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REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Report of the Fifth Committee

Rapporteur: Mr. M. Adel H. El SAFTY (Egypt)

I. INTRODUCTION

1. At its 4th plenary meeting, on 24 September 1982, the General Assembly decided to include in its agenda the item entitled "Report of the International Civil Service Commission" and to allocate it to the Fifth Committee.
2. The Committee had before it the eighth annual report of the International Civil Service Commission. ^{1/} Annex I of the Commission's report, embodying its study on the concepts of career, types of appointment, career development and related questions, was also considered by the Fifth Committee under agenda item 111, entitled "Personnel questions". Sections B and C of chapter III, dealing respectively with a special index for pensioners and the age of retirement, were considered in conjunction with the report of the United Nations Joint Staff Pension Board under agenda item 113, entitled "United Nations pension system".
3. The Fifth Committee considered item 112 at its 28th, 29th, 31st, 35th, 36th, 40th, 42nd, 43rd, 44th, 63rd, 64th and 67th meetings, on 8, 9, 10, 16, 19, 23 and 24 November and 10, 11 and 13 December. Comments made in the course of the discussion of the item are reflected in the relevant summary records (see A/C.5/37/SR.28, 29, 31, 35, 36, 40, 42, 43, 44, 63, 64 and 67).

^{1/} Official Records of the General Assembly, Thirty-seventh Session, Supplement No. 30 (A/37/30).

II. CONSIDERATION OF DRAFT RESOLUTION A/C.5/37/L.38 AND REV.1

4. At the 63rd meeting, on 10 December, the representative of Canada introduced a draft resolution (A/C.5/37/L.38) sponsored by Canada, Finland, Ghana, Norway, Pakistan, Panama and Sweden, subsequently joined by Denmark. Following further consultations on the draft, a revised draft resolution (A/C.5/37/L.38/Rev.1) was introduced and orally revised by the representative of Canada at the 64th meeting. The revisions called for:

(a) Replacing the word "control" by "acknowledged" in the first line of the second preambular paragraph;

(b) Replacing the word "maintaining" by "ensuring" in the sixth preambular paragraph;

(c) In section III of the draft resolution: reversing the order of operative paragraphs 3 and 4; adding a new operative paragraph 5; and at the end of operative paragraph 8, adding the words "and the question of applying appropriate retroactivity;"

(d) The oral revision called for replacing, in section III, operative paragraph 4, the words "be solely" by the word "remain" and adding before the words "their home country" the words "duty station in".

5. At its 67th meeting, on 13 December, the Committee adopted the draft resolution, as orally revised, by 79 votes to 10, with 6 abstentions (see para. 6).

III. RECOMMENDATION OF THE FIFTH COMMITTEE

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Report of the International Civil Service Commission

The General Assembly,

Taking note with appreciation of the eighth annual report of the International Civil Service Commission, 1/

Reaffirming the importance of the acknowledged role of the Commission in the development of a single, unified, international civil service through the application of common personnel standards, methods and arrangements as stated in article 9 of its statute,

Reaffirming the importance of respect for these common standards, methods and arrangements by all member organizations of the common system,

Noting the difficulties in reaching a consensus in the International Civil Service Commission on the interpretation and application of the Noblemaire Principle,

Aware of the difficult global economic situation affecting Member States, in particular, developing countries,

Desirous of ensuring adequate financial support for programme delivery,

I

1. Approves the procedure for adjusting cost-of-living differential factors applicable to retirees from the Professional and higher categories where those factors are applied and where the rates of taxation are zero or lower than those implicit in the amounts of base pensions provided under the United Nations Joint Staff Pension Scheme; 3/
2. Approves the recommendations of the International Civil Service Commission 4/ and the United Nations Joint Staff Pension Board 5/ that no reduction factor be applied to the retirees from the General Service and related categories;

II

1. Takes note of the current status of the comparison of total compensation between the comparator civil service and the United Nations system;
2. Calls to the attention of Member States that the practice of supplementary payments or deductions is inconsistent with the provisions of Staff Regulations of the United Nations and, therefore, inappropriate;
3. Notes the results of the review by the International Civil Service Commission of the purposes and operation of the post adjustment system and the need to continue to improve the system, and, in particular invites the Commission to continue to improve the methodology for cost-of-living measurements;
4. Requests the Commission to review further the basis for the determination and level of remuneration of the Professional and higher categories, with a view to making recommendations thereon to the General Assembly at its thirty-ninth session, and thereafter periodically on the level of remuneration;

3/ Official Records of the General Assembly, Thirty-seventh Session, Supplement No. 9 (A/37/9 and Corr.1, 2 and 3), annex X.

4/ Ibid., Thirty-seventh Session, Supplement No. 30 (A/37/30), para. 42.

5/ Ibid., Thirty-seventh Session, Supplement No. 9 (A/37/9 and Corr.1, 2 and 3), annex X, sect. B.

III

1. Takes note of the general methodology for surveys of best prevailing conditions of service of the General Service staff and related categories approved by the International Civil Service Commission for application to headquarters duty stations;
2. Notes that the Commission has started a comprehensive review of conditions of service in the field;
3. Decides that the children's allowance for the Professional and higher categories shall be increased to \$700 as from 1 January 1983, and that the currency floor measures designed to ensure an equitable level of the allowance everywhere be maintained, based on the twelve-month average exchange rate ending 30 June 1982, for all duty stations;
4. Decides that the education grant shall remain an expatriate benefit to be granted to all United Nations expatriate officials but that nationals returning to duty stations in their home country following an assignment elsewhere may receive the grant for the balance of a school year, not exceeding one full school year after their return from expatriate service;
5. Requests the Commission to keep the question of the education grant under review, particularly in regard to the situation of officials subject to rotation between headquarters and other duty stations and taking account of the views expressed by delegations during the debate;
6. Notes the Commission's decision to increase the provisions of the assignment allowance by 50 per cent and to double the lump sum portion of the installation grant received by field staff;
7. Requests the Commission to complete on an urgent basis its study of the need for a rental subsidy arrangement in headquarters duty stations of organizations of the United Nations system, particularly with regard to newcomers and staff transfers, and report on action taken to the General Assembly at its thirty-eighth session;
8. Requests the Commission to examine the need for raising the ratio of contributions by organizations of the United Nations common system for health insurance of staff members and the question of applying appropriate retroactivity;

IV

1. Welcomes the study on the concepts of career, types of appointment, career development and related questions submitted by the International Civil Service Commission;

2. Considers that the overall concept of integrated personnel management based on human resources planning as envisaged by the Commission will assist organizations in achieving their programme objectives in an efficient manner, while providing improved conditions for career development to all categories of staff in the common system, whether they serve in career or fixed-term appointments;

3. Recommends that the three-tiered job classification system developed by the Commission, based on a Master Standard of common system job classification standards, be applied to ensure optimal equity in remuneration as well as a sound basis for human resources planning and career development, and that personnel policies of organizations of the common system be harmonized with the job classification system promulgated by the Commission;

4. Recommends further that organizations should establish their needs for permanent and fixed-term staff on a continuing basis in conjunction with the human resources planning process, taking into account the criteria considered by the Commission for this purpose;

5. Decides that staff members on fixed-term contracts upon completion of five years of continuing good service shall be given every reasonable consideration for a career appointment;

6. Notes the Commission's intention to undertake an evaluation of competitive examinations and other elements of recruitment policy;

7. Requests the Commission to pursue its programme under articles 13 and 14 of its statute as scheduled;

V

Requests all bodies making proposals for action on personnel matters affecting the United Nations common system to co-ordinate these closely with the International Civil Service Commission, which shall give its recommendations thereon to the General Assembly and other legislative organs in the common system and thereby avoid duplication of efforts.
