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UNITED NATIONS SALARY ALLOWANCE AND BENEFITS SYSTEM

Information supplied by the Rapporteur of the Salary
Review Committee in response to a request made in
the Fifth Committee

Longevity Steps

The following notes are supplied by the Rapporteur of the Salary Review Committee in response to a request for his further comments.

Salary Scales Plus Longevity Steps

P.1	3600	3800	4000	4200	4400	4600	4800	5000	<u>5200</u>	<u>5400</u>		
P.2	<u>4800</u>	<u>5000</u>	<u>5200</u>	<u>5400</u>	5600	5800	6000	6200	6400	<u>6600</u>	<u>6800</u>	
P.3	<u>6000</u>	<u>6200</u>	<u>6400</u>	<u>6625</u>	<u>6850</u>	7075	7300	7525	7750	8000	<u>8250</u>	<u>8500</u>
P.4	<u>7300</u>	<u>7525</u>	<u>7750</u>	<u>8000</u>	<u>8250</u>	<u>8500</u>	8750	9000	9250	9500	<u>9750</u>	<u>10000</u>
P.5	<u>8750</u>	<u>9000</u>	<u>9250</u>	<u>9500</u>	<u>9800</u>	<u>10100</u>	10400	10700	11000			
D.1	<u>10000</u>	<u>10400</u>	<u>10800</u>	11200	11600	12000						

- Notes: (a) Longevity steps proposed by Advisory Committee shown in boxes on right.
(b) Existing overlap shown in boxes on left.
(c) Approx. proposed further overlap shown in dotted lines.

Implications

1. Net scale maxima would virtually be increased automatically as follows:

P.1	8 per cent)	Plus any further
P.2	7 per cent)	increase in Post
P.3	6-1/4 per cent)		Adjustment (above
P.4	6-1/3 per cent)		class 4) that may
			be approved for
			New York.

subject only to (a) suitability for promotion and (b) a time lag at top of each grade.

Note: Almost everyone on the top three steps will be within the 25 per cent limit and thus eligible for selection for longevity steps.

2. Overlapping would be increased as follows:

P.1-2:	From 2 steps out of 9 to 4 steps out of 11
P.2-3:	From 3 steps out of 10 to 5 steps out of 12
P.3-4:	From 4 steps out of 10 to 6 steps out of 12
P.4-5:	From 4 steps out of 9 to 6 steps out of 11

3. The second longevity step at top of P.4 would by-pass P.5 entirely and overlap the first step of D.1. This would aggravate rather than ease the problem raised by the Secretary-General of too much overlapping at the higher levels.

4. Qualifying service before reaching first longevity step would be as follows:

- (a) If longevity steps
introduced at P.3 only: Career official - 20 years
- (b) If longevity steps
added at each grade
from P.1 to P.4: Non-career official - 9 years

These alternatives reflect two different concepts of "longevity".

5. Introduction of longevity steps as general policy for Professional staff would make it difficult to adhere to the principle of "best prevailing outside conditions" for General Service.

6. Problem of "blocked promotion" would recur two steps higher than at present in every grade and invite further alleviation in same manner by force of precedent.

7. The extra cost would be high, especially if New York Post Adjustment is also raised to Class 5.

8. The problem passed to the Salary Review Committee was to find a way of assuring the career entrant of steady progress to a reasonable level. The Committee offers a compound solution, i.e.

- (1) Promotion from P.1 to P.2 after 2 years probation
- (2) Coupling of P.2 and P.3
- (3) Longevity steps at top of P.3

These measures would enable suitable career officials to advance to \$8500 net at Geneva (i.e. at New York \$9200 if single or \$9550 if married) whereas longevity steps at every grade from P.1 to P.4 rather tend to give a "career" aspect to non-career jobs.
