



General Assembly

Distr.
LIMITED

A/C.5/36/L.43
11 December 1981

ORIGINAL: ENGLISH

Thirty-sixth session
FIFTH COMMITTEE
Agenda item 108

REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Barbados, Belgium: draft resolution

The General Assembly,

Reaffirming the central role of the Commission within the common system for the development of a single unified International Civil Service through the application of common personnel standards and arrangements,

Recalling that it established the International Civil Service Commission for the regulation and co-ordination of the conditions of service of the United Nations common system as set forth in article 1 of the statute of the Commission,

I

1. Urges all organizations concerned to implement the recommendations and decisions made by the International Civil Service Commission;
2. Supports the efforts of the Commission to prevent unilateral actions by individual organizations affecting the common system and calls on the Secretary-General, in his capacity as Chairman of the Administrative Committee on Co-ordination, to ensure that adequate measures be taken to this end;
3. Regrets the decision of International Labour Organisation to adopt salary scales as recommended by the Commission only for General Service staff recruited after January 1979, but to increase from 1 March 1981 by 3 per cent the net salary scale in force for General Service staff in service in 1978 or earlier;
4. Reaffirms the importance of the application of common salary scales as recommended by the Commission under Article 12.1 of its statute, for all General Service staff at a particular duty station;
5. Urges executive heads after consultation with the Commission to report to

their respective governing bodies when their proposals deviate from recommendations of the International Civil Service Commission;

6. Notes the progress made by the Commission in accordance with Article 13 of its statute;

7. Notes the Commission's consideration of training as reflected in sections of its report;

8. Also notes the International Civil Service Commission progress report on methodology for determining the best conditions of employment and allowances for the General Service category and expects a report on its conclusions;

II

9. Requests the Commission:

(a) To give high priority to the completion of the following studies and to report on them to the thirty-seventh session of the General Assembly;

- (i) The broad principles for the determination of conditions of service with particular reference to concepts of career types of appointment, career development and related questions, taking into account the views expressed by delegations in the Fifth Committee all related studies, including the relevant reports of the Joint Inspection Unit;
- (ii) The improvement of the comparison of total compensation between the comparator civil service and the International Civil Service taking into account all relevant elements, including the level of pensions, but excluding expatriate benefits applicable to professional and higher categories in the comparator civil service and the International Civil Service;
- (iii) The fundamental and comprehensive review of the purpose and operation of the post-adjustment system with a view to the elimination of unjustified payments and of ensuring equity;
- (iv) The elaboration of a special index for pensioners in collaboration with the United Nations Joint Pension Board, in accordance with General Assembly decision 35/447.

(b) Also requests the International Civil Service Commission to undertake or continue studies on the following questions:

- (i) A review of dependency allowances for all categories of staff and a review of the scope and purpose of the education grant;
- (ii) Development of interagency co-operation in the field of training with a view to the more efficient and economic use of personnel resources in the common system;

/...

- (iii) A thorough evaluation of the utility of current and proposed training activities in the United Nations system with special reference to management and related training;
- (iv) Conditions of service of field staff in the General Service category and other locally recruited staff;
- (v) A general review of staff assessment for the equitable treatment of all categories of staff at all duty stations;
- (iv) A comprehensive study of the question of supplementary payments to international civil servants and all related matters.
