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### REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Argentina, France, Germany, Federal Republic of, Japan, Pakistan,  
Trinidad and Tobago and United Kingdom of Great Britain and  
Northern Ireland: draft resolution

The General Assembly,

Taking note with appreciation of the Sixth Annual Report of the International Civil Service Commission,

Reaffirming the central role of the Commission in the development of a single unified international civil service through the application of common personnel policies and standards, methods and arrangements,

Endorsing the systematic and integrated approach which the Commission is pursuing in its work,

#### I.

1. Notes with appreciation the continuing efforts of the Commission to review the application of the Noblemaire principle, especially with a view to achieving comparability of total compensation of the United Nations remuneration of the Professional and higher categories with that of the selected comparator national civil service, and to ascertaining whether the present comparator is still the highest paid civil service;

2. Requests the Commission to intensify its fundamental and comprehensive review of the purposes and operations of the post adjustment system as requested in resolution 34/165 by fully taking into account the causes of present anomalies and to submit the results of the review to the General Assembly at its 36th session,

3. Welcomes the Commission's willingness to advise Member States upon request in developing their own system for adjusting the salaries of their overseas staff,

provided that this assistance does not impinge upon the exercise of the Commission's functions under its Statute and that no additional resources will be required for this assistance;

II.

4. Notes the progress made by the Commission under the authority give to it under articles 13 and 14 of its Statute;

5. Notes the decision of the Secretary-General to implement the Master Standard of post classification beginning 1 January 1981;

6. Invites the Commission, the Secretary-General and the Heads of the organizations which have accepted the Commission's Statute to co-operate fully in the implementation of common standards of post classification, ensuring appropriate consideration of the individual situation and requirements of each organization and the most economical use of resources;

III.

7. Notes the surveys of best prevailing conditions for the General Service and related categories carried out by the Commission under article 12 of its Statute, including the second such survey in Geneva;

8. Requests the Commission to continue to study the general principles and methodology for surveys to determine the conditions of service of the General Service and other locally recruited categories including the determination of gross salaries, taking into account the views expressed in the Fifth Committee at the thirty-fifth session of the General Assembly;

9. Requests the Secretary-General to inform the General Assembly of the actions taken with regard to the implementation of the Commission's recommendations on the salaries of the staff in the General Service category at Geneva and New York;

IV.

10. Decides for staff in the Professional and higher categories to consolidate 30 points of post adjustment effective 1 January 1981 in conformity with the recommendation by the Commission in paragraph 101 of its report, resulting in salary scales (gross and net), post adjustment schedules and scales of staff assessment and pensionable remuneration as set forth in the annexes II, III, IV and in the corrigendum to Annex V to the Commission's report, and that the base of the post adjustment system shall be changed from New York at 100 as at November 1973 to New York as at October 1977;

11. Decides to revise the schedule of costs reimbursable under the provisions of the education grant as recommended by the Commission in paragraph 156 of its report;

/...

12. Approves the classification by the Commission of duty stations according to conditions of life and work and the increase in the periodicity of home leave and of travel entitlements under the education grant as recommended by the Commission in paragraphs 224 and 226 of its report, pending the determination of eligible duty stations;

13. Notes the Commission's intention to study further financial incentives for staff members serving in the most difficult duty stations;

14. Approves the amendments to the Staff Regulations of the United Nations with effect from 1 January 1981 as annexed to this resolution, to replace the present schedules of net and gross salaries, post adjustment amounts, the scales of staff assessment and of pensionable remuneration, as well as to give effect to the revision of the education grant and of home leave and education grant travel entitlements;

V.

15. Requests the Commission to begin as soon as possible the review of the language incentive scheme of the United Nations which is already on its programme of work;

16. Welcomes the examination of the staff assessment system and the Tax Equalization Fund as proposed by the Commission in paragraph 104 of its report;

17. Requests the Commission to keep under review the possibility of establishing a cost-effective contributory system of death grant benefits and submit the results of the review to the General Assembly at its thirty-seventh session;

VI.

18. Decides to establish effective 1 January 1981 three temporary posts (one P-3, one G-5, one G-4) in the Cost-of-Living Section of the Commission's secretariat as requested by the Commission pending the study of the long-term needs of its secretariat to be submitted to the General Assembly at its thirty-sixth session;

19. Requests the Commission in future to provide the total of financial implications of all recommendations of the Commission covered by its annual report.

Amendments to the Staff Regulations of the United Nations

REGULATION 3.2

In the first paragraph, replace the third sentence in the present text by the following:

"The amount of the grant per scholastic year for each child shall be the sum of 75 per cent of the first \$3,000 of admissible educational expenses, 50 per cent of the next \$1,000 of such expenses and 25 per cent of the next \$1,000, up to a maximum grant of \$3,000."

In the same paragraph replace the fourth sentence in the present text and add a fifth sentence at the end as follows:

"Travel costs of the child may also be paid for an outward and return journey once in each scholastic year between the educational institution and the duty station, except that in the case of staff members serving at designated duty stations where schools do not exist which provide schooling in the language or in the cultural tradition desired by staff members for their children, such travel costs may be paid twice in the year in which the staff member is not entitled to home leave. Such travel shall be by a route approved by the Secretary-General, but not in an amount exceeding the cost of such a journey between the home country and the duty station."

In the third paragraph, replace the second sentence in the present text by the following:

"The amount of this grant per year for each disabled child shall be equal to 75 per cent of the educational expenses actually incurred up to \$5,000, subject to a maximum grant of \$3,750."

REGULATION 3.3

Replace paragraph (b) (i) by the following:

"(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:

Total assessable payments (US dollars)	Assessment (per cent)	
	Staff member with a dependent spouse or a dependent child	Staff member with neither a dependent spouse nor a dependent child
First \$16,000 per year . . . . .	14.7	19.4
Next \$4,000 per year . . . . .	31	36
Next \$4,000 per year . . . . .	34	39.1
Next \$4,000 per year . . . . .	37	42.1
Next \$5,000 per year . . . . .	39	44.7
Next \$5,000 per year . . . . .	42	47.7
Next \$5,000 per year . . . . .	44	49.9
Next \$6,000 per year . . . . .	47	52.6
Next \$6,000 per year . . . . .	50	55.5
Next \$6,000 per year . . . . .	52	57.5
Next \$7,000 per year . . . . .	53.5	58.9
Next \$7,000 per year . . . . .	55	59.9
Next \$7,000 per year . . . . .	56	60.9
Next \$8,000 per year . . . . .	57	62.1
Remaining assessable payments . . .	59	64.5

### REGULATION 5.3

Insert the following text as the second sentence:

"However, in the case of service at designated duty stations having very difficult or difficult conditions of life and work, eligible staff members shall be granted, respectively, home leave once in every 12 months and once in every 18 months."

Annex I

SALARY SCALES AND RELATED PROVISIONS

Replace the present text of paragraph 1 by the following:

"1. The Administrator of the United Nations Development Programme, having the status equivalent to that of the executive head of a major specialized agency, shall receive a salary of \$US 125,400 per year; the Director-General for Development and International Economic Co-operation shall receive a salary of \$US 125,400 per year and an Under-Secretary-General shall receive a salary of \$US 96,765 per year and an Assistant Secretary-General shall receive a salary of \$US 85,864 per year, subject to the staff assessment plan provided in staff regulation 3.3 and to post adjustments wherever applied. If otherwise eligible, they shall receive the allowances which are available to staff members generally."

Replace the tables at the end of Annex I by the following tables:

Salary scales for Professional and higher categories showing annual  
gross and the net equivalent after application of staff assessment

(US dollars)

(Effective 1 January 1981)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	96765												
NET D	55076.65												
NET S	50011.58												
ASG	85864												
NET D	50524.52												
NET S	46042.46												
P-2	67009	68931	70908	72927									
NET D	42172.19	43051.95	43941.60	44850.15									
NET S	38626.70	39407.34	40200.11	41009.73									
P-1	55919	57732	59531	61342	63193	64998	66755						
NET D	36939.12	37809.36	38672.88	39537.03	40397.75	41237.07	42054.08						
NET S	33597.58	34768.10	35532.68	36297.57	37058.33	37800.18	38522.31						
P-5	48661	50086	51495	52856	54218	55605	57005	58405	59818	61231			
NET D	33318.33	34041.00	34745.50	35426.00	36107.00	36788.40	37460.40	38132.40	38810.64	39485.42			
NET S	30776.32	31420.27	32047.28	32652.92	33259.01	33864.13	34459.13	35054.13	35654.65	36251.95			
P-4	38167	39398	40630	41862	43101	44367	45627	46887	48211	49547	50884	52173	
NET D	27611.52	28300.88	28990.80	29680.72	30371.53	31042.51	31710.31	32378.11	33079.83	33771.50	34440.00	35084.50	
NET S	25671.67	26288.40	26905.63	27522.87	28140.88	28740.96	29338.20	29935.44	30563.02	31180.42	31775.38	32348.99	
P-3	30518	31589	32648	33713	34814	35939	37055	38157	39202	40237	41282	42315	43375
NET D	23103.90	23757.29	24403.28	25031.54	25670.12	26322.62	26969.90	27605.92	28191.12	28770.72	29355.92	29934.40	30516.75
NET S	21600.46	22192.72	22778.35	23345.90	23921.73	24510.10	25093.77	25666.66	26190.21	26708.74	27232.29	27749.82	28270.75
P-2	24233	25097	25967	26832	27706	28589	29492	30387	31285	32184	33078		
NET D	19194.79	19739.11	20287.21	20832.16	21382.78	21927.29	22478.12	23024.07	23571.85	24120.24	24663.24		
NET S	18026.91	18527.17	19030.90	19531.73	20037.78	20533.72	21033.08	21528.02	22024.61	22521.76	23013.80		
P-1	18200	18964	19740	20516	21318	22120	22935	23724	24513	25285			
NET D	15166.00	15693.16	16228.60	16748.56	17277.68	17807.20	18345.10	18865.84	19371.19	19857.55			
NET S	14304.00	14792.96	15289.60	15770.25	16258.67	16747.08	17243.42	17723.92	18189.03	18636.02			

D • RATE APPLICABLE TO STAFF MEMBERS WITH A DEPENDANT SPOUSE OR CHILD.  
S • RATE APPLICABLE TO STAFF MEMBERS WITHOUT A DEPENDANT SPOUSE OR CHILD.

Schedules of post adjustments (amount per index point in US dollars)

(Effective 1 January 1981)

(i) Additions (where cost of living is higher than at the base)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG D	454.19												
S	412.04												
ASG D	416.77												
S	379.37												
D-2 D	347.25	354.80	362.31	369.82									
S	318.40	324.91	331.73	338.24									
D-1 D	315.32	320.80	325.96	331.42	336.61	342.16	347.44						
S	290.33	295.35	299.78	304.49	308.95	313.76	318.56						
P-5 D	289.79	294.25	298.49	302.78	307.64	311.64	316.55	321.16	325.73	330.02			
S	267.75	271.75	275.52	279.31	283.70	286.94	291.36	295.46	299.28	303.39			
P-4 D	242.89	248.36	253.86	259.02	265.11	269.72	274.34	278.97	283.81	289.93	295.70	301.26	
S	225.65	230.61	235.60	240.30	245.58	249.72	253.83	257.96	262.35	267.64	272.98	278.03	
P-3 D	203.93	209.79	215.03	220.02	225.58	231.16	237.00	242.60	247.34	251.80	256.53	260.99	266.06
S	190.21	195.56	200.31	204.77	209.84	214.89	220.26	225.35	229.59	233.54	238.06	242.00	246.59
P-2 D	169.42	174.53	179.03	183.88	188.67	193.50	198.32	202.84	207.66	212.49	217.00		
S	159.05	163.32	167.60	171.92	176.50	180.81	185.11	189.40	193.72	198.00	202.30		
P-1 D	135.08	139.65	144.18	148.74	153.30	157.84	162.69	166.66	170.94	175.22			
S	126.91	131.23	135.53	139.84	144.16	148.19	152.50	156.24	160.29	164.03			

D = RATE APPLICABLE TO STAFF MEMBERS WITH A DEPENDANT SPOUSE OR CHILD.  
S = RATE APPLICABLE TO STAFF MEMBERS WITHOUT A DEPENDANT SPOUSE OR CHILD.



Schedules of post adjustments (amount per index point in US dollars) (continued)

(ii) Deductions (where cost of living is lower than at the base)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG D	440.37												
S	399.50												
ASG D	404.19												
S	367.96												
U-2 D	336.77	344.05	351.33	359.70									
S	308.72	315.14	321.60	328.07									
U-1 D	295.35	302.25	309.15	316.05	322.93	329.55	335.97						
S	271.97	278.14	284.26	290.38	296.46	302.31	308.01						
P-5 D	266.47	272.23	277.83	283.20	288.66	293.97	299.38	304.74	310.15	315.51			
S	246.20	251.36	256.35	261.16	266.04	270.73	275.55	280.33	285.10	289.91			
P-4 D	220.88	226.40	231.92	237.44	242.97	248.25	253.49	258.73	264.23	269.79	275.29	280.54	
S	205.18	210.17	215.16	220.15	225.09	229.84	234.54	239.24	244.18	249.14	254.08	258.78	
P-3 D	184.83	190.05	195.22	200.25	205.35	210.57	215.75	220.84	225.52	230.16	234.84	239.47	244.12
S	172.47	177.22	181.91	186.47	191.11	195.85	200.54	205.14	209.36	213.54	217.80	221.97	226.15
P-2 D	153.39	157.91	162.29	166.65	171.06	175.41	179.82	184.19	188.57	192.95	197.30		
S	143.80	147.88	151.92	155.88	159.93	163.89	167.90	171.91	175.88	179.86	183.83		
P-1 D	121.27	125.47	129.72	133.94	138.15	142.36	146.67	150.74	154.85	158.85			
S	114.10	118.02	122.00	125.94	129.82	133.66	137.59	141.33	145.12	148.76			

D = RATE APPLICABLE TO STAFF MEMBERS WITH A DEPENDANT SPOUSE OR CHILD.  
S = RATE APPLICABLE TO STAFF MEMBERS WITHOUT A DEPENDANT SPOUSE OR CHILD.

Pensionable remuneration for professional and higher categories and, for purposes  
of separation payments, net equivalent after application of staff assessment.  
(Suggested salary scales after consolidation of 30 points)

Grade	I	II	III	IIII	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG PR	114047												
Net D	62162.56												
Net S	56146.96												
ASG FR	101199												
Net D	56894.72												
Net S	51585.76												
I-2 PR	78976	81241	83572	85952									
Net D	47532.88	48529.46	49538.99	50562.40									
Net S	43295.98	44281.61	45173.81	46075.84									
D-1 PR	65906	68042	70164	72298	74479	76606	78676						
Net D	41659.36	42652.32	43606.84	44567.34	45548.62	46490.02	47400.84						
Net S	38173.42	39051.22	39971.80	40757.71	41632.14	42469.28	43278.67						
P-5 PR	57351	59031	60691	62296	63901	65536	67186	68836	70501	72166			
Net D	37626.50	38433.11	39229.91	39988.88	40727.22	41487.51	42254.78	43009.50	43758.77	44508.03			
Net S	34606.26	35320.38	36025.88	36689.87	37349.54	38021.54	38699.71	39369.51	40037.19	40704.86			
P-4 PR	44982	46434	47885	49338	50799	52291	53776	55261	56821	58396	59971	61490	
Net D	31368.98	32135.28	32907.57	33667.16	34397.74	35140.63	35886.15	36623.44	37372.26	38128.28	38884.30	39606.01	
Net S	29032.97	29720.95	30408.95	31087.56	31737.77	32401.62	33062.46	33718.07	34381.08	35050.48	35719.87	36358.53	
P-3 PR	35969	37230	38478	39734	41031	42357	43672	44972	46203	47424	48654	49872	51121
Net D	26340.36	27071.67	27785.72	28489.36	29215.44	29958.13	30674.36	31363.36	32015.90	32662.82	33314.74	33934.06	34558.62
Net S	24526.09	25185.54	25827.52	26457.02	27106.60	27771.05	28411.71	29027.91	29611.50	30190.06	30773.10	31325.10	31880.95
F-2 PR	28560	29579	30624	31624	32654	33694	34759	35814	36872	37932	38985		
Net D	21910.22	22531.71	23156.80	23779.02	24407.51	25021.10	25638.50	26250.44	26864.05	27478.94	28069.83		
Net S	20518.06	21081.66	21646.34	22212.41	22782.18	23336.48	23893.21	24445.01	24998.32	25552.69	26081.69		
P-1 PR	21450	22350	23265	24190	25125	26070	27030	27960	28890	29801			
Net D	17365.25	17959.35	18563.27	19161.77	19757.13	20352.50	20957.31	21543.23	22111.33	22666.81			
Net S	16339.37	16897.48	17444.73	17996.56	18543.73	19090.90	19646.75	20185.23	20700.56	21204.13			

D = Rate applicable to staff members with a dependent spouse or child.  
S = Rate applicable to staff members without a dependent spouse or child.