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PROGRAMME BUDGET FOR THE BIENNIUM 1984-1985

JOINT INSPECTION UNIT

UNITED NATIONS COMMON SYSTEM

Staff costs and some aspects of utilization of human and
financial resources in the United Nations SecretariatComments of the Administrative Committee on Co-ordination

The Secretary-General has the honour to transmit to the members of the General Assembly the comments of the Administrative Committee on Co-ordination on the report of the Joint Inspection Unit entitled "Staff costs and some aspects of utilization of human and financial resources in the United Nations Secretariat" (A/39/522).

1. The General Assembly has entrusted to the International Civil Service Commission the responsibility of submitting recommendations on the basis for and the determination of the scales of salaries, post adjustment and other conditions of service of staff in the Professional and higher categories in accordance with articles 10 and 11 of the Statute of the International Civil Service Commission (General Assembly resolution 3357 (XXIX) of 18 December 1974). The Commission exercises the same responsibilities in regard to the specialized agencies which have accepted the Statute of the Commission.
2. Moreover, in its resolution 37/126 of 17 December 1982, the General Assembly reaffirmed the importance of the acknowledged role of the Commission in the development of a single, unified, international civil service and requested all bodies making proposals for action on personnel matters affecting the United Nations common system to co-ordinate those proposals closely with the Commission and thereby avoid duplication of efforts.

3. ACC therefore notes with surprise and concern that the Joint Inspection Unit has issued a report (JIU/REP/84/12) prepared by two inspectors on Staff costs and some aspects of utilization of human and financial resources in the United Nations Secretariat. Although the report is addressed to the United Nations and deals in part with internal matters, a large part of the report is devoted to the question of the remuneration of the Professional and higher categories, which affects all the organizations in the common system and is in the province of the International Civil Service Commission.

4. The inspectors' report calls into question a number of findings and conclusions of the ICSC, which the Commission arrived at after due study and deliberation, including consultations with the administrations and the staff representatives, in accordance with its Statute. The JIU report merely expresses the views and conclusions of the inspectors who prepared it. The ICSC having been established, the role of the JIU is presumably to consider the implementation of policies established on the basis of ICSC recommendations or decisions, rather than the substance of these policies. The intervention of the JIU in such policy matters therefore undermines the authority of the Commission and introduces elements of uncertainty and a confusion of responsibilities with regard to the common system.

5. ACC therefore proposes that, in accordance with General Assembly resolution 37/126, the part of the report dealing with remuneration of Professional and higher categories should be referred to the ICSC before it is considered by the Assembly. This is all the more necessary since even a cursory reading of the report shows that it contains errors on both major issues and points of detail and that its conclusions are based on questionable interpretations of often incomplete or selective data, and, accordingly, unjust to the staff as a whole.
