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Proposed programme budget for 2024

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
recommendations and decisions contained in the report of
the International Civil Service Commission for 2023**

**Statement submitted by the Secretary-General in accordance with
rule 153 of the rules of procedure of the General Assembly**

Summary

The present statement, submitted pursuant to rule 153 of the rules of procedure of the General Assembly, contains the programme budget implications for the United Nations arising from the recommendations of the International Civil Service Commission for the common system that call for decisions by the Assembly, in particular for the proposed programme budget for 2024. The statement also includes the implications arising from decisions made by the Commission and, in the interest of providing comprehensive information, the implications for the budgets of peacekeeping operations for the 2023/24 and 2024/25 peacekeeping financial periods.

Should the General Assembly approve the recommendations of the Commission, the budgetary implications for the proposed programme budget for 2024, along with the budgetary implications of the decisions of the Commission, are estimated at \$4,707,000 and would be included in the context of the revised estimates arising from the effect of changes in rates of exchange and inflation for the period. The budgetary implications for peacekeeping operations are estimated at \$2,919,100 for the financial period 2023/24 and at \$5,838,100 for the financial period 2024/25, and would be taken into account, as necessary, in the context of the performance reports for the period from 1 July 2023 to 30 June 2024 and the upcoming proposed budgets for the period from 1 July 2024 to 30 June 2025.



I. Introduction

1. The annual report of the International Civil Service Commission for 2023 ([A/78/30](#)) contains recommendations that call for decisions by the General Assembly giving rise to budgetary implications for the proposed programme budget of the United Nations starting with the year 2024, and for the budgets of peacekeeping operations starting with the financial period 2023/24, in relation to the following matters:

- (a) Base/floor salary scale;
- (b) Children's and secondary dependants' allowances.

2. The report also contains three decisions made by the Commission giving rise to budgetary implications for the proposed programme budget starting with the year 2024, and for the budgets of peacekeeping operations starting with the financial period 2023/24, in relation to the following matters:

- (a) Hardship allowance;
- (b) Mobility incentive;
- (c) Danger pay.

II. Base/floor salary scale

3. The Commission recommends that an increase in the base/floor salary scale of 4.62 per cent be implemented as from 1 January 2024 to reflect the combined effect of the movement of gross salaries under the General Schedule scale of the comparator civil service and the tax changes in the United States of America, to 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.

4. The adjustment to the base/floor salary scale, while generally cost-neutral in terms of net remuneration, would have implications with regard to separation payments. The budgetary implications associated with the Commission's recommendation of an increase in the base/floor salary scale are estimated by the Commission at \$2,559,000 per annum system-wide. Consequently, the budgetary implications are estimated at \$398,100 for the proposed programme budget for 2024. The budgetary implications for peacekeeping operations are estimated at \$111,000 for the financial period from 1 July 2023 to 30 June 2024 and \$221,900 for the financial period from 1 July 2024 to 30 June 2025.

III. Children's and secondary dependants' allowances

5. Following a review of the feasibility of using a means-testing approach to determining the child allowance, as requested by the General Assembly in its resolution [77/256](#) B, the Commission concluded that the present methodology for establishing the allowance, as approved by it in 2022, should be maintained, and therefore reiterated its recommendations that, as from 1 January 2024:

- (a) The percentage relationship between the child allowance, the allowance for a child with disabilities and the secondary dependants' allowances be restored, namely that the allowance for a child with disabilities be set as 200 per cent of the child allowance and the secondary dependants' allowance at 35 per cent of the child allowance;

- (b) The child allowance be set at \$3,322 per annum;
- (c) The allowance for a child with a disability be set at \$6,644 per annum;
- (d) The secondary dependants' allowance be set at \$1,163 per annum.

6. The budgetary implications associated with the recommended methodology for establishing the children's and secondary dependants' allowances are estimated at \$16.2 million per annum system-wide. In this regard, the budgetary implications are estimated at \$2,402,200 for the proposed programme budget for 2024. The budgetary implications for peacekeeping operations are estimated at \$669,500 for the financial period from 1 July 2023 to 30 June 2024 and \$1,338,900 for the financial period from 1 July 2024 to 30 June 2025.

IV. Hardship allowance

7. The Commission confirmed its previous decision, in 2022, to grant a 3.1 per cent increase to the hardship allowance, but with effect from 1 January 2024. The budgetary implications resulting from the Commission's decision to increase the hardship allowance are estimated at \$5 million per annum system-wide. In this regard, the budgetary implications are estimated at \$608,000 for the proposed programme budget for 2024. The budgetary implications for peacekeeping operations are estimated at \$646,000 for the financial period from 1 July 2023 to 30 June 2024 and \$1,292,000 for the financial period from 1 July 2024 to 30 June 2025.

V. Mobility incentive

8. In accordance with the adjustment methodology approved by the Commission, the Commission reaffirmed its decision to confirm the amounts in the mobility incentive matrix as reflected in table 2 of its report, effective 1 January 2024.

9. The budgetary implications of the adjustments to the mobility incentive are estimated by the Commission at \$2.5 million per annum system-wide. The budgetary implications for the proposed programme budget for 2024 are estimated at \$150,700. The budgetary implications for peacekeeping operations are estimated at \$160,100 for the financial period from 1 July 2023 to 30 June 2024 and \$320,300 for the financial period from 1 July 2024 to 30 June 2025.

VI. Danger pay

10. The current rate of the danger pay allowance, which was last reviewed in 2020, is set at \$1,645 per month for internationally recruited staff and at 30 per cent of the net midpoint of the applicable General Service salary scales that were in effect in 2019. The level of danger pay is reviewed every three years.

11. Following discussion in the Commission, the Commission decided, with effect from 1 January 2024, to:

- (a) Update the level of danger pay for internationally recruited staff to \$1,698 per month;
- (b) Update the monthly level of danger pay for locally recruited staff by updating the reference year of the salary scales on which the calculations are based from 2019 to 2022, as well as by applying 30 per cent to the net midpoint of the most recent General Service salary scales in effect in 2022, divided by 12.

12. The budgetary implications resulting from the Commission's decision to increase the danger pay allowance are estimated by the Commission at \$9.9 million per annum system-wide. In this regard, the budgetary implications are estimated at \$1,148,000 for the proposed programme budget for 2024. The budgetary implications for peacekeeping operations are estimated at \$1,332,500 for the financial period from 1 July 2023 to 30 June 2024 and \$2,665,000 for the financial period from 1 July 2024 to 30 June 2025.

VII. Conclusions and recommendations

13. The budgetary implications arising from the recommendations and decisions of the International Civil Service Commission are summarized as follows:

(a) The budgetary implications for the proposed programme budget of the United Nations are estimated at \$4,707,000 for 2024;

(b) The budgetary implications for the budgets of peacekeeping operations for the financial period 2023/24 are estimated at \$2,919,100 and for the financial period 2024/25 are estimated at \$5,838,100.

14. Along with the decisions of the Commission, should the General Assembly approve the recommendations of the Commission:

(a) Additional requirements for 2024 would be included in the context of the revised estimates arising from the effect of changes in rates of exchange and inflation for the period;

(b) Additional 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 2023 to 30 June 2024 and the upcoming proposed budgets for the period from 1 July 2024 to 30 June 2025.
