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Thirty-first session  
FIFTH COMMITTEE  
Agenda items 92 and 97

PROGRAMME BUDGET FOR THE BIENNIUM 1976-1977

JOINT INSPECTION UNIT

General Service salaries and conditions of service  
at the United Nations Office in Geneva

Algeria, Canada, Costa Rica, Nigeria and Pakistan:  
revised draft resolution incorporating amendments

PART I

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 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. Further requests ICSC, in its examination of conditions of service of the General Service category in 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 in Geneva,

4. 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 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;

5. 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;

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 reductions in General Service posts and report on such reductions as may have been made to the thirty-second session of the General Assembly;

7. 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;

8. Urges the Secretary-General, after completing the current review of

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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;

9. 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.

## PART 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 was due to duly certified medical reasons.

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