of 1.88 per cent in net (base) salaries, effected through consolidation of post adjustment in accordance with the “no gain – no loss” principle. This increase in the base salary scale 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 2005. The new scales, representing a net increase of 1.57 per cent, reflected a rise in the Geneva

¹ GB.285/PFA/19.

Consumer Price Index of 1.74 per cent over the reference period October 2003 to October 2004.

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 2005.
6. The Conference was informed in November 2004² and March 2005³ that the costs of the amendments to article 3.1 and article 3.14 would be covered by provisions made for that purpose in the Programme and Budget for 2004-05. The increase in remuneration of the General Service category resulting from the interim adjustment referred to in paragraph 4, estimated at US\$550,000, is also covered by the provisions for staff costs contained in the Programme and Budget for 2004-05.
7. The above amendments were announced in the Series 6 (HRD) circular, which was also distributed to the members of the Governing Body.

Geneva, 27 September 2005.

Submitted for information.

² GB.291/PFA/18.

³ GB.292/PFA/18.