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PERSONNEL QUESTIONS

Note by the Secretary-General

The Secretary-General has the honour to transmit to the members of the General Assembly, in accordance with article II of the Agreement between the United Nations and the World Meteorological Organization, the attached letter, which he received from the Secretary-General of the World Meteorological Organization.

* A/44/150.

ANNEX

Letter dated 5 July 1989 from the Secretary-General of the World Meteorological Organization addressed to the Secretary-General of the United Nations

At its forty-first session, held in June 1989, the Executive Council of WMO discussed, *inter alia*, the conditions of service of staff and noted with concern the continuing erosion in the purchasing power of the remuneration package for staff in the Professional and higher categories. The Council adopted a statement on the comprehensive review of the conditions of service of staff in the Professional and higher categories which is attached.

In accordance with article II (5) of the Agreement between the United Nations and the World Meteorological Organization, I request that you distribute to the members of the General Assembly, the WMO Statement on the comprehensive review of the conditions of service of staff in the Professional and higher categories.

(Signed) G.O.P. OBASI
Secretary-General

APPENDIX

Statement of the World Meteorological Association on comprehensive review of the conditions of service of staff in the Professional and higher categories

The WMO Executive Council considered the report of the International Civil Service Commission on the comprehensive review of the conditions of service of staff in the Professional and higher categories and the comments of the Secretary-General thereon.

The Council noted with concern that the continuing erosion of the common system remuneration package had made it increasingly difficult for the Secretary-General to carry out the programmes mandated by Members. It considered that the review offered a real opportunity to bring the conditions of employment of staff in the Professional and higher categories into line with operational needs and responsibilities of the organization in the 1990s.

The Executive Council wished to point out that WMO, like other specialized agencies of the United Nations, was facing recruitment and retention difficulties due to the continued erosion of the remuneration package of Professional staff. It was noted that since 1984 when the net remunerations of Professional staff were frozen, there had been a loss of about 10 per cent of the purchasing power of the remuneration package of Professional staff in Geneva. Due to the freezing of the salaries of Professional staff, there was in Geneva a serious overlap between the salaries of General Service and Professional staff. It was very difficult for WMO to recruit staff at the lower salary scales of Professional staff. The Council hoped that, while carrying out the comprehensive review, the Commission would keep in mind the general dissatisfaction which existed with the current remuneration package. Tangible improvements in the remuneration package after the comprehensive review are therefore expected. These improvements would help WMO to restore its competitiveness as an employer.

With regard to the question of staff participation in the comprehensive review, the Executive Council noted with satisfaction that the staff bodies of the United Nations common system were participating in the comprehensive review. The Council considered staff participation in the review exercise to be of vital importance.
