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### UNITED NATIONS COMMON SYSTEM

Draft resolution submitted by the Vice-Chairman following  
informal consultations

United Nations common system: report of the International  
Civil Service Commission

The General Assembly,

Having considered the sixteenth annual report of the International Civil  
Service Commission 1/ and other related reports, 2/

#### I

1. Reaffirms the central role of the International Civil Service Commission in the regulation and co-ordination of conditions of service, including pensionable remuneration of all graded and ungraded staff, of the United Nations common system;
2. Endorses the efforts of the Commission to maintain the integrity and unity of those conditions of service in order to strengthen the effectiveness of common system activities and to ensure equity of treatment of all staff;
3. Reiterates its request to the Secretary-General and to the executive heads of the organizations of the United Nations common system that all efforts be

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1/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 (A/45/30 and Add.1).

2/ Ibid., Supplement No.9 (A/45/9); A/45/7/Add.7, A/C.5/45/23, A/C.5/45/24 and A/C.5/45/43.

made to absorb in 1991 and thereafter a significant portion of any additional costs arising in respect of the regular budgets of all organizations as a result of the comprehensive review of the conditions of service of the Professional and higher categories;

## II

Recalling its resolutions 42/221, section VIII of 21 December 1987, 43/226, section II of 21 December 1988, and 44/198, section II of 21 December 1989,

Taking note of the decisions and conclusions of the Commission with respect to the modification of its working methods and the format of its annual reports,

Welcoming the renewed participation of the staff representatives in the work of the Commission,

1. Reaffirms the independence and impartiality of the Commission in the performance of its functions, as envisaged in article 6 of its statute;
2. Expresses satisfaction with the establishment of a more active dialogue between the Commission and representatives of organizations and staff, inter alia, through tripartite working groups;
3. Requests the Commission to continue to seek improvements in the format and presentation of its report, with a view to enhancing its clarity and making it more comprehensible;
4. Requests the Secretary-General and his colleagues in the Administrative Committee on Co-ordination, in preparing the report on the review of the functioning of the Commission, in accordance with section II, paragraph 1, of resolution 44/198, to recommend alternative measures to improve the Commission's functioning;

## III

Noting with concern that it has again not been possible for the Commission to recommend the introduction of a revised remuneration structure for staff in the Professional and higher categories that would result in greater transparency and simplicity in the concepts and administration of the remuneration system,

Noting the Commission's intention to review and evaluate the proposed procedures for the treatment of housing in the light of the experience gained,

1. Urges the Commission to continue to pursue its examination of the remuneration structure, in particular concerning the treatment of housing, and to report its findings to the General Assembly, as appropriate, taking into account the views expressed by Member States in the Fifth Committee;

2. Takes note of the recommendations of the Commission with regard to the treatment of housing, as contained in paragraph 95 of its report; 1/

. Requests the Commission, as a matter of urgency, to continue to take steps to improve the measurement of the housing element in the remuneration scale;

. Requests the Commission to establish a pilot project designed to simulate operation of the proposals of the Commission in a limited number of duty stations in the field where valid housing comparisons are difficult or impossible, with a full understanding that housing will remain within the post adjustment system in the interim, and to report on the experience gained with that project to the General Assembly at its forty-sixth session;

. Requests the Commission to examine experience gained with the operation of the current rental subsidy scheme for headquarters duty stations and to review its proposals for a revised rental subsidy scheme, contained in paragraph 95 (b) (iv) and (viii) of its report I/, taking into account views expressed by Member States in the Fifth Committee on the need to improve the rental subsidy scheme, without losing its purpose of facilitating the resettlement of new members and of encouraging mobility within the common system, and to present conclusions and recommendations on the subject to the General Assembly at its forty-sixth session;

. Decides to introduce, with effect from 1 January 1991, as a provisional measure, a revision to the current rental subsidy scheme at headquarters duty stations that provides for reimbursement over a seven-year period at the rate of 60 per cent for the first four years and 60, 40 and 20 per cent, respectively, for the fifth, sixth and seventh years thereafter;

#### IV

Making note of the compilation of the overview of common system allowances and of the comparator civil service, as contained in annex VII to the Commission's report I/ and the Commission's decisions thereon,

. Urges the Commission to make the utmost effort to complete its review of agency allowances and its study on expatriate entitlements granted to staff in their home countries and to report thereon to the General Assembly at its forty-sixth session;

. Invites the Commission to update the comparative overview of allowances on a regular basis;

#### V

Making note of the decisions and recommendations of the Commission with regard to the conditions of service of staff at the Assistant Secretary-General, Under-Secretary-General and equivalent levels, as contained in paragraph 124 (b) of its report, I/

Requests the Commission to reconsider, in a comprehensive manner, the remuneration of staff of organizations of the United Nations common system at the

Assistant Secretary-General and Under-Secretary-General and equivalent levels, taking into account, inter alia, the remuneration levels of equivalent positions in the comparator civil service, representation and other allowances, housing arrangements and pensionable remuneration levels, and to report thereon to the General Assembly at its forty-sixth session;

## VI

Recalling the importance of ensuring that the governing bodies of the specialized agencies take common positions with regard to matters of concern for the United Nations common system,

Concerned by the continuing practice of some organizations to grant additional steps beyond the salary scale approved by the General Assembly,

Noting that the World Intellectual Property Organization has revised its rules in respect of an additional step in the salary scales of the Professional and higher categories,

1. Urges the governing bodies of the International Labour Organisation and the World Health Organization to take the necessary measures to bring their salary scales into line with those of the other organizations of the common system, as recommended by the Commission;
2. Invites the Commission, with regard to its recommendation on non-pensionable cash awards to reward merit, to continue its review of performance evaluation systems in all United Nations common system organizations, with a view to ensuring that such systems are objective and transparent and can provide a sound basis for decisions on the proposed cash awards, as well as on within-grade increments and promotions, as indicated in section I.F, paragraph 3, of resolution 44/198;
3. Urges Member States to ensure that their representatives in the meetings of the governing bodies of the organizations of the common system are informed of the positions taken by the Commission and the General Assembly in respect of United Nations common system conditions of employment;
4. Takes note of the recommendations being made by the Commission to the executive heads, as contained in paragraph 235 of its report; 1/

## VII

Recalling that in section I, paragraph 2, of its resolution 40/244 of 18 December 1985, it approved a range of 110 to 120, with a desirable mid-point of 115, for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and that of officials in comparable positions in the United States federal civil service, on the understanding that the margin would be maintained around the desirable mid-point over a period of time,

Recalling also, that in section I.C, paragraph 5, of its resolution 44/198, it requested the Commission to monitor the annual net remuneration margin over the five-year period beginning in calendar year 1990 with a view to ensuring, to the extent possible, that by the end of that period the average of the successive annual margins is around the desirable mid-point of 115,

Taking note of the recommendations of the Commission, as contained in paragraphs 188 and 189 of its report, 1/

Noting the views expressed by Member States in the Fifth Committee,

Noting also the possibility of a freeze of post adjustment in 1991 for duty stations throughout the United Nations common system, as mentioned in the statement of the Administrative Committee on Co-ordination, 3/

Requests the Commission to continue to monitor the evolution of the margin and also the impact of the potential changes in the United States federal civil service pay levels, as a result of the implementation of the Federal Employees Pay Comparability Act of 1990, and to present recommendations to the General Assembly at its forty-sixth session, with a view to avoiding a future prolonged freeze of post adjustment within the five-year period beginning in calendar year 1990;

#### VIII

Recalling section I.H, paragraph 1, of its resolution 44/198, by which it approved the establishment of a floor net salary scale, with effect from 1 July 1990, by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service,

1. Approves, with effect from 1 March 1991, the revised scale of gross and net salaries for staff in the Professional and higher categories contained in annex I to the present resolution and the consequential amendments to the Staff Regulations of the United Nations, as reflected in annex II to the present resolution;

2. Reiterates its request to the Commission to report to the General Assembly at its forty-seventh session on the operation of the mobility and hardship allowance and, in particular, on the evolution of the mobility and hardship allowance in reference to equivalent allowances granted by the comparator and in relation to the base/floor salary itself;

#### IX

Taking note of the decisions of the Commission with regard to the practice of some Member States of making supplementary payments or deductions with respect to their nationals and, in particular, the affirmation by the Commission that such

arrangements are unnecessary, inappropriate and undesirable, and are inconsistent with the Staff Regulations of the organizations,

Concerned that some Member States have yet to respond to the requests of the Chairman of the Commission for information on this issue and, in this context, that insufficient progress has been made in taking measures to discontinue these practices,

1. Notes the efforts of some Member States to reduce these practices, and encourages other Member States to take similar measures;
2. Invites those Member States that have not yet responded to the requests of the Chairman of the Commission for information to do so;
3. Requests the Secretary-General of the United Nations and the executive heads of the organizations of the common system to take such measures and make such proposals as they consider appropriate in order to end such practices;
4. Requests the Commission to study the practice of supplementary payments and deductions and to propose measures to resolve this problem;

X

Noting the Commission's intention to conduct a study of the process for setting education grant levels and to report thereon to the General Assembly at its forty-sixth session,

Approves the changes to the maximum admissible levels of expenses incurred under the education grant in five currencies, as contained in paragraph 251 of its report; 1/

XI

Recalling its resolutions 41/207 of 11 December 1986, 42/221, 43/226 and 44/198, by which it had drawn the attention of the organizations of the common system (a) to the Commission's recommendations with respect to special measures for the recruitment of women; (b) to the need for organizations to submit proposals to the Commission that would remove obstacles to equality in promotion prospects; and (c) to the importance of providing information on measures taken and results achieved in improving the status of women in both the Professional and higher categories and the General Service and related categories in the secretariats of the organizations,

Concerned at the slow and uneven progress made in these areas,

Invites the Commission, working together with the organizations of the common system and with the staff representatives, to examine specific and practical steps to translate these past recommendations and requests into action and to report thereon to the General Assembly at its forty-seventh session;

## XII

Noting articles 13 and 14 of the statute of the Commission, under which it is empowered to make recommendations on classification and other aspects of personnel policy,

1. Requests the Commission to resume its active consideration of these substantive areas;

2. Also requests the Commission, in elaborating common personnel practices, study, among other questions, the practice of inter-agency secondment and transfer, the feasibility of creating common staff rosters along occupational lines and the consistent system-wide application of the Master Standard for classification;

## XIII

Recalling article 12 of the Commission's statute and article III of the Staff Regulations of the United Nations,

Noting the action taken on the Commission's recommendations in respect of the survey of best prevailing conditions as regards the General Service staff in New York in October 1989,

Concerned that this action could establish an undesirable precedent for similar survey exercises throughout the United Nations common system in the future,

Appreciative of the broader managerial considerations involved,

1. Notes the application of the salary scale of the General Service category in New York that was put into effect as of 1 October 1989, and decides that this scale should not constitute a precedent for future salary surveys;

2. Requests the Secretary-General to adjust the salaries of the General Service category in New York to levels consistent with best prevailing rates of remuneration as determined by the Commission in accordance with its mandate so that there is no disparity by the time of the next survey;

3. Also requests the Secretary-General to present to the Assembly at its forty-seventh session a report on procedures, whereby the Secretary-General and other executive heads could take measures regarding salary scales of the General Service category at variance with recommendations of the Commission, only after consultations with appropriate intergovernmental bodies and the Commission;

4. Takes note that the Commission will review in 1991 the methodology for conduct of salary surveys of the General Service and related categories at headquarters duty stations, and requests the Commission to present a report thereon to the General Assembly at its forty-seventh session;

XIV

Recalling that the work programme of the Joint Inspection Unit includes a study on the question of grade overlap between the Professional and higher categories and other categories of staff in the common system,

Requests the Commission, in view of the above report, to consider the relativities between the terms and conditions of service of staff in the Professional and higher categories and those in other categories, as well as the broader question of the recruitment and retention of staff.



Annex I

SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES a/

Annual gross salaries and net equivalents after application of staff assessment

(In United States dollars - effective 1 March 1991)

Level	Steps														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
USG Gross	128 559														
Net D	76 702														
Net S	68 853														
ASG Gross	116 442														
Net D	70 350														
Net S	63 600														
D-2 Gross	94 478	96 644	98 809	100 993	103 200	105 407									
Net D	58 873	60 021	61 169	62 316	63 464	64 612									
Net S	53 995	54 990	55 983	56 957	57 906	58 855									
D-1 Gross	83 047	84 902	86 756	88 610	90 465	92 319	94 173	96 028	97 882						
Net D	52 815	53 798	54 781	55 763	56 746	57 729	58 712	59 695	60 677						
Net S	48 749	49 600	50 451	51 302	52 153	53 004	53 855	54 707	55 558						
P-5 Gross	72 782	74 429	76 076	77 723	79 370	81 036	82 714	84 392	86 070	87 748	89 426	91 104	92 782		
Net D	47 302	48 192	49 081	49 971	50 860	51 749	52 639	53 528	54 417	55 307	56 196	57 085	57 975		
Net S	43 784	44 598	45 412	46 225	47 039	47 826	48 596	49 366	50 136	50 906	51 677	52 447	53 217		
P-4 Gross	59 277	60 854	62 431	64 008	65 596	67 202	68 808	70 414	72 020	73 626	75 232	76 839	78 445	80 052	81 688
Net D	39 952	40 820	41 687	42 554	43 422	44 289	45 156	46 024	46 891	47 758	48 625	49 493	50 360	51 227	52 095
Net S	37 101	37 884	38 666	39 448	40 234	41 028	41 821	42 615	43 408	44 201	44 995	45 788	46 582	47 374	48 125
P-3 Gross	47 890	49 320	50 749	52 179	53 608	55 039	56 521	58 002	59 483	60 965	62 446	63 928	65 417	66 926	68 435
Net D	33 547	34 362	35 177	35 992	36 807	37 621	38 436	39 251	40 066	40 881	41 695	42 510	43 325	44 140	44 955
Net S	31 325	32 060	32 795	33 530	34 265	34 999	35 734	36 469	37 204	37 939	38 673	39 408	40 146	40 891	41 637
P-2 Gross	38 075	39 311	40 546	41 781	43 016	44 251	45 503	46 781	48 060	49 338	50 617	51 895			
Net D	27 814	28 543	29 272	30 001	30 729	31 458	32 187	32 915	33 644	34 373	35 101	35 830			
Net S	26 101	26 768	27 435	28 102	28 769	29 436	30 099	30 755	31 413	32 070	32 727	33 384			
P-1 Gross	28 521	29 633	30 769	31 917	33 065	34 214	35 374	36 561	37 748	38 935					
Net D	22 018	22 719	23 419	24 120	24 820	25 520	26 221	26 921	27 621	28 322					
Net S	20 776	21 422	22 066	22 710	23 354	23 999	24 642	25 283	25 924	26 565					

(Footnotes on following page)

(Footnotes to annex I)

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D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

a/ This scale represents the result of a consolidation of five multiplier points of post adjustment into net base salary. There will be consequential adjustments in the post adjustment indices and multipliers at all duty stations, effective 1 March 1991. Thereafter, changes in post adjustment classifications will be effected on the basis of the movements of the newly consolidated post adjustment indices.

Annex II

AMENDMENT TO THE STAFF REGULATIONS OF THE UNITED NATIONS

Regulation 3.3

Replace the table under assessment in subparagraph (b) (i) by the following tables

Assessment

(In percentages)

Total assessable payments (United States dollars)	Staff assessment rates for purposes of pensionable remuneration and pensions
First \$15 000 per year	4
Next \$10 000 per year	20
Next \$10 000 per year	25
Next \$20 000 per year	29
Next \$20 000 per year	32
Next \$20 000 per year	35
Next \$30 000 per year	37
Remaining assessable payments	39

Total assessable payments (United States dollars)	Staff assessment rates used in conjunction with gross base salaries and the gross amounts of separation payments	
	Staff member with a dependent spouse or a dependent child	Staff member with neither a dependent spouse nor a dependent child
First \$15 000 per year	13.0	17.5
Next \$ 5 000 per year	31.0	34.3
Next \$ 5 000 per year	34.0	38.6
Next \$ 5 000 per year	37.0	41.9
Next \$ 5 000 per year	39.0	43.9
Next \$10 000 per year	41.0	46.0
Next \$10 000 per year	43.0	48.6
Next \$10 000 per year	45.0	50.4
Next \$15 000 per year	46.0	50.6
Next \$20 000 per year	47.0	54.1
Remaining assessable payments	48.0	57.0