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PROGRAMME BUDGET FOR THE BIENNIUM 1978-79

REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Financial implications of recommendations and decisions contained in
the report of the International Civil Service Commission

Report of the Secretary-General

1. Some of the recommendations and decisions contained in the report of the International Civil Service Commission (ICSC) to the General Assembly 1/ would, if adopted, result in additional expenditures as from 1 January 1979.

2. The recommendations which have financial implications may be summarized as follows:

(a) Introduction of a condition that the amount of the children's allowance payable in local currency should not be less than the local currency equivalent of the dollar amount at the time it was established on 1 January 1975 at \$450. The secondary dependency allowance, established on 1 January 1977 at \$300, will similarly be affected.

(b) Introduction of an "end-of-service grant" payable to a staff member holding a fixed-term appointment whose appointment is not renewed after completion of nine years of continuous service, provided that the staff member:

- (i) Has not resigned or declined an offer of renewal; or
- (ii) Does not retain a right to reinstatement in his or her previous employment.

(c) Modification of the education grant provision as follows:

1/ Official Records of the General Assembly, Thirty-third session, Supplement No. 30 (A/33/30) and addendum.

- (i) A broadening of the conditions of eligibility for the education grant to enable an expatriate staff member to claim in respect of post-secondary education of children in the country of the staff member's duty station;
- (ii) Introduction of a condition that the value of the education grant in the currency in which the expenses are incurred and the reimbursement is made should be protected by a "floor" provision;
- (iii) Introduction of a special provision for the education of disabled children, payable to disabled children of any staff member, subject to special conditions and provided that the amount shall be equal to 75 per cent of the educational expenses actually incurred and subject to a maximum grant of \$3,000.

3. Under the authority granted to it by article 11 of its statute ICSC had also reached certain decisions concerning the following provisions in respect of the implementation of relevant staff rules of the various organizations involved:

(a) Assignment allowance. Staff members should be entitled to continue to receive the assignment allowance beyond the initial period of five years for a further period, not exceeding two years, for which their assignment to that duty station was renewed. 2/

(b) Installation grant. Instead of the existing rule, whereby members not accompanied by dependants shall receive only 15 days' allowance and staff members accompanied by dependants shall receive 30 days' allowance, a standard period of entitlement of 30 days should be instituted. As regards the lump-sum element of the grant, payable only at duty stations outside Europe and North America, a unified scale should be established, whereby the amount of the grant would be \$300 for the staff member and for each dependant up to a total of four persons (including the staff member), instead of the current practice, established in 1969, whereby the grant is set at \$300 for staff not accompanied by dependants and \$600 for those accompanied by dependants. 3/

4. The other recommendations of the Commission concerning the termination indemnity and repatriation grant would not involve any additional financial implications.

5. The estimated net additional costs to be incurred under the regular budget of the United Nations in 1979 for the purposes enumerated in paragraphs 2 and 3 above are summarized below:

2/ Ibid, paras. 266-275.

3/ Ibid, paras. 276-279.

(a)	Children's and secondary dependency allowances	\$245,000
(b)	End-of-service grant	115,000
(c)	Education grant:	
	(i) Post-secondary education in the duty station country	200,000
	(ii) Local currency "floor" provision	175,000
	(iii) Disabled children	55,000
(d)	Assignment allowance	-
(e)	Installation grant:	
	(i) Single staff	70,000
	(ii) Lump-sum entitlement	45,000
		45,000
	Total	\$905,000

6. The estimates provided in the preceding paragraph are based on the United Nations operational rates of exchange in effect in September 1978. The estimates represent orders of magnitude only; actual expenditures will be influenced by the rates of exchange, composition of the families of the staff members involved, prospective changes in place of schooling for children, future movements of staff and other incidental conditions. For these reasons, no additional appropriations are requested at this time. Though every effort will be made to absorb the related expenditures, the Secretary-General reserves the right to return to the matter in the context of the final performance report for the biennium 1978-1979, based on the actual experience during the first half of 1979.
