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Eighteenth session  
Agenda item 64 (b)ADMINISTRATIVE AND BUDGETARY CO-ORDINATION OF THE UNITED NATIONS WITH  
THE SPECIALIZED AGENCIES AND THE INTERNATIONAL ATOMIC ENERGY AGENCYInter-organizational machinery for matters of  
pay and personnel administrationNinth report of the Advisory Committee on Administrative and Budgetary  
Questions to the General Assembly at its eighteenth session

1. The present report is submitted in response to resolution 1869 (XVII) in which the General Assembly, having noted with approval the line of action taken by the Administrative Committee on Co-ordination (ACC) regarding a review of the terms of reference, composition and working arrangements of the International Civil Service Advisory Board (ICSAB),<sup>1/</sup> requested the Secretary-General to report to it on developments in this regard and the Advisory Committee to submit its observations thereon for consideration by the General Assembly at its eighteenth session.
2. The Advisory Committee had before it document A/C.5/976 (Inter-organizational machinery for matters of pay and personnel administration) in which the Secretary-General has included the original recommendation of the Salary Review Committee (1956) concerning a revision of the terms of reference of ICSAB, a report of ICSAB setting forth the Board's views on the proposals put before it by ACC, together with draft terms of reference which would give effect to these proposals, and a summary of the action proposed by ACC, endorsement of which by the General Assembly is requested.

<sup>1/</sup> Official Records of the General Assembly, Seventeenth Session, Annexes, agenda item 69, document A/C.5/934.

3. The principal revisions which the General Assembly is asked to endorse concern an enlargement of the membership of ICSAB and a reinforcement of its authority.
4. Specifically it is proposed that:
- (a) The membership of ICSAB should be increased from nine to eleven;
  - (b) Future appointments to ICSAB should be the subject of consultations by executive heads with their governing or legislative bodies;
  - (c) Reports of ICSAB should be transmitted by ACC to the appropriate authorities in each organization;
  - (d) Matters may be referred to ICSAB not only by ACC but also by a governing or legislative body;
  - (e) ICSAB should have the services of a full-time Secretary who would be removable only with the Board's agreement.
5. The proposals which the Secretary-General is now placing before the General Assembly correspond by and large to what the Advisory Committee had in mind when, in its report on the 1963 budget estimates, it observed that "perhaps the time has come to give consideration, inter-alia, to the recommendations contained in paragraphs 295-303 of the report of the Salary Review Committee of 1956<sup>2/</sup> concerning the need for a strongly constituted independent body to make judgements when problems arise in the administration of the common system".<sup>3/</sup> Such a problem had been brought to the attention of the Advisory Committee in 1962 when, in considering the level of General Service salaries in Geneva, a matter upon which there was serious disagreement among the employing organizations, it had reason to question once again the adequacy of existing machinery to provide necessary co-ordination and to reach agreements which would be observed by all organizations.
6. The present proposals also conform in essence to the statement of policy which ACC prepared in October 1962 and which was made available to the

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<sup>2/</sup> A/3209.

<sup>3/</sup> Official Records of the General Assembly, Seventeenth Session, Supplement No. 7 (A/5207), para. 71.

Fifth Committee in document A/C.5/934. The declared objective of ACC was to reconstitute ICSAB as a body having "such independence and weight of authority that it enjoyed the confidence of legislative bodies, executive heads and staff, and that the various organizations were consequently prepared to give effect to its recommendations".<sup>4/</sup>

7. The Advisory Committee believes that ICSAB, reconstituted and with revised terms of reference as set forth in annex II of document A/C.5/976, will be in a better position to meet the needs of the United Nations family of organizations for independent and authoritative judgements on the various aspects of the common system of salaries, allowances and other conditions of service in which close co-ordination is desirable.

8. It is of the opinion, however, that real co-ordination in the application of the common system can be achieved only if the executive heads and legislative bodies are prepared to stand by the recommendations of ICSAB. If this were not the case, the main purpose of the proposed changes would be defeated and major obstacles in the field of co-ordination, to which ACC has referred,<sup>5/</sup> would remain.

9. The Advisory Committee believes that, as long as the members of ICSAB are appointed in their personal capacity, as individuals who have earned wide public trust for their competence, efficiency and integrity, and are representative of diverse regions and cultures, their collective judgement should be accorded the utmost respect. Bearing in mind the increased responsibility of ICSAB, the Advisory Committee would see some advantage in increasing the membership to eleven. The Committee feels, however, that ICSAB's authority and respect for its judgement would be enhanced if, as a general rule, it were to meet as a body, and if limited panels were resorted to only in very exceptional circumstances. The Committee would also suggest that the assistance which ICSAB may call upon, as necessary, should include not only members of the secretariats but also outside experts chosen for their

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<sup>4/</sup> Ibid., Seventeenth Session, Annexes, agenda item 69, document A/C.5/934, para 6 (a).

<sup>5/</sup> Ibid., para. 5

knowledge of a particular problem. The Committee understands that this is the intent of paragraph 9 of the draft terms of reference.

10. With regard to the Chairman of ICSAB, the Advisory Committee would prefer that he be elected by the members of the Board itself. As for the Secretary, the Committee agrees that whereas he should be appointed by the Secretary-General after consultation with ACC and ICSAB, he should, in the discharge of his functions, be responsible to the Board alone and be removable only with the agreement of the Board.

11. The Advisory Committee takes note of the proposed functions of ICSAB and the provisions whereby matters involving administrative co-ordination within the common system may be referred to the Board not only by ACC or an executive head, but also by governing or legislative bodies. The Committee also notes paragraph 12 of the Board's report<sup>6/</sup> wherein it is said that "ACC stated that the Board itself would be free to take the initiative in examining a particular matter within its field of competence. The Board believes such a provision to be necessary, even though it would not expect to have to invoke it except on rare occasions". Further, as regards paragraph 11 of the draft terms of reference which state that "the reports of the Board shall be transmitted to the appropriate authorities of each organization through ACC", the Committee understands that by "appropriate authorities" is meant "executive or legislative authorities".

12. The Secretary-General estimates that adoption of the revised composition and terms of reference of ICSAB will increase the total costs for 1964 from \$15,000 to \$52,500. As, however, the costs are shared among the participating organizations in accordance with an agreed formula, the actual charge to the United Nations would amount to some \$14,000, the remainder being reimbursed by the other participating organizations. The Advisory Committee understands that the Secretary-General will make every effort to meet this expenditure from the total amount already requested under section 1 of the 1964 budget estimates.

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