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Agenda item 117

UNITED NATIONS COMMON SYSTEM

Australia, Austria, Canada, Denmark, Egypt, Norway, Pakistan,
Sweden and Venezuela: draft resolution

The General Assembly,

Having considered with appreciation the annual report of the International Civil Service Commission, 1/

Reaffirming the central role of the Commission within the common system in the development of a single unified international civil service through the application of common personnel standards and arrangements,

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

I

1. Urges all organizations concerned to implement the decisions of the International Civil Service Commission and to act positively on the recommendations of the Commission in accordance with its statute;

2. Urges the executive heads of organizations concerned, after consultation with the Commission, to report to their respective governing bodies such decisions or proposals as would modify the recommendations of the Commission;

1/ Official Records of the General Assembly, Thirty-eighth Session, Supplement No. 30 (A/38/30).

3. Calls upon all organizations of the common system to bring to the attention of the International Civil Service Commission all matters relating to salaries, allowances, benefits and other conditions of employment so as to ensure their uniform application throughout the common system;
4. Reaffirms the principles embodied in the statute of the International Civil Service Commission as approved in General Assembly resolution 3357 (XXIX), in particular article 6 thereof, and requests Governments, secretariats and staff associations to co-operate in this regard;
5. Approves the development of the special index for pensioners as recommended by the Commission in paragraph 15 (a) of the report;
6. Takes note of the current status of the margin between the remuneration of the United States federal civil service and that of the United Nations system;
7. Requests the Commission to complete, in close consultation with the United States authorities concerned, the study of the equivalency between the higher grade levels of the United Nations system and the Senior Executive Service of the United States federal civil service and report thereon to the Assembly at its thirty-ninth session;
8. Notes the progress made to date concerning the comparison of total compensation based on non-expatriate benefits applicable on both sides, and requests the Commission to inform the General Assembly, on an annual basis, of the margin between the remuneration of the United Nations employees and those of the federal civil service of the United States of America on a total-compensation basis;

II

1. Notes the efforts by the Commission to improve the post-adjustment system, and requests the Commission in this regard to expedite, in particular, the application of the revised methodology for cost-of-living measurement, called for in General Assembly resolution 34/165, in order to improve the mechanism for adjusting United Nations remuneration to reflect more accurately the differences in cost of living at various duty stations;
2. Calls upon the executive heads of organizations and staff of the United Nations common system to co-operate fully with the Commission in the application of the post-adjustment system;
3. Notes the introduction by the Commission with effect from 1 April 1983 of a rental subsidy scheme for staff in the Professional and higher categories at Headquarters and other duty stations not previously covered by this subsidy scheme;
4. Requests the Commission to monitor the rental subsidy scheme with a view to ensuring both its equity and its effectiveness;

III

1. Recalls resolution 2480 B (XXIII) on the language incentives in the United Nations;

2. Requests the Secretary-General to present to the General Assembly at its thirty-ninth session a report on the status of the linguistic skills of United Nations staff including the effects of the language incentive programme and to propose, if necessary, further measures to improve the present situation;

3. Decides that:

(a) The education grant for eligible staff members should be set at a level of 75 per cent of the cost of attendance at an educational institution in respect of expenses up to a maximum of \$6,000 per year, with a maximum reimbursement of \$4,500 per child per year;

(b) The reimbursement rate for disabled children shall be set at 100 per cent of a maximum of \$6,000 for expenses at an educational institution;

(c) The limit of allowable boarding costs within the overall maximum allowable expenditure of \$6,000 shall be raised to \$1,500 per year;

(d) Provision should be made to use a currency floor for this grant using exchange rates effective 1 March 1983 to ensure the maintenance of equitable reimbursement of education costs among duty stations;

IV

1. Takes note of the decision of the Commission to modify, with effect from 1 September 1983, the non-resident's allowance provisions to make the allowance payable for a fixed duration of five years at designated duty stations and to make it non-pensionable, subject to the protection of acquired rights as set out in paragraph 63 of the Commission's report;

2. Requests the United Nations Joint Staff Pension Board to review article 54 (a) of the regulations of the United Nations Joint Staff Pension Fund in the light of the Commission's decision and to make appropriate recommendations to the General Assembly at its thirty-ninth session;

3. Decides that, in the meantime, the modified non-resident's allowance will not be pensionable;

V

1. Requests the Commission to undertake a comprehensive review of after-service health care coverage with particular attention to locally recruited field staff;

2. Approves the Commission's recommendation that the present non-contributory system of death-grant benefits be continued inasmuch as it provides benefits in the most cost-effective manner;

VI

1. Recalls resolution 37/126, section IV, and reaffirms its support for the overall approach envisaged by the Commission which aims at the development of policies for an integrated personnel management system, based on human resources planning, to assist organizations in achieving their programme objectives in an efficient manner, while providing improved conditions for career development;

2. Welcomes the decision taken by the Commission to establish job classification standards under article 13 of its statute for locally recruited staff in field offices where several of the organizations employ staff in common areas of work;

3. Expresses satisfaction that job classification standards have been developed for the General Service and related categories in New York, and requests the organizations concerned to co-ordinate their implementation of these standards in order to utilize fully the opportunities they provide for improved job design, recruitment, career planning and training;

4. Welcomes the Commission's efforts to develop a common approach to skills inventories on an inter-organizational basis;

5. Recommends that the organizations normally dispense with the requirement for a probationary appointment as a prerequisite for a career appointment following a period of five years' satisfactory service on fixed-term contracts;

6. Further requests the Commission to pursue its mandate under article 14 of its statute in consultation with organizations and staff with regard to the development of common training, recruitment and promotion policies for the organizations and to report thereon to the Assembly as each phase of its studies is completed;

VII

Notes the progress made to date by the Commission in its review of conditions of service in the field, and requests the Commission to keep the General Assembly informed of further developments in its review;

VIII

Requests the Commission to report to the General Assembly at its thirty-ninth session on the question of longevity and merit steps in the various grade levels.
