

Overview of changes to the UN compensation package

for internationally-recruited staff members in the Professional category
(JPO relevant aspects only)



UN JPO Programme & UNDP JPO Service Centre



Empowered lives.
Resilient nations.



Timeline of implementation

Phase 1 – Effective 1 July 2016

- Settling-in grant & Relocation grant
- Accelerated Home Leave
- Non-removal element
- Hardship Allowance
- Non-family service Allowance
- Repatriation grant

Phase 2 – Effective 1 January 2017

- New unified Salary Scale in lieu of the Single-rate and Dependent-rate
- New spouse allowance
- New single parent allowance

Phase 3 – Effective for the school year in progress on 1 January 2018

- Implementation of a revised simplified education grant scheme (*for children in school attendance as of age of 5 years*)

Phase 1 – Effective 1 July 2016

- Settling-in grant & Relocation grant

Before	Since 1 July 2016 (name change)
<p data-bbox="175 454 900 696">- Assignment grant (30 days DSA & one month salary lump sum) - Relocation grant JPO single or dependent rate (USD 6000/9000)</p> <p data-bbox="175 782 900 1026">JPOs who served in a duty station for 3 years received a 2nd Assignment grant lump sum at the start or the 3rd year</p>	<p data-bbox="900 454 1620 696">- Settling-In grant (30 days DSA & one month salary lump sum) - Relocation grant JPO single or dependent rate (USD 6000/9000)</p> <p data-bbox="900 782 1620 889">- 2nd lump sum for 3rd year in the field - discontinued!</p>

Phase 1 – Effective 1 July 2016

Discontinuation of:

- Accelerated Home Leave

Before	As of 01 July 2016
Staff in designated hardship duty stations were entitled to home leave every 12 months. Staff in other duty stations were entitled to home leave every 24 months.	Home leave cycle after 24 months for all duty stations <i>(accelerated home leave travel will only apply for staff in D and E category duty stations that do not fall under the rest and recuperation framework)</i>

- Non-removal element** [single rate \$1,620 / dependency rate \$2,150 per year]

Before	As of 01 July 2016
Non-removal element entitlement for JPOs who travelled to their duty station	NRE discontinued for staff appointed as of July 2016 and for staff changing duty station as of July 2016

Phase 1 – Effective 1 July 2016

Entitlements for hard ship duty stations

- Hardship Allowance
- Non-family service Allowance

Before		As of 01/07/2016
Hardship allowance amounts vary according to the hardship category of duty station and <u>family status</u> .		Hardship allowance amounts vary according to the hardship category of duty station <u>regardless of family status</u> .
Duty station category	Hardship Allowance (dependent/ single rate)	Hardship Allowance (unified rate)
H	0/0	0/0
A	0/0	0/0
B	0/0	0/0
C	5,810 / 4,360	5,810
D	10,470 / 7,840	10,470
E	13,950 / 10,470	13,950
	17,440 / 13,080	17,440

Before	As of 01/07/2016 (name change)
<u>Additional hardship allowance</u> is paid in varying amounts based on family status and grade.	<u>Non-Family service allowance</u> paid in flat amounts based on family status only, irrespective of grade (no change in amounts). For staff with dependants, the annual amount is \$19,800 and for staff with no dependants, the annual amount is \$7,500.

Phase 1 – Effective 1 July 2016

- Repatriation grant*

Before	As of 01/07/2016
Repatriation grant entitlement after minimum one year of expatriate service, paid upon separation	Repatriation grant entitlement after minimum 5 years of continuous expatriate service

Phase 2 – Effective 1 January 2017

- New unified Salary Scale in lieu of the Single-rate and Dependent-rate

Before	As of 01/01/2017
UN salary scale differentiated between single rate and dependent rate of salary.	Unified salary scale for all staff members in the professional categories regardless of the family status.

Before:

P-3	Gross	74,013	75,903	77,794	79,680	81,572	83,461	85,348	87,241	89,129	91,019	92,911	94,799	96,690	98,578	100,505
	Net D	61,470	62,963	64,457	65,947	67,442	68,934	70,425	71,920	73,412	74,905	76,400	77,891	79,385	80,877	82,365
	Net S	57,379	58,751	60,126	61,497	62,873	64,244	65,615	66,991	68,361	69,735	71,103	72,473	73,838	75,209	76,577
P-2	Gross	60,715	62,405	64,095	65,786	67,477	69,165	70,857	72,544	74,235	75,928	77,615	79,306			
	Net D	50,965	52,300	53,635	54,971	56,307	57,640	58,977	60,310	61,646	62,983	64,316	65,652			
	Net S	47,803	49,015	50,223	51,434	52,642	53,853	55,083	56,310	57,542	58,770	59,995	61,228			
P-1	Gross	47,464	48,976	50,516	52,146	53,767	55,392	57,016	58,644	60,265	61,887					
	Net D	40,344	41,630	42,908	44,195	45,476	46,760	48,043	49,329	50,609	51,891					
	Net S	38,056	39,239	40,423	41,605	42,786	43,969	45,151	46,319	47,481	48,644					

As of January 2017

P-3	Gross	72,478	74,349	76,221	78,091	79,964	81,836	83,707	85,582	87,451	89,324	91,199	93,068	94,942
	Net	58,583	60,005	61,428	62,849	64,273	65,695	67,117	68,542	69,963	71,386	72,811	74,232	75,656
P-2	Gross	55,955	57,629	59,303	60,976	62,651	64,328	66,003	67,674	69,350	71,022	72,696	74,374	76,045
	Net	46,026	47,298	48,570	49,842	51,115	52,389	53,662	54,932	56,206	57,477	58,749	60,024	61,294
P-1	Gross	43,371	44,672	45,973	47,275	48,575	49,877	51,287	52,708	54,129	55,551	56,971	58,391	59,812
	Net	35,998	37,078	38,158	39,238	40,317	41,398	42,478	43,558	44,638	45,719	46,798	47,877	48,957



Phase 2 – Effective 1 January 2017

Dependency benefits (New spouse allowance / New single parent allowance)

Before 31/12/2016	
No dependent spouse or child	-> Single rate of salary
Spouse or first dependent child	-> Dependency rate of salary
Each dependent child (after dependent rate of salary)	-> Child allowance 2,929 USD Net per Annum
Secondary dependent	-> 1,025 USD Net per Annum
As of 01/01/2017	
1) All professional staff regardless of family status	1) unified salary scale
2) Staff with a dependent spouse	2) Dependent spouse allowance equivalent to 6% of net base salary plus post adjustment
3) Staff with a dependent child	3) Child allowance 2,929 USD Net per Annum (no change)
4) Staff who are single parents	4) Single parent allowance equivalent to 6% of net base salary plus post adjustment
5) Secondary dependent	5) 1,025 USD Net per Annum (no change)



Estimated financial impact for donors

Average savings - excluding repatriation grant	2 years	3 years
Single - H,A,B duty stations	- 5,790.00	- 14,685.00
Single - C, D, E duty stations	1,020.00	- 4,470.00
Dependent - H,A,B duty stations	- 10,966.00	- 23,649.00
Dependent - C, D, E duty stations	- 7,819.33	- 18,929.00

Average savings - including repatriation grant	2 years	3 years
Single - H,A,B duty stations	- 1,790.00	- 8,685.00
Single - C,D,E duty stations	5,020.00	1,530.00
Dependent - H,A,B duty stations	- 4,300.00	- 13,650.00
Dependent - C,D,E duty stations	- 1,153.33	- 8,930.00

