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PROGRAMME BUDGET FOR THE BIENNIUM 1982-1983

REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Administrative and financial implications of the recommendations
and decisions contained in the report of the International Civil
Service Commission (A/37/30)

Statement submitted by the Secretary-General in accordance with
rule 153 of the rules of procedure of the General Assembly

1. The eighth annual report of the International Civil Service Commission (A/37/30) contains several recommendations and decisions which have financial implications for the biennium 1982-1983, related either to elements of remuneration or to new mandates to carry out specific tasks.

2. The following measures relate to recommendations of the Commission concerning elements of remuneration:

(a) Children's allowance for the Professional and higher categories. The recommendation of the Commission to increase the current amount of the allowance to \$700 from 1 January 1983, together with the currency floor measure, would result in increases in the amount of payments of the allowance under the regular budget, computed on the basis of current data as to the number of dependent children, of some \$1,133,000 per year.

(b) Education grant. The Commission recommends that the application of the education grant to nationals returning to their home country following an assignment elsewhere should be allowed for the balance of a school year (not exceeding one full school year) after their return from service away from their home country. It is not feasible to give reliable estimates at this time because of the uncertainty of the number of cases that might occur.

3. As regards the measures referred to in paragraph 2 above, no additional appropriations under the various sections of the budget would be requested at this time. Should the Assembly approve these recommendations, the additional expenditures incurred in the year 1983 would be dealt with in the context of the second programme budget performance report, which will be submitted to the Assembly at its thirty-eighth session in 1983.

4. The following measures relate to decisions of the Commission concerning elements of remuneration. The Commission took a number of decisions on matters which fall in the category of common staff costs. These relate to (a) the children's allowance for the staff in the General Service and related categories, (b) an increase in the provisions of the installation grant and (c) increases in the amounts of the assignment allowance. The estimated costs under the regular budget for the biennium 1982-1983 of these three decisions are \$685,000, \$150,000 and \$518,000, respectively.

5. Following past practice, the increased costs resulting from decisions of the Commission will be dealt with in the context of the programme budget performance reports for the biennium 1982-1983.

6. The Commission also took a number of decisions concerning the grade structure of the General Service category in New York (paras. 273 and 274 of its report). It requested the United Nations, the United Nations Development Programme and the United Nations Children's Fund to develop standards for the General Service and other locally recruited categories and to proceed with the classification of jobs sufficiently large in number and representation to permit selection of salary survey benchmarks in time for the Commission to approve them at its eighteenth session in July 1983 since the salary survey is scheduled for later in that year. The classification of a large number of jobs in the General Service and related categories within these time-limits will require a determined effort in a relatively short period of time.

7. A review has been undertaken of the question of the extent of additional resources required for the tasks to be completed in two stages, namely (i) the development of common benchmark jobs and salary survey benchmarks to be completed before the eighteenth session of the Commission (July 1983) and (ii) the classification of all posts before implementation of the seven-grade General Service structure in New York, scheduled upon completion of the salary survey to be conducted by the Commission in late 1983 or early 1984. As a result, it has been determined that even after rearranging priorities and having recourse to existing resources to the extent that these can be made available, an additional 35 work-months of classification experts would be required beginning late in 1982 and ending in 1983. Therefore, an additional appropriation of \$143,500 under section 28C, Office of Personnel Services, is sought for temporary assistance for five classification experts (seven work-months each). The corresponding additional amount of \$28,300 required under section 31, Staff assessment would be offset by the same amount under income section 1, Income from staff assessment.

8. Finally, the Commission indicates in its report that, should the General Assembly wish the Commission to undertake the development of a methodology for comparison of expatriate benefits between the United States federal civil service and the United Nations, a supplementary allocation would have to be made in the Commission's budget. The Commission further estimates that a provision of \$400,000 would be needed for 1983 to carry out this exercise. It is to be noted that 59.8 per cent of this amount, or \$239,200 would be the agencies' share, the leaving a net amount of \$160,800 for the United Nations.

9. The summary of cost implications for the regular budget is as follows:

	1982	1983	TOTAL
	(Thousands of US dollars)		
<u>I. Recommendations of the Commission</u>			
(a) Children's allowance, Professional and higher categories (para. 2(a) above)	-	1,133.0	1,133.0
<u>II. Decisions of the Commission</u>			
(b) Children's allowance, General Service category (para. 4 above)	215.0	470.0	685.0
(c) Installation grant (para. 4 above)	-	150.0	150.0
(d) Assignment allowance (para. 4 above)	-	518.0	518.0
(e) Methodology for comparison of expatriate benefits (para. 8 above)	-	160.8	160.8
(f) Temporary assistance OPS, section 28 C (para. 7 above)	20.5	123.0	143.5
TOTAL	<u>235.5</u>	<u>2,554.8</u>	<u>2,790.3</u>

10. However, as indicated in paragraphs 3 and 5 above, no additional appropriations are requested at this time in respect of (a) to (e), the only request being that referred to in (f) and detailed in paragraph 7 above.
