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Thirtieth session
Agenda item 97

JOINT INSPECTION UNIT

Report of the Fifth Committee (Part II)

Rapporteur: Mr. E. Brian NASON (Ireland)

A. Pension coverage for members of the Joint Inspection Unit

1. At its 53rd meeting, on 16 December 1976, the Committee considered the question of pension coverage for members of the Joint Inspection Unit (JIU) and it had before it the following documents:
 - (a) Report of the Secretary-General on the question of pension coverage for members of the Joint Inspection Unit (A/C.5/31/30 and A/C.5/1697);
 - (b) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/31/417);
 - (c) Draft resolution (A/C.5/31/L.42) based on the recommendations of the Advisory Committee as set out in paragraphs 8 and 9 of its report.
2. In paragraph 8 of its report (A/31/417) the Advisory Committee recommended that provision for a post-retirement benefit should be included in the terms of employment of Inspectors who would be appointed after 1 January 1978.
3. In paragraph 9 of its report, the Advisory Committee recommended that a modified version of the arrangements mentioned in paragraph 2 above be applied to the present Inspectors and to any Inspector whose contract would expire on 31 December 1977.
4. The draft resolution (A/C.5/31/L.42) before the Committee read as follows:

"The General Assembly,

"Taking note of the reports of the Secretary-General, 1/ the observations of the Joint Inspection Unit, 2/ and the relevant paragraphs of the report of the United Nations Joint Staff Pension Board, 3/ as well as the report of the Advisory Committee on Administrative and Budgetary Questions, 4/

"Decides to approve the recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in paragraphs 8 and 9 of its report. 5/"

"1/ A/C.5/31/30 and A/C.5/1697.

"2/ A/31/89/Add.1.

"3/ A/31/9.

"4/ A/31/417.

"5/ Idem."

5. The representative of Japan orally proposed deletion of the words "and 9" in the operative paragraph of draft resolution A/C.5/31/L.42.
6. The Committee rejected the oral amendment proposed by Japan by 21 votes to 19, with 30 abstentions.
7. At the same meeting, the Committee adopted the draft resolution (A/C.5/31/L.42) by 59 votes to 12, with 6 abstentions (see para. 24 below, draft resolution A).
8. As a result of the adoption of the draft resolution, it was announced that an additional appropriation of \$164,000 under section 22 A would be included in the revised estimates for the biennium 1976-1977 reflecting the share of the United Nations, which is 42.6 per cent of the total cost of the financial implications estimated at \$321,000 in paragraph 10 of the report of the Advisory Committee (A/C.5/31/417).

B. Report on some aspects of the strike at the United Nations Office at Geneva from 25 February to 3 March 1976

9. At its 56th and 59th meetings, on 19 and 21 December, the Committee considered the report on some aspects of the strike at the United Nations Office at Geneva from 25 February to 3 March 1976, at which time it had before it the following documents:
 - (a) Note by the Secretary-General transmitting, with the concurrence of the Advisory Committee on Administrative and Budgetary Questions, the report of the Joint Inspection Unit on some aspects of the strike at the United Nations Office at Geneva from 25 February to 3 March 1976 (A/31/137);
 - (b) Note by the Secretary-General transmitting the joint comments of the

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Administrative Committee on Co-ordination on the report of the Joint Inspection Unit mentioned in subparagraph (a) above (A/31/137/Add.1);

- (c) Note by the Secretary-General containing his comments on recommendations Nos. 3 and 4 in the report of the Joint Inspection Unit mentioned in subparagraph (a) above (A/31/137/Add.2);
- (d) Report on financial implications of the implementation of proposals by the Secretary-General for the establishment of classification systems for posts in the Professional category in the Secretariat and for General Service posts in Geneva (A/C.5/31/47);
- (e) Report of the Advisory Committee on Administrative and Budgetary Questions containing its comments and recommendations on the above-mentioned reports (A/31/8/Add.20).

10. At its 56th meeting, the Chairman of the Advisory Committee on Administrative and Budgetary Questions introduced the Advisory Committee's report (A/31/8/Add.20) in an oral statement before the Fifth Committee.

11. At the same meeting, the representative of Canada introduced a draft resolution (A/C.5/31/L.36/Rev.1) on behalf of Algeria, Canada, Costa Rica, Nigeria and Pakistan, the text of which read as follows:

"The General Assembly,

"Having considered the report of the Joint Inspection Unit on aspects of the strike at the United Nations Office at Geneva from 25 February to 3 March 1976, the joint comments of the Administrative Committee on Co-ordination and the additional comments of the Secretary-General (A/31/137 and Add.1 and Add.2),

"Convinced of the need to re-examine the methodology for salary surveys and the system of job classification of the General Service category at Geneva,

"Noting the requests of the World Health Organization and the International Labour Office to the International Civil Service Commission to assume as soon as possible the functions described in paragraph 1 to article 12 of its statute, particularly with respect to the salary scales of the staff in the General Service category in Geneva,

"Further noting the decision by the International Civil Service Commission to advance the assumption of its functions under article 12.1 in response to these requests,

"Recognizing the importance of maintaining harmony with the agencies and organizations located in Geneva in the management of personnel services,

"Observing that the degree of responsibility and authority delegated by

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the Secretary-General to the Office of the United Nations in Geneva should be sufficient to assure the satisfactory management of personnel services and the satisfactory conduct of staff relations in that Office in accordance with the staff regulations and the staff rules of the United Nations,

"1. Welcomes the decision of the International Civil Service Commission to advance the assumption of the functions provided for it under article 12.1 of its statute;

"2. Requests the International Civil Service Commission as a matter of urgency to establish, under authority of article 11 (a) of its statute, the method by which the principles for determining conditions of service in the General Service category at Geneva should be applied, and, on the basis of such methodology and under authority of article 12.1 of its statute, to cause a survey of local employment conditions in Geneva to be made, to make recommendations as to the salary scales deemed appropriate in the circumstances and to inform the Assembly at its thirty-second session of the actions taken in this regard;

"3. Urges the International Civil Service Commission in carrying out these tasks to take into account all aspects of the report of the Joint Inspection Unit on the strike at the United Nations Office at Geneva from 25 February to 3 March 1976 and the comments as to it received from the Administrative Committee on Co-ordination and the Secretary-General (A/31/137 and Add.1 and Add.2) and invites its comments;

"4. Requests the Secretary-General to provide to the International Civil Service Commission within the first half of 1977 job descriptions for the General Service category at Geneva, grouped according to common job functions, in order to enable the International Civil Service Commission to carry out its survey task;

"5. Further requests the Secretary-General to develop in the course of 1977 job classification standards for the General Service category at Geneva and, based upon them, to introduce a job classification system including a structure of occupational groups and a classification of posts;

"6. Urges the Secretary-General, after completing the current review of relevant factors and making any upward interim salary adjustments appropriate for General Service category employees as of 1 January 1977 to refrain from making any further upward interim adjustments, and from entering into any further commitments as to emoluments of General Service category employees in Geneva until the report and recommendations of the International Civil Service Commission requested herein have been obtained;

"7. Reaffirms its expectation that the Secretary-General will fully exercise his authority to ensure the effective and efficient implementation of administrative instructions concerning the delegation of responsibility and commensurate authority to the Office of the United Nations at Geneva."

12. The representative of Japan introduced an amendment (A/C.5/31/L.52) to the draft resolution which would call for the addition of an operative paragraph, the text of which would read as follows:

"Decides that no salary shall be paid to staff members in respect of periods of unauthorized absence from work unless such absence was caused by reasons beyond their control or was due to duly certified medical reasons."

In so doing the representative of Japan stated that the amendment should be considered as the second part of the draft resolution (A/C.5/31/L.36/Rev.1) and that it was intended that it apply to Geneva as well as elsewhere and to the Professional category of staff as well as the General Service category.

13. The representative of Belgium orally proposed, in the first sentence of operative paragraph 6 of the draft resolution (A/C.5/31/L.36/Rev.1), that the words "and making any upward interim salary adjustments appropriate for General Service category employees as of 1 January 1977" be deleted. (Belgium subsequently submitted draft amendment A/C.5/31/L.61.)

14. The representative of the Union of Soviet Socialist Republics proposed amendments (A/C.5/31/L.54) to the draft resolution (A/C.5/31/L.36/Rev.1) calling for the following changes:

(a) The addition, in operative paragraph 3, after the words "all aspects", of the words "and especially paragraph 29";

(b) The insertion of a new operative paragraph 6 worded as follows:

"6. Decides that all financial implications of a decision to raise salaries in Geneva should be covered by savings in the implementation of the United Nations budget for 1976-1977, including a possible reduction in General Service posts in Geneva";

(c) The renumbering of subsequent paragraphs accordingly.

15. At the 59th meeting, on 21 December, the representative of Canada introduced a revision to the draft resolution (A/C.5/31/L.36/Rev.2) at which time he announced that the sponsors had reflected in the revision the amendment proposed by Japan (A/C.5/31/L.52). It also reflected the two amendments proposed by the Soviet Union except that the last phrase in the second amendment referring to paragraph 6 had been amended to read "including reductions in General Service posts and report on such reductions as may have been made to the thirty-second session of the General Assembly".

16. The representative of Canada stated that it was the understanding of the sponsors of the draft resolution (A/C.5/31/L.36/Rev.2) that savings would be made from the existing 1976-1977 appropriations and that the Secretariat would request no additional funds to cover General Service increases resulting from the draft resolution (A/C.5/31/L.36/Rev.2) or from previous increases granted this year.

17. The sponsors of the draft resolution (A/C.5/31/L.36/Rev.2) could not accept the draft amendment proposed by Belgium (A/C.5/31/L.61) which called for the replacement of the beginning of paragraph 8, up to the words "as of 1 January 1977", with the following:

"Urges the Secretary-General to suspend the interim salary adjustment for General Service category employees envisaged for 1 January 1977 until the General Assembly, at its thirty-second session, has been able to appreciate the need for it in the light of the report of the International Civil Service Commission, and, in general, to refrain ..."

18. The Committee rejected the Belgian proposed amendment (A/C.5/31/61) by a recorded vote of 23 to 42, with 29 abstentions.

19. The Committee adopted section I of the draft resolution (A/C.5/31/L.36/Rev.2) by a recorded vote of 91 to 9, with 2 abstentions, and section II by a recorded vote of 77 to none, with 16 abstentions.

20. The sponsors of draft resolution A/C.5/31/L.36/Rev.2 then accepted the following oral amendments proposed by Ghana:

(a) The addition, in the fourth preambular paragraph, after the words "Further noting", of the words "with satisfaction";

(b) The deletion of operative paragraph 1 and renumbering of the remaining paragraphs.

21. At the same meeting, the Committee adopted draft resolution A/C.5/31/L.36/Rev.2, as amended, by 89 votes to none, with 2 abstentions (see para. 24 below).

22. The Committee then approved, by a recorded vote of 70 to 10, with 5 abstentions, additional appropriations of \$269,000 under section 22 of the programme budget for the biennium 1976-1977 and a further amount of \$55,000 under section 25 (Staff assessment), offset by the same amount under income section 1.

23. A full account of the Committee's consideration of item 97, including explanations of vote, is reflected in the summary records of the Fifth Committee (A/C.5/31/SR.29, 31, 33-35, 45, 46, 48, 49, 53, 56 and 59).

RECOMMENDATIONS OF THE FIFTH COMMITTEE

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

Joint Inspection Unit

A

The General Assembly,

Taking note of the reports of the Secretary-General, 1/ the observations of the Joint Inspection Unit, 2/ the relevant paragraphs of the report of the United Nations Joint Staff Pension Board 3/ and the report of the Advisory Committee on Administrative and Budgetary Questions, 4/

Decides to approve the recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in paragraphs 8 and 9 of its report. 5/

B

I

The General Assembly,

Having considered the report of the Joint Inspection Unit on some aspects of the strike at the United Nations Office at Geneva from 25 February to 3 March 1976, 6/ the joint comments of the Administrative Committee on Co-ordination 7/ and the comments of the Secretary-General on recommendations Nos. 3 and 4 in the report of the Joint Inspection Unit, 8/

Convinced of the need to re-examine the methodology for salary surveys and the system of job classification of the General Service category at Geneva,

Noting the requests of the World Health Organization and the International Labour Office to the International Civil Service Commission to assume as soon as possible the functions described in paragraph 1 to article 12 of its statute, 9/ particularly with respect to the salary scales of the staff in the General Service category at Geneva,

1/ A/C.5/31/30 and A/C.5/1697.

2/ A/31/89/Add.1, annex.

3/ Official Records of the General Assembly, Thirty-first Session, Supplement No. 9 (A/31/9) and A/31/9/Add.1.

4/ A/31/417.

5/ Idem.

6/ A/31/137.

7/ A/31/137/Add.1.

8/ A/31/137/Add.2.

9/ General Assembly resolution 3357 (XXIX).

Further noting with satisfaction the decision by the International Civil Service Commission to advance the assumption of its functions under article 12, paragraph 1, of its statute in response to these requests, 10/

Recognizing the importance of maintaining harmony with the agencies and organizations located at Geneva in the management of personnel services,

Observing that the degree of responsibility and authority delegated by the Secretary-General to the Office of the United Nations at Geneva should be sufficient to ensure the satisfactory management of personnel services and conduct of staff relations in that Office in accordance with the Staff Regulations and the Staff Rules of the United Nations,

1. Requests the International Civil Service Commission, as a matter of urgency, to establish, under the authority of article 11 (a) of its statute, the methods by which the principles for determining conditions of service in the General Service category at Geneva should be applied and, on the basis of such methodology and under the authority of article 12, paragraph 1, of its statute, to cause a survey of local employment conditions at Geneva to be made, to make recommendations as to the salary scales deemed appropriate in the circumstances and to inform the Assembly at its thirty-second session of the actions taken in this regard;

2. Further requests the International Civil Service Commission, in its examination of conditions of service of the General Service category at Geneva, to examine the basis on which recent substantial salary adjustments of staff in that category were determined and to take them fully into account in its consideration of the salaries of that category of staff and the methodology for future salary adjustments, in so far as they affect General Service staff at Geneva;

3. Urges the International Civil Service Commission, in carrying out these tasks, to take into account all aspects and especially paragraph 29 of the report of the Joint Inspection Unit on some aspects of the strike at the United Nations Office at Geneva from 25 February to 3 March 1976, the joint comments on the report received from the Administrative Committee on Co-ordination and the comments of the Secretary-General on recommendations Nos. 3 and 4 of the report of the Joint Inspection Unit and invites its comments;

4. Requests the Secretary-General to provide to the International Civil Service Commission within the first half of 1977 job descriptions for the General Service category at Geneva, grouped according to common job functions, in order to enable the Commission to carry out its survey task;

10/ Official Records of the General Assembly, Thirty-first Session, Supplement No. 30 (A/31/30), para. 337.

5. Decides that all financial implications of a decision to raise salaries at Geneva should be covered by savings in the implementation of the United Nations budget for 1976-1977, including reductions in General Service posts, and requests the Secretary-General to report to the General Assembly at its thirty-second session on such reductions as may have been made;

6. Further requests the Secretary-General to develop, in the course of 1977, job classification standards for the General Service category at Geneva and, based upon them, to introduce a job classification system, including a structure of occupational groups and a classification of posts;

7. Urges the Secretary-General, after completing the current review of relevant factors and making any upward interim salary adjustments appropriate for General Service category employees as at 1 January 1977, to refrain from making any further upward interim adjustments and from entering into any further commitments as to emoluments of General Service category employees at Geneva until the report and recommendations of the International Civil Service Commission requested in paragraph 3 above have been obtained;

8. Reaffirms its expectation that the Secretary-General will fully exercise his authority to ensure the effective and efficient implementation of administrative instructions concerning the delegation of responsibility and commensurate authority to the Office of the United Nations at Geneva;

II

Decides that no salary shall be paid to staff members in respect of periods of unauthorized absence from work unless such absence was caused by reasons beyond their control or duly certified medical reasons.
