

## Annex II

### Statement on the review of the common system compensation package by the International Civil Service Commission

1. The continued development of the international civil service as an independent, neutral, highly skilled and engaged resource is a key condition for the United Nations system to be able to effectively meet the ever-changing requirements of the international community.

2. Member organizations of the United Nations System Chief Executives Board for Coordination (CEB) reiterate their strong commitment and expectation to engage in a constructive dialogue with the International Civil Service Commission in the context of its review of the conditions of service for United Nations system staff.

3. CEB member organizations reconfirm their support for the continued application of the Noblemaire principle as the fundamental principle governing the conditions of service of professional and higher categories staff in the common system, as recently reaffirmed by the General Assembly (see resolutions [66/235 A](#) and [64/231](#)).

4. Through the ICSC review, United Nations system organizations aim to develop a competitive and simplified compensation package that enables organizations to attract and retain staff of the highest calibre, in the context of strategic workforce planning.

5. The ICSC review should be based on common principles and implemented with the flexibility necessary to meet different organizational needs. It should promote innovation, transparency and cost-effectiveness, reduce transaction costs through simplification, and rely on objective evidence from systematic data gathering and monitoring on relevant trends.

6. The long-term ability of organizations to sustainably deliver the broad spectrum of programmatic activity, with correspondingly different business models, in the multitude of geographic locations where the United Nations system operates, must be the primary and overarching assessment criterion for the Review.

7. In the view of CEB member organizations, a future compensation system should be informed by the following principles:

(a) *Fit for purpose and competitiveness*: it must be designed to be internationally competitive, and to attract, retain and promote high performing staff, cater for the broad set of knowledge-intensive skills and profiles needed by the United Nations system organizations to deliver on their respective mandates, and be fit for purpose and adaptable to their different business models;

(b) *Cost-effectiveness*: it should ensure predictability of staff costs and take in due consideration the financial situation of the organizations participating in the common system;

(c) *Equity*: it must be transparent. It should take in due consideration the expatriate nature and family status of internationally-recruited staff, who are part of a global mobile workforce and serve outside their home country for — most or the whole of — the duration of their tenure with the organizations;

(d) *Simplification*: it must be simple to understand for staff, organizations and Member States alike. It should also be easy to administer, thus resulting in the reduction of transactional costs;

(e) *Diversity*: it should preserve and promote the international nature of the organizations and their membership, ensuring the desired diversity among staff with regard to gender, geographic representation, age and other relevant criteria;

(f) *Motivating staff and rewarding performance*: it should provide for adequate recognition of performance;

(g) *Hazardous and hardship duty stations*: it should provide appropriate incentives for service in hardship and high-risk duty stations;

(h) *Mobility*: it should encourage geographical, inter-organizational and functional mobility, as appropriate to the mandates and business models of the individual organizations;

8. The ICSC review also presents an opportunity to renew the commitment of organizations to a cohesive and strong United Nations common system. In this spirit, CEB member organizations consider the following to be critical success factors:

(a) The review should be conducted in an open, evidence-based and consultative manner, allowing each organization of the common system to adequately contribute its requirements, expertise and knowledge to the discussion;

(b) The implementation of the new package and a communication strategy with the staff would need to be planned and agreed in a consensual manner with the organizations, in order to minimize any change-management-related risks;

(c) Acquired rights would have to be duly taken into consideration, including, where applicable, in transitional measures for current staff members;

(d) Organizational flexibility should be provided for in the implementation of the outcome of the review.

9. CEB member organizations look forward to a review whose scope remains limited to subjects directly related to compensation elements under the purview of ICSC.