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SUPPLEMENTARY ESTIMATES FOR THE FINANCIAL YEAR 1960

BUDGET ESTIMATES FOR THE FINANCIAL YEAR 1961

Salary scales for General Service staff at Headquarters and Geneva

Thirty-second report of the Advisory Committee on Administrative and Budgetary Questions to the General Assembly at its fifteenth session

1. The Advisory Committee on Administrative and Budgetary Questions has considered a report of the Secretary-General (A/C.5/849) submitting supplementary estimates for 1960 and revised estimates for 1961 to reflect certain authorized increases in the salary scales for General Service staff at Headquarters and Geneva. The additional appropriations which are requested comprise:

(a) \$55,700 (gross) for 1960^{1/} and \$582,550 (gross) for 1961 in respect of an increase of 5 per cent, effective 1 October 1960, in the salary scales for General Service staff at Headquarters; there would be related increases in income from staff assessment of \$12,000 for 1960 and \$115,000 for 1961;

(b) \$142,875 (gross) for 1961 in respect of an increase of 5 per cent, effective 1 May 1960, in the salary scales for General Service staff and manual workers at Geneva; the related increase in income from staff assessment would be \$20,500. The 1960 requirements in this regard were included in the supplementary estimates already submitted for that year (A/4492).

^{1/} The additional appropriation requested for 1960 takes into account that \$91,450 of the total estimated requirements of \$147,150 would be met within existing appropriations.

2. Under annex 1, paragraph 7, of the Staff Regulations, the Secretary-General has authority to establish and revise salary scales for staff in the General Service and Manual Worker categories. The Advisory Committee has previously suggested, without prejudice to the aforementioned authority of the Secretary-General, "that, where possible, prior notification to the General Assembly or otherwise to the Committee itself would be desirable in a matter of substantial budgetary significance".^{2/}
3. The revisions in the Geneva scales mentioned in paragraph 1(b) above were submitted in May 1960 to the Advisory Committee, which had an opportunity to obtain detailed information and clarifications. These revisions were arrived at as a result of a local salary survey undertaken on behalf of the organizations having offices at Geneva, and were introduced effective 1 May 1960 by all those organizations.
4. The proposed increase of 5 per cent, effective 1 October 1960, in General Service salaries at Headquarters is based on a review of local employment conditions for comparable jobs, using the results of the annual survey, as at 1 June 1960, conducted by the Commerce and Industry Association. The Advisory Committee has had an opportunity to inquire into the manner in which the general principles governing the determination of local salary scales on the basis of "best-prevailing conditions of service" for comparable employment in the area have been applied in the present instance. The Committee would agree that the Secretary-General's conclusion is reasonable. It may be noted, in passing, that the present revision would be the fourth increase in General Service salaries at Headquarters since 1 January 1957.
5. The Advisory Committee accordingly recommends additional appropriations, as follows, for 1960 and 1961:

<u>1960</u>	\$
Section 4 - Special missions and related activities	2,100
Section 6 - Salaries and wages	42,750
Revenue-producing activities (reduction in income)	10,850
The estimate for income from staff assessment in 1960 should be increased by \$12,000, so that the net additional cost would be \$43,700.	

^{2/} Official Records of the General Assembly, Tenth Session, Supplement No.7 (A/2921), para.125.

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Section 3 - Salaries and wages	601,500
Section 4 - Common staff costs	77,450
Section 18 - Special mission and related activities . . .	7,750
Section 20 - Office of the High Commissioner for Refugees	19,875
Revenue-producing activities (reduction in income) . . .	18,850

The estimate for income from staff assessment in 1961 should be increased by \$135,500, so that the net additional cost would be \$589,925.
