



UNOG
THE UNITED NATIONS OFFICE
AT GENEVA



World Health
Organization



UNHCR

United Nations High Commissioner for Refugees
Haut Commissariat des Nations Unies pour les réfugiés



UNIVERSAL
POSTAL
UNION



UNAIDS

Geneva, 13 April 2017

Dear Mr Rhodes,

We are writing with regard to the report of the Advisory Committee on Post Adjustment Questions (ACPAQ) and subsequent decision of the International Civil Service Commission arising from the 2016 baseline cost-of-living surveys conducted at the eight headquarters duty stations and Washington, D.C.

We note with deep concern the proposed decrease of the post adjustment multiplier for the Geneva duty station from its current level of 79.5 to 65.9, and the Commission's deliberations on this matter. This will result in a significant reduction of remuneration for some 5,700 United Nations staff in the Professional and higher level categories currently serving in Geneva. Geneva has the highest concentration of UN staff and the financial implications for individual staff members and their families will be severe. Added to this are the negative effects on staff morale and the adverse impact on the employment competitiveness of organizations which will likely have UN system-wide repercussions. The proposed salary cut would also add to the reduction in overall income resulting from elements of the new compensation package.

We consider that it would not be consistent with the elementary principles of responsible management and fair employment practices to implement this decision in its current form and without fair justification or validation. We take our staff-management obligations extremely seriously and can see no proper justification for imposing such a significant real cut to the remuneration of our staff. We note that there has been no appreciable reduction in local costs which would justify such a cut and that the recent local General Service Staff salary survey brought significantly different results.

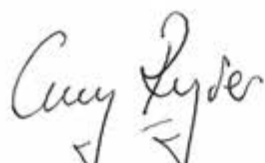
We consider that the exceptional magnitude of the impact on the conditions of employment of our staff imposes a manifest responsibility on us to assure the validity and fairness of the overall process.

In addition to these issues we are particularly concerned about the possible impact of certain changes to the survey methodology and the relevant operational rules, which were made prior to the 2016 survey round.

To be able to consider this matter fully and communicate and manage this process effectively with staff, we request the Commission to provide us with all relevant information regarding the specific impact that the survey components, and the aforementioned changes to the methodology, had on the 2016 survey results. We would propose the deferral of any implementation until such information is available and validated in a process in which representatives of our organizations participate.

As a matter of urgency we would request a meeting with you or senior members of the Commission with a view to addressing these pressing concerns.

Yours sincerely,



Guy Ryder
ILO Director-General



Michael Moller
UNOG Director-General



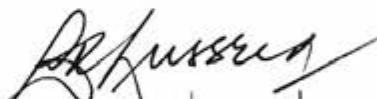
Houlin Zhao
ITU Secretary-General



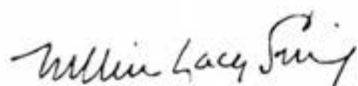
Francis Gurry
WIPO Director General



Margaret Chan
WHO Director-General



Bishar Hussein
UPU Director-General



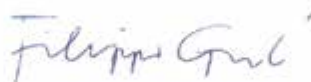
William Lacy Swing
IOM Director General



Petteri Taalas
WMO Secretary-General



Michel Sidibé
UNAIDS Executive Director



Filippo Grandi
UNHCR High Commissioner for Refugees