

Global Green Growth Institute

Council of the GGGI

Written Procedure

23 December 2014

Decision on the Salary Scale Review for Professional and Executive Staff

The Council,

Recalling Article 10 of the Agreement on the Establishment of the Global Green Growth Institute, regarding the Staff Regulations of the Secretariat approved by the Council;

Acting pursuant to Staff Regulation 4.1 regarding the determination of the salary scale for Professional staff and Executive staff;

Taking note of the recommendation of the Facilitative Sub-Committee to the Council regarding the Salary Scale Review for Professional Staff and Executive Staff:

1. *Agrees* to move the salary scale of the Professional staff by 4.04% (2% for 2013 and 2% for year 2014), as presented in Annex 1; and,
2. *Agrees* to move in the interim the Executive salary scales by the same percentage as the Professional staff, as presented in Annex 1, to ensure that the Executive salary scale does not lag and remains competitive.



Global Green Growth Institute
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Salary Scale Review for Professional Staff and Executive Staff

1. Background

The current GGGI salary scales for Executive and Professional categories were approved by the Council in effective 1 April 2013. No further review of the salary scales has been made since then.

For Professional staff, the Staff Regulations (see attachment A) require GGGI to benchmark with organizations of the United Nations common system. This year we have done a limited scope benchmarking study with the World Bank and the ICSC salary scales which indicate that the ranges in these organizations move by 2-2.5% every year. Since the current GGGI salary scale is based on 2012 data it implies that GGGI salary structure is lagging by two years.

For Executive staff, the Staff Regulations require benchmarking with comparable private and public sector employers, as determined by the Council. To date, there has been no decision by the Council or a recommendation by the Secretariat to the Council to re-visit the benchmarks for the salaries of the Executive staff.

2. Request

I request the Council to approve following recommendations:

Staff category	Recommendation
Professional staff (C Grade)	(i) To move the salary scale by 4% (2% for 2013 and 2% for year 2014); and (ii) To conduct a detailed benchmarking in 2015 along with the grade restructuring project. The revised structure based on this approach is shown in attachment B.
Executive Staff	(i) To authorize the Secretariat, pursuant to the Staff Regulations, to engage an external consultant to conduct a detailed review including the competitiveness of the salary scale and report the findings to the Facilitative Sub-Committee. (ii) To move, in the interim, in view of the timing of the external review and simultaneous with the movement of the salary scale of the Professional staff, the Executive salary scales by the same percentage as the Professional staff to ensure that the Executive scale does not lag and remains competitive. The revised structure based on this approach is shown in attachment B.



Yvo de Boer
Director-General

Attachments:

A - Staff Regulations

B- Proposed salary scale for professional and executive staff

Attachment A:

Staff Regulations

Article 4: Salaries and Related Allowances

Regulation 4.1 Salary scales

(a) The salary scales applicable to the GGGI staff are established as follows:

i. For staff members in the Executive category: by reference to comparable private and public sector employers, as determined by the Council;

ii. For staff members in the Professional category: by reference to the salary ranges used by the organizations of the United Nations common system for comparable positions; and

iii. For staff members in the General Service category at each duty station: by reference to the local salary survey for that duty station issued by the International Civil Service Commission for the organizations of the United Nations common system.

(b) The salary scales for staff in the Executive and Professional categories shall be set out in Annex I to the present Regulations.

(c) The salary scales for staff in the General Service category shall be established and revised from time to time by the Director-General for each duty station, taking into account data provided in the local salary survey issued by the International Civil Service Commission for the duty station concerned.

(d) For purposes of these Regulations, the salary paid to a staff member pursuant to the present regulation shall be considered as the “base salary” of the staff member concerned.

Attachment B:

Proposed Salary Scale for Professional Staff (C Grade)

Grade	Current GGGI Salary Scale		Proposed GGGI Salary scale		Effective Increase in scale	
	Min	Max	Min	Max	Min	Max
C5	\$ 157,877	\$ 185,603	\$ 164,250	\$ 193,100	4.04%	4.04%
C4	\$ 132,000	\$ 157,877	\$ 137,300	\$ 164,300	4.02%	4.07%
C3	\$ 111,684	\$ 144,725	\$ 116,200	\$ 150,600	4.04%	4.06%
C2	\$ 61,569	\$ 123,460	\$ 64,050	\$ 128,400	4.03%	4.00%
C1	\$ 50,000	\$ 75,000	\$ 52,020	\$ 78,030	4.04%	4.04%

Proposed Salary Scale for Executive Staff

Grade	Current GGGI Salary Scale		Proposed GGGI Salary scale*		Effective Increase in max of scale
	Min	Max	Min	Max	Min
Director-General	Up to \$275,000 + up to 10% bonus		Up to \$286,110 + up to 10% bonus		4.04%
Deputy Director-General	Up to \$212,000 + up to 10% bonus		Up to \$220,560 + up to 10% bonus		4.04%
Assistant Director-General	Up to \$202,000 + up to 10% bonus		Up to \$210,160 + up to 10% bonus		4.04%
Chief Financial Officer	Up to \$192,000 + up to 10% bonus		Up to \$199,700 + up to 10% bonus		4.04%

**pending the benchmarking study*