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UNITED NATIONS COMMON SYSTEM

Report of the Fifth CommitteeRapporteur: Mr. Félix ABOLY-BI-KOUASSI (Côte d'Ivoire)

I. INTRODUCTION

1. At its 3rd plenary meeting, on 18 September 1987, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its forty-second session the item entitled "United Nations common system: report of the International Civil Service Commission" and to allocate it to the Fifth Committee.
2. The Fifth Committee considered this item at its 26th, 35th, 39th, 43rd, 54th, 64th and 65th meetings, on 18, 20, 24 November, 4, 16 and 17 December 1987. Comments made in the course of the discussion of the item are reflected in the relevant summary records (A/C.5/42/SR.26, 35, 39, 43, 45, 64 and 65).
3. For the consideration of this item, the Committee had before it the thirteenth annual report of the International Civil Service Commission. 1/
4. The Committee also had before it the comments of the Federation of International Civil Servants' Associations (A/C.5/42/19) and those of the Co-ordinating Committee for Independent Staff Unions and Associations of the United Nations System (A/C.5/42/38), as well as a statement of the Secretary-General on the administrative and financial implications of the recommendations and decisions

1/ Official Records of the General Assembly, Forty-second Session, Supplement No. 30 (A/42/30 and Corr. 1).

Contained in the report of the International Civil Service Commission (A/C.5/42/23) and the related report of the Advisory Committee on Administrative and Budgetary Questions (A/42/7/Add.7).

5. The report of the International Civil Service Commission was introduced by its Chairman at the 26th meeting, on 10 November.

II. CONSIDERATION OF DRAFT RESOLUTION A/C.5/42/L.18

6. At the 64th meeting, on 16 December the Vice-Chairman of the Committee, Mr. Deryck Murray (Trinidad and Tobago), introduced draft resolution A/C.5/42/L.18, which was elaborated following informal consultations.

7. At its 65th meeting, on 17 December, the Committee adopted draft resolution A/C.5/42/L.18 without a vote (see para. 9).

8. Statements in explanation of position were made by the representatives of Brazil, the Union of Soviet Socialist Republics, India, Australia, Sweden (also on behalf of Denmark, Finland, Iceland and Norway), Morocco and the Netherlands.

III. RECOMMENDATION OF THE FIFTH COMMITTEE

9. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

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

The General Assembly,

Having considered the thirteenth annual report of the International Civil Service Commission 2/ and other related reports, 3/

Reiterating the importance of maintaining and strengthening the United Nations common system of salaries, allowances and personnel standards,

Concerned by the lack of transparency and simplicity of the present remuneration system and by the growing number of ad hoc measures that further add to its complexity and weaken its internal consistency, and stressing the need to improve this situation,

2/ Official Records of the General Assembly, Forty-second Session, Supplement No. 30 (A/42/30 and Corr. 1).

3/ A/42/7/Add.7, A/C.5/42/L.19, A/C.5/42/20, A/C.5/42/23 and A/C.5/42/38.

Stressing the need for the Commission to continue to improve its reporting so that in future its recommendations and decisions are³ presented with comprehensive background information and statistical evidence, with a view to facilitating comprehension by the general reader,

Recalling its resolution 41/213 of 19 December 1986, and taking note of the views of the Commission as reflected in paragraphs 44 to 46 of its thirteenth annual report, 2/

I

Recalling that by its resolution 40/244 of 18 December 1985, the General Assembly approved the range of 110 to 120, with a desirable mid-point of 115, for the next remuneration margin, on the understanding that the margin would be maintained at a level around the desirable mid-point of 115 over a period of time, and considering that the margin range should be maintained for some time,

Recalling that the recommendation of the International Civil Service Commission which led to the adoption of the margin range of 110 to 120 was related to the then existing methodology used for margin calculations,

1. Decides to maintain the methodology described in annex I to the report of the International Civil Service Commission submitted to the General Assembly at its fortieth session 4/ for the calculation of the margin between the net remuneration of staff in the Professional and higher categories of the United Nations and that of the comparator civil service, which should continue to be applied for the time being;

2. Requests the Commission to continue its examination of the methodology for calculating the net remuneration margin and to report thereon to the General Assembly at its forty-fifth session;

3. Further requests the Commission to continue reporting annually to the General Assembly on the net remuneration margin calculated in accordance with the methodology referred to in paragraph 1 above and to ensure that the margin is maintained at a level around the desirable mid-point of 115 over a period of time;

4. Takes note of the discussion referred to in paragraphs 97 to 104 of the report of the Commission 2/ and requests the Commission to develop a methodology regarding total entitlements and to present its recommendations thereon to the General Assembly at its forty-fourth session;

4/ Official Records of the General Assembly, Fortieth Session, Supplement No. 30 (A/40/30).

II

Noting the projected deficit in the Tax Equalization Fund by the end of 1987]

Approves, with effect from 1 April 1989, the revised rates of staff assessment for staff in the Professional and higher categories to be used in conjunction with gross base salaries and gross amounts of subsistence payments, also approves the maintenance of the current rates of staff assessment for Staff members with a dependent spouse or dependent child for purpose of pensionable remuneration and pensions and consequently approves, with effect from 1 April 1988, the amendments to the Staff Regulations of the United Nations, as set forth in the annex to the present resolution, to replace, for staff in the Professional and higher categories, the present scale of staff assessment and the scale of net and gross salaries;

III

Noting that the post adjustment system is based on the concept of parity of purchasing power,

Mindful of the effect of currency fluctuations on the level of take-home pay of staff in the Professional and higher categories at different duty stations,

Noting the decision of the International Civil Service Commission in paragraph 174 of its report 2/ to establish a working group to study the problems connected with the separation of the effects of inflation and currency fluctuations in the post adjustment system,

Noting further the recommendation of the Commission in paragraph 178 of its report 2/ that for the time being the post adjustment should be maintained at the base of the system,

Stressing the need to improve the response by the organizations of the United Nations common system to request from Member States for assistance, through the continued provision of staff of the highest efficiency, competence and integrity, particularly in the field,

Taking note of the statistics on the mobility of staff of different organizations provided in section VII.D of the report, 2/

1. Decides that a comprehensive review of the conditions of service of staff in the Professional and higher categories should be undertaken in order to provide a sound and stable methodological basis for their remuneration, having due regard to:

(a) The need for securing the highest standards of efficiency, competence and integrity in recruiting staff with due regard being paid to equitable geographical distribution)

(b) The need for greater transparency and simplicity in the concepts and administration of the remuneration system;

(c) The need for sufficient flexibility to respond to varying requirements resulting from different types of appointments and changing circumstances;

(d) The relativity of benefits among duty stations as a factor in staff mobility;

(e) The need for a long-term improvement in the operation of the post adjustment system, including the separation of the effects of inflation and currency fluctuations and a simpler and more accurate reflection of differences in cost of living between the base of the system - New York - and* field duty stations;

2. Requests the International Civil Service Commission to present to the General Assembly at its forty-third session a preliminary report on the comprehensive review described in paragraph 1 above, containing an analysis of the subject together with the outline of one or more possible alternatives, and to complete its review for presentation to the Assembly at its forty-fourth session;

3. Approves, as an interim measure for 1988 and 1989, the modifications to the post adjustment recommended in paragraph 197 of the report Of the Commission 2/ for application at selected duty stations outside Europe and North America, while recognising that this measure would not constitute an acquired right;

4. Takes note of the action taken by the Commission to introduce into the assignment allowance a financial incentive for mobility, for phased implementation with effect from 1 January 1988;

IV

1. Approves the modification recommended by the International Civil Service Commission in paragraph 153 of its report 2/ in existing education grant provisions for staff serving at locations where educational facilities are not available or are deemed inadequate, to enable them to claim reimbursement of 100 per cent of boarding costs up to \$1,500 per year as an amount additional to the current maximum grant of \$4,500 per year, and requests the Commission to report to the General Assembly annually starting in 1988 on the number of such cases in the common system and on the related costs;

2. Requests the Commission to indicate in its next report the type of guidelines used for assessing the adequacy of educational facilities at field duty stations for the application of the above measure;

V

1. Takes note of the conclusion of the International Civil Service Commission contained in paragraph 296 of its report 2/ reaffirming the validity of its previous recommendations on special measures for the recruitment of women and the decision of the Commission to keep the item on its work programme and, in the light of section IV of its resolution 41/207 of 11 December 1986, requests the Commission to report to the General Assembly at its forty-third session on:

(a) Measures taken by the organizations of the United Nations common system, since the end of the United Nations Decade for Woman; Equality, Development and Peace, to improve the status of women in their secretariats;

(b) Results achieved during the same period at each level of the Professional category and in the General Service category;

2. Takes note of the report by the Commission on equitable geographical distribution in different organizations of the United Nations system;

3. Takes note also of the adoption by the Commission of eleven principles and guidelines for performance appraisal and recognition of merit of staff, 5/ which should be taken into account by the organizations of the common system in the furtherance of their policies in these matters and requests the Commission to report to the General Assembly at its forty-fourth session on the implementation by the organizations of measures taken in response to the Commission's recommendations;

VI

Reaffirming the importance of respect by all organizations members of the United Nations common system of common standards and arrangements,

1. Expresses its concern over actions taken by some of the participating organizations which have led to disparities in the United Nations common system;

2. Requests the Secretary-General, in his capacity as Chairman of the Administrative Committee on Co-ordination, to draw to the attention of his colleagues the concern of the General Assembly at such departures from the common system;

3. Urges the executive heads of organizations concerned, after consultation with the International Civil Service Commission, to undertake a revision of their rules and regulations to conform with decisions taken by the Commission;

5/ Ibid., Forty-second Session, Supplement No. 30 (A/42/30 and Corr.1), annex XV.

4. Requests the Commission to continue reporting on the implementation of its decisions and recommendations by participating organizations;

5. Further request the Commission to report to the General Assembly at its forty-fifth session on progress made in the promotion and strengthening of the United Nations common system through the development of common staff regulations;

VI I

Recalling section II of its resolution 37/126 of 17 December 1982, concerning the practice of supplementary payments or deductions,

Taking note of the ongoing review of the practice of supplementary payments or deductions being carried out by the International Civil Service Commission, in co-operation with the executive heads of the organizations participating in the United Nations common system,

Emphasizing that such a review can only bring about reliable results if full-scale information is provided by all Member States and organizations,

Requests all Member States and organizations participating in the United Nations common system to reply promptly to requests for information by the International Civil Service Commission,

VII I

Requests the International Civil Service Commission to undertake a study of its functioning with a view to enhancing its work and to report thereon to the General Assembly at its forty-third session.

ANNEX

Amendments to the staff regulations of the United Nations

Regulation 3.3

Replace subparagraph (i) of paragraph (b) by the following text:

"(b) (i) The assessment shall be calculated at the following rates for staff whose salary rates are set forth in paragraphs 1 and 3 of annex I to the present Regulations:

**Assessment
(per cent)**

**Staff assessment
rates used in conjunction
with gross base salaries and the
gross amount of separation payments**

Total assessable payments (US dollars)	Staff assessment rates for purposes of pensionable remuneration and pensions	Staff member	
		with a dependent spouse or a dependent child	with neither a dependent spouse nor a dependent child
First \$15 000 per year	10.0	13.0	10.0
Next \$5 000 per year	25.0	31.0	34.6
Next \$5 000 per year	28.0	34.0	38.9
Next \$5 000 per year	30.0	37.0	42.2
Next \$5 000 per year	32.0	39.0	44.2
Next \$10 000 per year	34.0	41.0	46.6
Next \$10 000 per year	36.0	43.0	48.7
Next \$10 000 per year	38.0	45.0	50.6
Next \$15 000 per year	40.0	46.0	51.5
Next \$20 000 per year	42.0	47.0	54.3
Remaining assessable payments	44.0	49.0	59.2"

ANNEX I TO THE STAFF REGULATIONS

Salary scales and related provisions

1. In paragraph 1, the salary figures for an Under-Secretary-General and an Assistant Secretary-General shall read \$US 105,259 and \$US 95,100, respectively.
2. Replace the first table in annex I by the following table:

Salary scale for the Professional and higher categories showing annual pro88 salaries
and net equivalents after application of staff assessment

(in US dollars)

(Effective 1 April 1988)

Level	Steps											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
Under-Secretary-General												
USG Gross	105 259											
Net D	64 535											
Net S	58 276											
Assistant-Secretary-General												
ASG Gross	95 100											
Net D	59 203											
Net S	53 891											
Director												
D-2 Gross	76 677	78 594	80 541	a2 550								
Net D	49 406	50 441	51 487	52 552								
Net S	45 378	46 308	47 237	48 155								
Principal Officer												
D-1 Gross	65 668	67 505	69 318	71 142	72 950	74 729	76 457					
Net D	43 461	44 453	45 432	46 417	47 393	48 354	49 287					
Net S	40 039	40 930	41 809	42 694	43 571	44 434	45 272					
Senior Officer												
P-5 Gross	58 072	59 567	61 021	62 430	63 858	65 266	66 705	68 135	69 575	71 000		
Net D	39 290	40 112	40 912	41 687	42 472	43 244	44 021	44 793	45 571	46 340		
Net S	36 293	37 031	37 749	38 445	39 151	39 844	40 542	41 235	41 934	42 625		
First Officer												
P-4 Gross	46 236	47 647	49 061	50 463	51 894	53 249	54 594	55 976	57 643	58 929	60 361	61 741
Net D	32 605	33 409	34 215	35 014	35 830	36 602	37 369	38 137	38 944	39 761	40 549	41 308
Net S	30 279	31 003	31 728	32 440	33 182	33 877	34 567	35 257	35 982	36 716	37 423	38 105
Second Officer												
P-3 Gross	37 193	38 503	39 783	41 027	42 303	43 605	44 903	46 217	47 419	48 601	49 801	50 982
Net D	27 294	28 067	28 822	29 556	30 309	32 077	31 843	32 594	33 279	33 953	34 637	35 310
Net S	25 476	26 176	26 859	27 523	28 205	28 900	29 593	30 269	30 886	31 692	32 108	32 714
Associate Officer												
P-2 Gross	29 563	30 611	31 663	32 721	33 785	34 840	35 937	37 022	38 118	39 215	40 294	
Net D	22 675	23 323	23 965	24 610	25 259	25 903	26 553	27 193	27 840	28 487	29 124	
Net S	21 262	21 856	22 443	23 033	23 627	24 216	24 805	25 385	25 970	26 556	27 132	
Assistant Officer												
P-1 Gross	22 175	23 116	24 071	24 999	25 990	26 979	27 990	28 951	29 893	30 832		
Net D	17 936	18 557	19 187	19 800	20 424	21 047	21 664	22 289	22 883	23 458		
Net S	16 099	17 474	18 057	18 624	19 197	19 769	20 353	20 908	21 453	21 979		

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

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