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Twenty-fifth session
FIFTH COMMITTEE
Agenda item 73

BUDGET ESTIMATES FOR THE FINANCIAL YEAR 1971

Salary scales for the professional and higher categories

Argentina, Brazil, Canada, Denmark, Philippines,
the United Kingdom: draft resolution

The General Assembly,

Having considered the report of the Secretary-General on salary scales for the professional and higher categories (A/C.5/1303) together with the related reports of the International Civil Service Advisory Board (A/C.5/1303, annex A) and of the Advisory Committee on Administrative and Budgetary Questions (A/8008/Add.3),

A

Noting that both the Board and the Advisory Committee believe that the salary system contains serious anomalies,

Noting further that the system of establishing salaries for the General Service category in some areas has given rise to considerable difficulties and dissatisfaction,

Believing that these anomalies and difficulties may arise either from the existing principles, including the Noblemaire formula for professional staff and the best prevailing rate formula for General Service staff or the way in which those principles are applied in practice,

Taking into account the fact that there has been no comprehensive review of the United Nations common system of salaries, allowances and other benefits since 1956, and that the Salary Review Committee of that year indicated in its report (A/3209) that as the international civil service increased in size and complexity changes would need to be made in the system which it recommended,

Believing that developments since 1956 warrant such changes,

Invites the International Civil Service Advisory Board to carry out a thorough review of the whole system and to report its conclusions as to

(a) the structure of categories and grades which will best enable the international civil service to discharge its functions with efficiency and reasonable economy;

(b) the base of the system;

(c) the principles which should govern the establishment of the salary scales and other conditions of service for the various categories;

(d) the level of salaries and allowances, and the fringe benefits for the various grades;

(e) such other matters concerning the system as it may deem relevant;

Suggests the Board should establish such panels or subsidiary groups of experts as will ensure that adequate time is devoted to the subjects under study,

Requests the Secretary-General, in consultation with the ACC and the Board, to arrange for such additional assistance by way of staff or consultants as the Board may need,

Requests the Secretary-General

(a) to transmit to the Board the reports of earlier review committees, the views expressed by the Advisory Committee on Administrative and Budgetary Questions, and the summary records of relevant Fifth Committee discussions;

(b) to invite and to transmit to the Board the comments and views on the salary system and possible modifications thereof of Member States of the United Nations and specialized agencies in the United Nations common system; of the specialized agencies themselves; and of the staff associations of the organizations;

Invites the Board to seek evidence from such other quarters as it may deem useful,

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Invites the Board to transmit its report to the Secretary-General in time for it to be considered by the ACC at its spring session in 1972,

Requests the Secretary-General to transmit to Member Governments immediately thereafter the Board's report and the ACC's comments thereon,

B

Resolves that pending completion of the review by the International Civil Service Advisory Board no further increases should be made in the salary scales for the professional and higher categories apart from those attributable to the operation of the system of post adjustments.
