

As indicated in HRD's broadcast of 18 July 2017, the Office is giving due consideration to the recent International Civil Service Commission (ICSC) decision regarding post adjustment issues, including for the Geneva duty station. It should be recalled that the ICSC decided to approve a margin of 3 per cent (a "buffer") to be added to the results of all cost-of-living surveys conducted under the 2016 round, that are lower than the prevailing pay index, including for Geneva, in order to mitigate the negative impact on net take-home pay. Furthermore, the date for implementation of the ICSC's decision has been delayed to 1 February 2018, the date at which it is anticipated that an increase of around 2% of the salaries of the comparator US federal civil service will lead to a further reduction in the decrease of the post adjustment multiplier for Geneva. These measures taken together would lead to a drop in net take-home pay of about 2.5-3.0% for P staff and above in Geneva, rather than the previously expected 7.5-8.0%.

In the meantime, and of particular importance, the ICSC, taking note of the findings in the report of the team of statisticians representing Geneva-based organizations on various aspects of the post adjustment methodology, has committed to review in collaboration with representatives of administrations and staff federations, the post adjustment survey methodology and its application. The Office will ensure that suitably qualified representatives are actively involved in this process.

As an interim measure the Office has decided that all P staff and above based in Geneva will continue to receive payment as in the past three months, to maintain net take-home pay at its level of April this year (subject to normal monthly adjustments). Thus, there will be no negative effects on staff take-home pay pending further decisions.

The Director-General will update the Governing Body in November on this issue.

Staff will be informed as and when further decisions are made.
