Key Recommendations At-A-Glance

> The Commission has recommended the following changes to the compensation package for staff in the Professional and higher categories as per the request of the General Assembly. For more information visit https://icsc.un.org

Family and education-related support

Child allowance

Current system	Proposed system
Level: USD 2,929. **Number of children:** No limit. **Eligibility:** Recognized dependants under age 18, or under age 21 if in full-time school or university attendance. **Currency treatment:** The USD flat rate is converted to local currency at Group I duty stations. **Review cycle:** Every two years.	**Level:** USD 3,004 in year 1, rising in annual steps to USD 3,322 in year 5. **Number of children:** Limit of six. **Eligibility:** Recognized dependants under age 18. **Currency treatment:** The USD flat rate would no longer be converted to local currency. **Review cycle:** Every five years.

> **Transition arrangement** The six-child cap would take effect on January 1, 2028. Staff already receiving the allowance on that date for a recognized dependant in full-time school or university attendance would continue to receive it until the dependant reaches age 21.

Allowance for a child with a disability

Current system	Proposed system
The USD flat rate is converted to local currency at Group I duty stations. The level is reviewed every two years.	The USD flat rate would no longer be converted to local currency. The level would be reviewed every five years.

Secondary dependant’s allowance

Current system	Proposed system
Level: USD 1,025, equal to 35 per cent of the child allowance. **Financial-support test:** The staff member provides financial support equal to at least half of the dependant’s total financial resources and no less than two times the allowance. **Currency treatment and review:** The USD flat rate is converted to local currency at Group I duty stations; the level is reviewed every two years. **Eligibility:** Where there is no recognized primary dependant, a dependant parent, brother or sister may qualify.	**Level:** USD 1,051 in year 1, rising in annual steps to USD 1,163 in year 5. **Financial-support test:** Total financial resources would include pension income and investment earnings, aligned with the definition used for the spouse allowance. **Currency treatment and review:** The USD flat rate would no longer be converted to local currency; the level would be reviewed every five years. **Options for the General Assembly:** Retain the current eligibility rules; restrict eligibility to parents only; or discontinue the allowance.

Education grant

Current system	Proposed system
No limit on the number of dependent children. Coverage is available for primary, secondary and tertiary education.	Coverage would be limited to six dependent children. Primary, secondary and post-secondary education would be maintained. Staff could choose to substitute one or more post-secondary years for early-childhood education and care, from post-parental leave until the current minimum eligibility age, for up to four years.

Special education grant

Current system	Proposed system
Reimbursement of 100 per cent of all admissible expenses, including boarding, up to the upper limit of the top bracket of the applicable global sliding scale. The maximum reimbursement amount is USD 51,584.	**Option 1:** Maintain the status quo. **Option 2:** Reimburse 100 per cent of admissible expenses, including boarding, up to the 90th percentile of qualifying claims above the top bracket of the regular education grant's global sliding scale, including the boarding lump sum. The revised level could not be lower than the existing level. The calculated maximum would be USD 81,030.

Mobility and field-service support

Mobility incentive / Geographical Movement Supplement

Current system	Proposed system
Purpose: Encourage movement of internationally recruited staff to field duty stations in accordance with organizational needs. **Eligibility:** Duty stations in categories A-E. **Payment basis:** Flat amounts vary by hardship classification, grade and assignment number. **Payment conditions:** For assignments of one year or longer, after at least five consecutive years of United Nations-system service. Payment normally ends after five years at the same duty station, with a possible additional year in exceptional circumstances. **Review cycle:** Every three years.	**Purpose:** Recognize sustained geographical moves to field duty stations. **Eligibility:** Duty stations in categories A-E. **Payment basis:** USD 6,900 for 3-4 assignments; USD 10,781 for 5-6 assignments; and USD 12,938 for 7 or more assignments. Organizations may pay a lump sum at the start of an assignment. **Payment conditions:** For assignments of one year or longer, after at least five consecutive years of United Nations-system service. Payment ends after five years at the same duty station. **Review cycle:** Every four years.

Transition arrangement Staff already receiving the mobility incentive would continue to receive it until the end of their ongoing assignment, or earlier under existing policy. The Geographical Movement Supplement would apply to future geographical assignments of one year or longer.

Hardship allowance during evacuation

Current system	Proposed system
During evacuation to an authorized destination, staff continue to receive net base salary plus post adjustment, the mobility and hardship allowance and rental subsidy applicable at the official duty station, and the security evacuation allowance for the staff member and each eligible family member. The level is reviewed every three years.	The hardship entitlement would be linked to the hardship classification of the evacuation location. No hardship allowance would be payable for evacuation to the staff member's home country. The applicable hardship allowance would be payable for evacuation to another hardship location. The level would be reviewed every four years.

Non-family service allowance

Current system	Proposed system
The Non-family Service Allowance is paid to staff assigned to duty stations designated non-family for safety and security reasons. It recognizes the financial and psychological hardship of involuntary family separation and additional service-related costs. The level is reviewed every three years.	The allowance would retain its current purpose and would also be payable to staff serving under a Family Hub arrangement when the duty station where they perform official functions is designated non-family. The level would be reviewed every four years.

Payment for D and E duty stations not designated non-family

Current system	Proposed system
Pilot programme.	The pilot designation would be removed. The payment would be formalized as the Reduced non-family service allowance and reviewed every four years.

Accelerated home leave

Current system	Proposed system
Accelerated home leave allows staff and their families to leave highly adverse duty stations more often. It applies only to D and E duty stations outside the rest-and-recuperation framework.	Discontinue accelerated home leave.

Rest and recuperation

Current system	Proposed system
The six- and eight-week cycles are unchanged. The 12-week cycle applies to non-capital D and E duty stations and, exceptionally, to category E capital cities.	Keep the six- and eight-week cycles unchanged. Extend the 12-week cycle to all D and E duty stations, including capitals.

Rental subsidy

Current system	Proposed system
Group I: 80 per cent of the difference for the first four years, then 60, 40 and 20 per cent over the following three years, after which the subsidy ends. **Group II:** 80 per cent of actual rent above the rental threshold, generally subject to a specified limit.	Align Group I and Group II. At all duty stations, the subsidy would be 80 per cent of the difference for the first four years, then 60, 40 and 20 per cent over the following three years, after which it ends.

Family Hub

Current system	Proposed system
No common-system Family Hub arrangement.	Pilot an optional Family Hub model at non-family duty stations. If a staff member selects the model, the Family Hub would become the administrative duty station for post adjustment and hardship allowance. The Non-family Service Allowance would continue to be payable. Danger pay and rest and recuperation would remain based on the duty station where the staff member performs official functions.

Flexible working and review cycles

Framework for flexible working arrangements

Current system	Proposed system
No common-system framework for compensation-related adjustments when staff telework outside their official duty station.	For staff-requested and organization-authorized teleworking outside the official duty station, travel to the official duty station would be borne by the staff member. Danger pay and rest-and-recuperation qualifying service would be suspended from day 1. After 60 cumulative working days in a calendar year, post adjustment would be reduced to the lower of the official-duty-station or telework-location rate. At that point, rental subsidy, the Geographical Movement Supplement, the D/E payment, relevant home-leave and family-visit travel accrual, hardship allowance and the Non-family Service Allowance would be suspended. The regular education grant would be prorated if teleworking outside the duty station exceeds two thirds of the academic year.

Review cycles for other field-related elements

Current system	Proposed system
The hardship allowance, danger pay, security evacuation allowance, extended security evacuation allowance and relocation-shipment lump-sum ceiling are reviewed every three years.	These elements would be reviewed every four years. The Non-family Service Allowance, Reduced non-family service allowance and Geographical Movement Supplement would also move to a four-year cycle, as set out above.

Related decision on the net remuneration margin

Net remuneration margin

Current system	Proposed system
Under the existing margin-management framework, the Commission uses the post-adjustment system to manage the relationship between the net remuneration of Professional and higher-category staff in New York and that of the United States federal civil service in Washington, D.C. The estimated margin for 2026 was 17 percent.	Pending the broader review requested by the General Assembly, maintain New York net remuneration at its current level through December 31, 2028. Adjust the New York post-adjustment multiplier as necessary to give effect to that decision. At all other locations, the post-adjustment system would continue to maintain purchasing-power parity with New York. The Commission will report the review to the General Assembly at its eighty-third session.