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REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Report of the Fifth Committee

Rapporteur: Mr. E. Brian NASON (Ireland)

I. INTRODUCTION

1. At its 4th plenary meeting, on 24 September 1976, the General Assembly decided to include in the agenda of its thirty-first session the item entitled "Report of the International Civil Service Commission" and to allocate it to the Fifth Committee.
2. The Fifth Committee considered the item at its 27th, 29th, 32nd, 34th, 37th and 38th meetings, on 10, 15, 18, 22, 26 and 29 November 1976.
3. For its consideration of item 103, the Committee had before it the following documents:
  - (a) Report of the International Civil Service Commission; 1/
  - (b) Report of the Advisory Committee on Administrative and Budgetary Questions on the financial implications for the United Nations regular budget of the recommendations contained in the report of the Commission (A/31/8/Add.6, Parts I and II);
  - (c) Report of the Secretary-General on the financial implications of the recommendations contained in the report of the Commission (A/C.5/31/26);
  - (d) Note by the Secretary-General transmitting the comments of the Administrative Committee on Co-ordination on the report of the Commission (A/31/239);

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1/ Official Records of the General Assembly, Thirty-first Session, Supplement No. 30 (A/31/30) and A/31/30/Add.1.

(e) Note by the Secretary-General submitting a draft text of the proposed amendments to the Staff Regulations of the United Nations which would be consequential to the adoption by the General Assembly of the Commission's recommendations (A/C.5/31/48).

4. In accordance with article 17 of its statute (General Assembly resolution 3357 (XXIX), annex), the International Civil Service Commission submitted its second annual report, 1/ covering its work in 1976, to the General Assembly and for transmission to the governing organs of the other organizations in the United Nations system participating in its work, through their executive heads, and to staff representatives.

5. In the first part of its report, the Commission summarized its work during 1976 and described its future plan of work, in particular the way in which it proposed to assume its responsibilities under articles 11 and 12 of its statute with respect to the salaries of the General Service category. The Commission devoted the second and main part of its report to the provisions of paragraph 3 of General Assembly resolution 3357 (XXIX), in which the Assembly requested the Commission to review, as a matter of priority, the United Nations salary system in accordance with its earlier decision in paragraph 5 of resolution 3042 (XXVII) and to submit a progress report to the Assembly at its thirtieth session. The conclusions and recommendations of the Commission on its review of the United Nations salary system and their budgetary implications were summarized in paragraphs 48-86 of its report.

6. The Chairman of the International Civil Service Commission introduced the Commission's report in an oral statement before the Fifth Committee at its 27th meeting. With respect to the Commission's mandate under article 12 of its statute regarding the salaries of the General Service category and other locally recruited categories, the Chairman explained that the Commission, mindful of the requests of two of the specialized agencies, had assumed, earlier than it had intended, its responsibilities in this respect and, as a first step, had included in the agenda of its next session, to be held in February 1977, the study of the principles and the methodology to be applied in establishing the salaries of the General Service category. He emphasized the importance of this function, considering that responsibility in this area had hitherto belonged to administrations, subject to the arrangements existing in each organization.

7. In the course of reviewing the conclusions and recommendations reached by the Commission as a result of its review of the United Nations salary system, the Chairman stated, inter alia, that the review carried out by the Commission covered the principal aspects of the United Nations salary system which, in the opinion of the Commission, should not call for a further general review for five or six years. The Commission would continue to study other particular aspects of the salary system and would bring to the attention of the Assembly any serious problems which might require its attention.

8. The Chairman went on to state that the Commission considered that, with the adjustments it was proposing, the salary system provided an adequate instrument for retaining and recruiting staff of a high level of competence. Adequate

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remuneration was an indispensable element in that regard. He expressed the opinion that it was nevertheless not in the area of salaries that the economies which the Member States rightly demanded in the face of ever-mounting staff costs should be sought. The Commission considered that it was rather in the utilization made of the staff that the organizations should seek a much-needed rationalization.

9. The Chairman noted that from the start the Commission sought and received the participation of the administrations and the staff representatives in the course of its review. In this connexion, he observed that in order for the participation of staff representatives to be effective they must act with a clear sense of unity; any division among them could not but weaken the active participation which the Commission had consistently sought to encourage.

10. The Chairman concluded by recalling that the Commission's task was to regulate and co-ordinate conditions of service for the whole of the United Nations common system. It had approached its review with this concern in mind, taking into account the needs and interests of all the organizations of the system and accordingly regarded the proposals contained in its report as a package designed to be applied as a whole.

## II. GENERAL COMMENTS

11. In their general remarks, a number of delegations praised the Commission for its comprehensive and thorough report and for the highly professional way in which it had undertaken the task of fulfilling its mandate while at the same time striking a balance between the criteria called for under the principles laid down in Articles 100 and 101 of the United Nations Charter and their financial implications.

12. In paragraph 46 of its report, the Commission stated that it had not interpreted what was expected of it at this time to be a fundamental reform of the salary system although it was of the opinion that such reform would perhaps be desirable in the future. Apart from the fact that the time available to it for such a task was limited, it would not, in its view, have been appropriate for it to attempt such fundamental reform without a fuller technical study and, above all, without policy guidelines which should be laid down by the political organs of the United Nations system.

13. Most delegations agreed with the Commission's decision not to undertake a basic reform of the salary system at this time, but to concentrate instead on improving the current salary system. Although reservations were expressed in respect of some of the Commission's recommendations, it was agreed that, as a whole, they served to eliminate some of the anomalies and inequities of the existing system. It was hoped, however, that the Commission would continue to study the need for further more fundamental reforms. The view was expressed that the General Assembly should give clear and precise indications to the Commission before it embarked on a basic reform and that for that purpose the Commission should indicate to the Assembly any valid options.

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14. Some delegations observed that, in considering the Commission's recommendations, the serious financial difficulties of the Organization should be kept in mind; in light of the current world economic situation, international organizations, like national Governments, should moderate expenditures. Although the international civil service must be able to attract nationals from all countries, it should not offer higher levels of remuneration than were strictly necessary for that purpose.

15. Some delegations endorsed the view expressed by the Commission in paragraph 47 of its report that the salary system was only one of the means by which utmost economy and efficiency in the carrying out by the secretariats of the work required of them by member States could be achieved. Of equal importance was administrative management. Greater economies could probably be realized through improved management than through action in the area of salaries.

### III. COMMENTS ON THE RECOMMENDATIONS OF THE COMMISSION WITH RESPECT TO PROFESSIONAL AND HIGHER CATEGORIES

16. In paragraphs 48 and 49 of its report, the Commission concluded that no change should be made in the existing division of the staff of the organizations of the United Nations system into two categories. It also concluded that no change should be made in the number of grades in the Professional and higher categories, but noted, for further study in that regard the possible extension of the use of a P-6 grade. Delegations commenting on this recommendation endorsed the conclusion that no change should be made in the number of grades but were not convinced of the necessity and the logic of introducing a P-6 grade. The view was expressed that introduction of a new grade could be regarded as encouragement for "grade creep". In this connexion it was pointed out that "grade creep" was not a solution to grade congestion and that the introduction of a P-6 grade might simply transfer the congestion from grades P-4 and P-5 to grades P-5 and P-6.

17. In paragraphs 50 and 51 of its report, the Commission concluded that no acceptable alternative could be found to the existing practice of establishing the level of United Nations remuneration by comparison with that of the national civil service whose levels are found to be highest and which otherwise lends itself to significant comparison (Noblemaire Principle). It also concluded that the federal civil service of the United States of America should continue to be used for this purpose. The Commission intended to keep the question of which was the highest-paid national civil service under review and to pursue studies with a view to arriving at a methodology for comparison of "total compensation".

18. In paragraph 57 of its report, the Commission recommended that the General Assembly should instruct the Commission to keep under continual review the relationship between the levels of remuneration of the United States Federal Civil Service and the United Nations system, having due regard to all relevant factors, including the differences between the two services and recruitment experience. When the Commission at any time considered corrective action to be necessary it would recommend such action to the General Assembly. If urgent action was necessary in order to prevent an undue widening of the margin of United Nations remuneration over that of the United States, it would take appropriate measures itself within the operation of the post adjustment system.

19. A number of delegations expressed agreement with the Commission's conclusion with respect to the continued validity of the Noblemaire Principle, but strongly recommended that the concept be kept under continued review. Some delegations expressed the opinion that in future the Commission should evaluate the over-all conditions of service of the international civil service and of the civil service used for comparison purposes and not just the salaries. They endorsed the view of the Commission concerning the need for a methodology for comparison of "total compensation" and for a continual review of the relationship between the United Nations system and that of the United States Federal Civil Service. One delegation expressed reservations with regard to the single comparator approach and was of the opinion that the "total compensation" concept would be better served if the Commission studied the system of remuneration of a number of national civil services and devised a formula based on the most favourable service conditions.

20. After studying the traditional matching points for comparing equivalencies of grades between the United Nations system and the United States Federal Civil Service, the Commission recommended certain changes in paragraph 52 of its report. Some delegations believed that the evidence adduced by the Commission in reaching its conclusion was insufficient to warrant such change at this time and agreed with the Commission that the matching points it had established were not to be considered permanent or immutable and should be verified periodically, preferably with the assistance of independent experts.

21. Some delegations questioned the conclusion of the Commission in paragraph 54 of its report that the comparison between United States civil service remuneration and that of the United Nations system should be made between the headquarters of the two systems, that is, between Washington, D.C. and New York, the difference in the cost of living between the two cities being taken into account in the comparison. One delegation, although agreeing with the Commission's conclusion, suggested that it would perhaps at this time be more logical to draw a mean between New York and Geneva or Vienna, for example. Some delegations could not agree that Washington should be used as a basis for comparison and pointed out that a large number of United States government employees in New York City performed professional duties comparable to those performed by United Nations Professionals; a comparison made in New York showed a margin of 31-59 per cent between the two salary systems.

22. In this latter connexion, some reservations were expressed regarding the Commission's conclusion in paragraph 56 of its report that the existing level of United Nations remuneration in relation to that of the United States civil service was satisfactory. Some delegations expressed the view that the existing level of United Nations remuneration was too generous and that the margin between the United Nations and the United States systems was excessive. It was generally agreed that measures should be taken to prevent an undue widening of the margin between the two systems. One delegation suggested that the difference in remuneration between the two systems should be reduced, particularly at those levels where it was most marked, and that a difference of approximately 10 per cent at each level would be adequate. Some delegations proposed that the Commission might set maximum and minimum limits to the margin between the two systems.

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23. Delegations generally endorsed the Commission's recommendation, in paragraph 59 of its report, that the differentiation between the over-all net remuneration of staff members without dependants and that of those with dependants should be effected through differentiated rates of staff assessment rather than through the post-adjustment system which had in some cases resulted in excessive and anomalous differences in pay.

24. The Commission, in conjunction with other changes it recommended in the salary system, recommended that five classes of post adjustment should be consolidated into the base salary in order to restore pensionable remuneration to its normal par relationship to gross salary on 1 January 1977. Some delegations supported the Commission's recommendation as a means of restoring the balance between pensionable remuneration and gross salary. One delegation stated that it was opposed to the consolidation of five classes of post adjustment into base salary since it would involve unjustified financial implications, and because it considered such action to result in a "concealed" increase in salary.

25. Pointing out that the post-adjustment system, the purpose of which was to maintain equality of purchasing power of salaries between different duty stations, had also resulted in protecting salaries against increases in cost of living, one delegation favoured elimination of the cost-of-living indexation factor from the system. It was opposed to the practice of providing automatic protection against increases in the cost of living at the base of the system since it resulted in widening excessively the margin between United Nations remuneration and that of the United States civil service, the latter being related to comparable salary levels in the United States private sector which were in turn influenced by a number of other economic factors. Several delegations agreed with this view and endorsed the view expressed in paragraph 229 of the Commission's report that the concept of providing full protection for international civil servants against increases in the cost of living should be reviewed.

26. Commenting on the rate of post adjustment, one delegation observed that the report of the Commission lacked information on the proportion of spendable income on which the rate of post adjustment was calculated and asked for assurances that the real level of spendable income was taken fully into account in calculating those rates. An alternative way of applying the post-adjustment system suggested by this delegation was the establishment of a non-movable base, such as the cost of living in Washington, D.C.; United Nations staff would then be compensated for cost-of-living increases in excess of those in Washington. Another delegation proposed that a careful study should be made of the post-adjustment system and suggested that excessive increases should be avoided with respect to higher salaries and that adjustments should be made less frequently when the level of post adjustment exceeded 10 classes.

27. The view was also expressed that an upper limit should be placed on the pension entitlements of staff members, for example, at the level of the entitlement of a staff member of D-2 grade with 30 years' service.

28. In its examination of expatriation benefits, the Commission recommended, in paragraph 73 of its report, a revised scale of amounts of repatriation grants for

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staff members of the Professional and higher categories with effect from 1 January 1977. Some delegations stated that although they had no objection to the introduction of the new scale they believed that a ceiling should be established for such grants, seen in relation to other entitlements of a staff member upon separation. The view was also expressed that the Commission should consider whether staff members who did not return to their country of origin on retirement should be entitled to the grant.

29. The Commission, in paragraphs 75 and 76 of its report, recommended that the conditions of eligibility for education grants should be revised so as to enable an expatriate staff member to claim in respect of expenses of education of a child at a university in the country of the staff member's duty station. It also recommended a regressive scale of percentages of costs which would be reimbursable under the provisions of the grant. It noted that it had not recommended any change in the existing age limit of eligibility for the grant, but might re-examine that question at some future date.

30. Some delegations supported the Commission's recommendation and believed that the expatriation factor justified extension of the grant to cover university studies in the country of the duty station. One delegation expressed the view that a more realistic cut-off date for the education grant would be the twenty-first birthday. Other delegations, however, were of the opinion that the series of concessions made to the education grant over the years since its institution in 1946 had resulted in a departure from its original purpose, that is, to facilitate an education which would enable the children of expatriate staff to assimilate in their own country when they returned to it. They believed that the original justification had been abandoned since the grant was payable for attendance at schools or universities in any country, thus constituting a discrimination against non-expatriate staff members. It was suggested that the Commission reconsider the justification for this allowance in relation to its original purpose, taking into account the practice of other national systems and that of the best-paid national civil service.

31. The Commission, in paragraphs 78 and 79 of its report, recommended that the scale of termination indemnities be revised and that an end-of-service grant be payable to a staff member holding a fixed-term appointment where appointment is not renewed after six years of continuous service.

32. Although the principle of "agreed termination" was generally supported, some delegations expressed doubts as to the need to increase the maximum amount of the indemnities considering that the level of salary on which they would be based would itself be increased as a result of consolidation. Doubts were also expressed with regard to the Commission's recommendation (para. 65) that the amounts of termination indemnities, together with those of other payments on separation, should be based on pensionable remuneration less staff assessment rather than on base pay.

33. The proposed new end-of-service grant was opposed by some delegations on grounds both of principle and of its financial implications. It was pointed out that the Organization's responsibility to the holders of fixed-term contracts should be limited to ensuring that the terms of employment agreed upon were met.

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Moreover, many staff members holding such contracts were seconded by their national civil services and resumed their work after serving at the United Nations. Other delegations agreed that some form of compensation should be provided in such cases in light of the increasing use made by organizations in the United Nations system of fixed-term appointments, and one delegation considered that entitlement to the grant should begin at less than six years of service and applied on a pro rata basis.

34. One delegation called attention to the desirability of improving the terms of payments due upon the death of a staff member in service and expressed the view that the maximum should be increased to 12 months in alignment with the proposed new scales for termination indemnity. This same delegation stressed the importance of the question of day-care facilities for children of staff members (paras. 18-21 of the Commission's report) and urged that it be pursued within the context of progressive personnel policy.

35. Some delegations reiterated their opposition to the present "language incentive" system (paras. 316-321 of the Commission's report) which they considered to be discriminatory, and urged that it be re-examined as soon as possible.

#### IV. GENERAL SERVICE CATEGORY

36. Most delegations expressed satisfaction with the Commission's intention to assume, as a matter of priority in 1977, its responsibilities under article 12 of its statute with respect to the salary scales of the General Service category. The need for a thorough review of the guiding principles and methodology applied in determining the salaries and allowances of the General Service category, particularly at Geneva, was emphasized. Some delegations expressed the view that, pending such a review by the Commission, further increases in salaries at Geneva under the existing arrangements should be kept to a minimum or be suspended.

#### V. ACTION BY THE COMMITTEE

37. At the 37th meeting, on 26 November, the representative of Japan introduced draft resolution A/C.5/31/L.23 on behalf of Algeria, Argentina, Austria, Ghana, Japan, Nigeria and Uruguay. In so doing he announced that Costa Rica, Germany, Federal Republic of, and the United Kingdom of Great Britain and Northern Ireland had joined as co-sponsors of the draft resolution. Nicaragua later joined the sponsors of the draft resolution.

38. The representative of Japan, in introducing the draft resolution, stated, inter alia, that the debate in the Committee had proved that on the whole Member States supported the conclusions and recommendations in the report of the Commission, despite their questions and reservations on individual recommendations; the draft resolution represented a common denomination of the views expressed and he therefore urged that it be supported unanimously.

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39. The Secretary of the Committee orally announced certain changes in the amendments to the Staff Regulations of the United Nations as set out in document A/C.5/31/48 which would be consequential to the adoption of the draft resolution (A/C.5/31/L.23), as well as some small editorial amendments to the draft text itself.

40. The representative of the Philippines suggested that the words "methodology to be applied in establishing" be added before the word "salaries" in paragraph 2 of part A of the draft text (A/C.5/31/L.23) which was concerned with the salaries of the General Service category.

41. One delegation stated that its understanding of the intention of paragraph 3 (b) of part C of the draft text (A/C.5/31/L.23) dealing with the end-of-service grant was that the Assembly would not be accepting the grant in principle but that it was rather a request for further study of the question.

42. The representative of the Secretary-General, in reply to a query raised regarding the effect on the financial implications of the adoption of the draft resolution for the United Nations system as a whole, announced the decreases which would occur as a result of the decisions with respect to the education grant and the end-of-service grant.

43. At the 38th meeting, on 29 November, the representative of the Philippines announced that his delegation would not insist on its amendment after having heard an explanation in that regard from the representative of the Secretary-General.

44. The co-sponsors of A/C.5/31/L.23 then accepted an oral amendment proposed by the representative of Turkey that the word "fundamental" appearing in paragraph 1 of part C of the draft text and referring to the study of reforms to be carried out by the Commission, be replaced by the word "further".

45. At the same meeting, the Committee adopted draft resolution A/C.5/31/L.23, as amended, by 78 votes to 11, with 2 abstentions (see para. 46 below).

## VI. RECOMMENDATIONS OF THE FIFTH COMMITTEE

46. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolutions:

Report of the International Civil Service Commission

A

Second annual report of the International Civil Service Commission

The General Assembly

1. Takes note with appreciation of the second annual report of the International Civil Service Commission; 2/
2. Approves the intention of the Commission to assume forthwith its functions under article 12 of its statute 3/ regarding the salaries of the General Service category and requests it to submit its conclusions and recommendations in time to be considered by the General Assembly at its thirty-second session.

B

Review of the United Nations salary system

The General Assembly,

Recalling its resolutions 3042 (XXVII) of 19 December 1972, 3357 (XXIX) of 18 December 1974 and 3418 (XXX) of 8 December 1975 by which it requested the International Civil Service Commission to review, as a matter of priority, the United Nations salary system,

Noting with satisfaction the timely completion by the Commission of the major part of this review,

Having considered the report of the Commission thereon, 4/ together with the comments transmitted by the Secretary-General as Chairman of the Administrative Committee on Co-ordination 5/ and those of the Advisory Committee on Administrative and Budgetary Questions, 6/

Noting the conclusions reached by the Commission as set out in chapter II of its report, 4/

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2/ See Official Records of the General Assembly, Thirty-first Session, Supplement No. 30 (A/31/30), part one.

3/ General Assembly resolution 3357 (XXIX), annex.

4/ See Official Records of the General Assembly, Thirty-first Session, Supplement No. 30 (A/31/30), part two, and A/31/30/Add.1.

5/ A/31/239.

6/ A/31/8/Add.6 (Parts I and II).

## I

1. Decides that the International Civil Service Commission, as a standing body, should keep under continual review the relationship between the levels of remuneration of the comparator civil service, at present the United States Civil Service, and the United Nations system, having due regard to all relevant factors, including the differences between the two services, and decided that at any time when the Commission considers corrective action is necessary, it should either recommend such action to the General Assembly or, if urgent conservatory action is necessary between sessions of the General Assembly to prevent an undue widening of the margin of United Nations remuneration over that of the comparator civil service, take appropriate measures itself within the operation of the post adjustment system;

2. Decides that:

(a) The equivalent of five classes of post adjustment shall be consolidated into the base salaries of the Professional and higher categories;

(b) The base of the post adjustment system shall be changed from New York at 100 as at December 1969 to New York at 100 as at November 1973;

3. Approves the revised scales of staff assessment rates, post adjustment rates and gross and net salaries for the Professional and higher categories as set out in the annex to the present resolution;

4. Authorizes temporary transitional payments, which shall not be pensionable, to be made to staff members whose remuneration under the revised scales would be less than under the existing scales, the amounts of these payments and the modalities for their gradual reduction and ultimate elimination to be determined by the Commission;

5. Decides that, in cases where the revised level of pensionable remuneration would be less than the level which would otherwise exist on 1 January 1977, the latter level shall be maintained temporarily until it is overtaken by the revised level;

6. Decides that terminal payments (termination indemnities, repatriation grants, payments in lieu of accrued annual leave, death grants) which are defined in terms of "base salary or wage" shall henceforth be defined in terms of "pensionable remuneration less staff assessment";

7. Decides to abolish for the Professional and higher categories the existing allowance for a dependent spouse, the prevailing amount of the allowance being incorporated into the revised base salary;

8. Decides to increase for the Professional and higher categories the amount of the allowance for a secondary dependant to \$300 per year;

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9. Decides to amend the scales of amounts of the repatriation grant for staff members of the Professional and higher categories with and without dependants as set out in the annex to the present resolution;

10. Decides:

(a) To revise the percentage of approved costs reimbursable under the provisions of the education grant as follows:

Expenses up to \$2,000 . . . . . 75 per cent

Expenses between \$2,001 and \$3,000 . . . . . 50 per cent

Expenses between \$3,001 and \$4,000 . . . . . 25 per cent;

(b) To increase the flat amount allowable for boarding expenses, in case of attendance at an educational institution outside the duty station where the institution does not provide board, to \$750;

11. Decides to amend the conditions and rates of the termination indemnity as set out in the annex to the present resolution;

12. Decides that, pending the results of further study by the Commission of the remuneration of the General Service category and to avoid in the meanwhile any reduction in the level of General Service pensionable remuneration which might result from the application to General Service salaries of the revised staff assessment rates established under paragraph 3 above for the Professional and higher categories, the existing rates of staff assessment shall continue, as a temporary measure, to apply to General Service category;

13. Approves the amendments to the Staff Regulations of the United Nations necessary to give effect to the above decisions, as set out in the annex to the present resolution;

14. Invites the Secretary-General to make such consequential changes as are necessary in the Staff Rules and to report thereon to the General Assembly at its thirty-second session in accordance with the provisions of regulation 12.2 of the Staff Regulations;

15. Decides that the date of entry into effect of the above decisions shall be 1 January 1977;

## II

1. Recommends that the International Civil Service Commission should carry forward its study of possible further reforms in the international civil service salary system and, in that connexion, requests the Commission to report to the General Assembly on the feasibility of establishing a modified system of post

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adjustments, taking into account the views expressed in paragraph 229 of its report; 7/

2. Notes the intention of the Commission to pursue studies with a view to arriving at a methodology permitting comparison of "total compensation" between the comparator civil service and the United Nations salary system and requests the Commission to carry out this comparison at all levels and to report its findings to the General Assembly no later than at its thirty-third session:

3. Requests the Commission to re-examine, in the light of the views expressed in the Fifth Committee at the current session;

(a) The conditions for the provision of terminal payments (for example, repatriation grant, termination indemnities), in particular on retirement, and the possibility of establishing a ceiling for the maximum aggregate of entitlements to these payments;

(b) The possible introduction of an "end-of-service" grant with particular attention to the conditions in which such payment might be justified;

(c) The need for an allowance for post secondary education of children of expatriate staff and, in particular, the need for an allowance to cover education in countries other than the home country of the staff member;

4. Requests the Commission to consider and propose to the General Assembly at its thirty-second session measures by which the maximum amount of the lump sum payable to the dependent spouse or dependent child of a staff member who dies in service would be aligned on the scale for termination indemnities approved under paragraph 11 of resolution B above.

ANNEX

Amendments to the Staff Regulations of the United Nations

Regulation 3.2

Replace the second sentence in the present text of the regulation by the following:

"The amount of the grant per scholastic year for each child shall be the sum of 75 per cent of the first \$2,000 of admissible educational expenses, 50 per cent of the next \$1,000 of such expenses and 25 per cent of the next \$1,000, up to a maximum grant of \$2,250."

Regulation 3.3

Replace paragraph (b) by the following:

"(b) (i) The assessment shall be calculated at the following rates for staff whose salary rates are set forth in paragraphs 1 and 3 of annex I to the present regulations:

<u>Total assessable payments</u> (in US dollars)	<u>Assessment</u> (per cent)	
		<u>Staff member with</u> <u>a dependent spouse</u> <u>or a dependent</u> <u>child</u>
		<u>Staff member with</u> <u>neither a dependent</u> <u>spouse nor a</u> <u>dependent child</u>
First \$10,000 per year . . . . .	12.3	17.3
Next \$ 2,000 per year . . . . .	25	29.7
Next \$ 2,000 per year . . . . .	28	32.7
Next \$ 2,000 per year . . . . .	31	35.6
Next \$ 4,000 per year . . . . .	34	39.5
Next \$ 4,000 per year . . . . .	37	42.5
Next \$ 4,000 per year . . . . .	40	45.5
Next \$ 5,000 per year . . . . .	43	48.5
Next \$ 5,000 per year . . . . .	46	51.5
Next \$ 5,000 per year . . . . .	48	53.5
Next \$ 6,000 per year . . . . .	50	55.5
Next \$ 6,000 per year . . . . .	52	57.5
Next \$ 6,000 per year . . . . .	54	59.5
Next \$ 7,000 per year . . . . .	56	61.5
Next \$ 7,000 per year . . . . .	58	63.5
Remaining assessable payments . . . .	60	64.5

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"(ii) The assessment shall be calculated at the following rates for staff whose salary rates are established under paragraph 7 of annex I to the present regulation:

<u>Total assessable payments</u> (in US dollars)	<u>Assessment</u> (per cent)
First \$1,000 per year . . . . .	5
Next \$1,000 per year . . . . .	10
Next \$1,000 per year . . . . .	15
Next \$1,000 per year . . . . .	20
Next \$6,000 per year . . . . .	25
Next \$6,000 per year . . . . .	30
Next \$8,000 per year . . . . .	35
Next \$8,000 per year . . . . .	40
Next \$8,000 per year . . . . .	45
Remaining assessable payments . . . . .	50

"(iii) The Secretary-General shall determine which of the scales of assessment set out in subparagraphs (i) and (ii) above shall apply to each of the groups of personnel whose salary rates are established under paragraph 6 of annex I to the present regulations.

"(iv) In the case of staff whose salary scales are established in currencies other than United States dollars, the relevant amounts to which the assessment applies shall be fixed at the local currency equivalent of the above-mentioned dollar amounts at the time the salary scales of the staff concerned are approved."

#### Regulation 3.4

Replace paragraph (a) by the following:

"(a) Staff members whose salary rates are set forth in paragraphs 1 and 3 of annex I to these regulations shall be entitled to receive dependency allowances as follows:

"(i) At \$450 per year for each dependent child, except that the allowance shall not be paid in respect of the first dependent child if the staff member has no dependent spouse, in which case the staff member shall be entitled to the dependency rate of staff assessment under subparagraph (b) (i) of regulation 3.3;

"(ii) Where there is no dependent spouse, a single annual allowance of \$300 per year for either a dependent parent, a dependent brother or a dependent sister."

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"Annex I"

Replace the present text of paragraph 1 by the following:

"1. The Administrator of the United Nations Development Programme, having a status equivalent to that of the executive head of a major specialized agency, shall receive a salary of \$US 99,350 per year, an Under-Secretary-General shall receive a salary of \$US 76,030 per year and an Assistant Secretary-General shall receive a salary of \$US 67,430 per year, subject to the staff assessment plan provided in staff regulation 3.3 and to post adjustments wherever applied. If otherwise eligible, they shall receive the allowances which are available to staff members generally."

Replace the present text of paragraph 3 by the following:

"3. Except as provided in paragraph 6 of the present annex, the salary scales for staff members in the Director and Principal Officer category and in the Professional category shall be as shown in the present annex."

Replace the present text of paragraph 9 by the following:

"9. In order to preserve equivalent standards of living at different offices, the Secretary-General may adjust the basic salaries set forth in paragraphs 1 and 3 of the present annex by the application of non-pensionable post adjustments based on relative costs of living, standards of living and related factors at the office concerned as compared to New York. Such post adjustments shall not be subject to staff assessment. Their amounts shall be as shown in the present annex."

Add, at the end of annex I, the following tables:



Salary scales for Professional and higher categories showing annual  
gross and the net equivalent after application of staff assessment

(in US dollars)

(Effective 1 January 1977)

Level	S												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
P-1 Gross	14 300	14 900	15 510	16 120	16 750	17 380	18 020	18 640	19 260	19 860			
Net D	11 917	12 331	12 751.90	13 169.20	13 585	14 000.80	14 423.20	14 832.40	15 241.60	15 637.60			
Net S	11 215.20	11 601.60	11 994.44	12 382.60	12 763.75	13 144.90	13 532.10	13 907.20	14 282.30	14 645.30			
P-2 Gross	19 040	19 710	20 390	21 070	21 760	22 440	23 130	23 820	24 530	25 250	25 970		
Net D	15 096.40	15 538.60	15 975.70	16 404.10	16 838.80	17 267.20	17 701.90	18 136.60	18 568	19 000	19 432		
Net S	14 149.20	14 554.55	14 954.25	15 345.25	15 742	16 133	16 529.75	16 926.50	17 318.85	17 711.25	18 103.65		
P-3 Gross	23 910	24 760	25 620	26 460	27 300	28 170	29 060	29 940	30 760	31 580	32 400	33 230	34 080
Net D	18 193.30	18 706	19 222	19 726	20 230	20 746.90	21 254.20	21 755.80	22 223.20	22 690.60	23 158	23 624.20	24 083.20
Net S	16 978.25	17 444.20	17 912.90	18 370.70	18 828.50	19 297.55	19 755.90	20 209.10	20 631.40	21 053.70	21 476	21 896.55	22 308.80
P-4 Gross	29 940	30 910	31 880	32 860	33 860	34 860	35 850	36 840	37 880	38 930	39 980	40 980	
Net D	21 755.80	22 308.70	22 861.60	23 420.20	23 964.40	24 504.40	25 039	25 573.60	26 135.20	26 683.60	27 229.60	27 749.60	
Net S	20 209.10	20 708.65	21 208.20	21 712.90	22 202.10	22 687.10	23 167.25	23 647.40	24 151.80	24 642.45	25 130.70	25 595.70	
P-5 Gross	38 190	39 340	40 460	41 530	42 600	43 690	44 790	45 890	47 000	48 110			
Net D	26 298.80	26 896.80	27 479.20	28 035.60	28 592	29 145	29 695	30 245	30 800	31 355			
Net S	24 298.35	24 833.10	25 353.90	25 851.45	26 349	26 842.05	27 331.55	27 821.05	28 315	28 808.95			
D-1 Gross	43 890	45 320	46 760	48 190	49 650	51 070	52 450						
Net D	29 245	29 960	30 680	31 395	32 112	32 793.60	33 456						
Net S	26 931.05	27 567.40	28 208.20	28 844.55	29 481.25	30 084.75	30 671.25						
D-2 Gross	52 650	54 160	55 700	57 300									
Net D	33 552	34 276.80	35 002	35 738									
Net S	30 756.25	31 398	32 038.50	32 686.50									
ASG Gross	67 430												
Net D	40 269.20												
Net S	36 660.55												
USG Gross	76 030												
Net D	43 872												
Net S	39 800.65												

D = Salary rates applicable to staff members with a dependent spouse or child.

S = Salary rates applicable to staff members with no dependent spouse or child.

Schedules of post adjustments (amount per class in US dollars)

(Effective 1 January 1977)

(i) Additions (where cost of living is higher than at the base)

Level	S			T			E			P			S	
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	
P-1 D	531	549	567	585	603	621	640	656	673	690				
S	499	516	533	550	567	583	600	615	631	646				
P-2 D	667	687	705	724	743	762	781	799	818	837	855			
S	626	643	660	677	695	712	729	746	763	780	797			
P-3 D	803	826	847	867	889	911	934	956	975	993	1 012	1 030	1 050	
S	749	770	789	807	827	847	868	888	905	921	939	955	973	
P-4 D	957	979	1 001	1 022	1 046	1 065	1 084	1 103	1 123	1 147	1 170	1 192		
S	889	909	929	948	969	986	1 003	1 020	1 038	1 059	1 080	1 100		
P-5 D	1 144	1 163	1 181	1 199	1 219	1 236	1 256	1 275	1 294	1 312				
S	1 057	1 074	1 090	1 106	1 124	1 138	1 156	1 173	1 189	1 206				
D-1 D	1 249	1 272	1 294	1 317	1 339	1 362	1 384							
S	1 150	1 171	1 190	1 210	1 229	1 249	1 269							
D-2 D	1 384	1 414	1 444	1 474										
S	1 269	1 295	1 322	1 348										
ASG D	1 661													
S	1 512													
USG D	1 810													
S	1 642													

D = Rate of post adjustment applicable to staff members with a dependent spouse or child.

S = Rate of post adjustment applicable to staff members with no dependent spouse or child.

(ii) Deductions (where cost of living is lower than at the base)

Level	S			T			E			P			S	
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	
P-1 D	477	493	510	527	543	560	577	593	610	626				
S	449	464	480	495	511	526	541	556	571	586				
P-2 D	604	622	639	656	674	691	708	725	743	760	777			
S	566	582	598	614	630	645	661	677	693	708	724			
P-3 D	728	748	769	789	809	830	850	870	889	908	926	945	963	
S	679	698	717	735	753	772	790	808	825	842	859	876	892	
P-4 D	870	892	914	937	959	980	1 002	1 023	1 045	1 067	1 089	1 110		
S	808	828	848	860	888	907	927	946	966	986	1 005	1 024		
P-5 D	1 052	1 076	1 099	1 121	1 144	1 166	1 188	1 210	1 232	1 254				
S	972	993	1 014	1 034	1 054	1 074	1 093	1 113	1 133	1 152				
D-1 D	1 170	1 198	1 227	1 256	1 284	1 312	1 338							
S	1 077	1 103	1 128	1 154	1 179	1 203	1 227							
D-2 D	1 342	1 371	1 400	1 430										
S	1 230	1 256	1 282	1 307										
ASG D	1 611													
S	1 466													
USG D	1 755													
S	1 592													

D = Rate of post adjustment applicable to staff members with a dependent spouse or child.

S = Rate of post adjustment applicable to staff members with no dependent spouse or child.

"Annex III"

Replace the present text of annex III by the following:

"Staff members whose appointments are terminated shall be paid an indemnity in accordance with the following provisions:

"(a) Except as provided in paragraphs (b), (c) and (e) below and in regulation 9.3 (b), the termination indemnity shall be paid in accordance with the following schedule:

Months of pensionable remuneration less staff assessment, where applicable			
Completed years of service	Permanent appointments	Temporary appointments which are not for a fixed term	Temporary appointments for a fixed- term exceeding six months
Less than 1	Not applicable	Nil	(One week for each (month of uncompleted service subject to a (minimum of six weeks' (indemnity pay
1	Not applicable	1	
2	3	1	
3	3	2	( "
4	4	3	( "
5	5	4	( "
6	6	5	3
7	7	6	5
8	8	7	7
9	9	9	9
10	9.5	9.5	9.5
11	10	10	10
12	10.5	10.5	10.5
13	11	11	11
14	11.5	11.5	11.5
15 or more	12	12	12

/...

"(b) A staff member whose appointment is terminated for reasons of health shall receive an indemnity equal to the indemnity provided under paragraph (a) of this annex reduced by the amount of any disability benefit that the staff member may receive under the United Nations Joint Staff Pension Fund regulations for the number of months to which the indemnity rate corresponds.

"(c) A staff member whose appointment is terminated for unsatisfactory services or who for disciplinary reasons is dismissed for misconduct other than by summary dismissal may be paid, at the discretion of the Secretary-General, an indemnity not exceeding one half of the indemnity provided under paragraph (a) of this annex.

"(d) No indemnity payments shall be made to:

"A staff member who resigns, except where termination notice has been given and the termination date agreed upon;

"A staff member who has a temporary appointment which is not for a fixed-term and which is terminated during the first year of service;

"A staff member who has a temporary appointment for a fixed-term which is completed on the expiration date specified in the letter of appointment;

"A staff member who is summarily dismissed;

"A staff member who abandons his post;

"A staff member who is retired under the United Nations Joint Staff Pension Fund regulations

"(e) Staff members specifically engaged for conference and other short-term service or for service with a mission, as consultants or as experts, and staff members who are locally recruited for service in established offices away from Headquarters may be paid termination indemnity if and as provided in their letters of appointment."

"Annex IV"

Replace the third sentence of the annex and the schedule of rates by the following:

"The amount of the grant shall be proportional to the length of service with the United Nations, as follows:

Years of continuous service away from the home country	Staff member with a spouse or dependent child at time of separation	Staff member with neither a spouse nor a dependent child at time of separation	
		Professional and higher categories	General Service category
(Weeks of pensionable remuneration less staff assessment, where applicable)			
1	4	3	2
2	8	5	4
3	10	6	5
4	12	7	6
5	14	8	7
6	16	9	8
7	18	10	9
8	20	11	10
9	22	13	11
10	24	14	12
11	26	15	13
12	28	16	14 <sup>ii</sup>
or more			

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