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UNITED NATIONS COMMON SYSTEM

Report of the Fifth Committee (Part II)

Rapporteur: Mr. Ali Achraf MOJTAHED (Islamic Republic of Iran)

I. INTRODUCTION

1. The recommendation of the Fifth Committee to the General Assembly previously made under this agenda item during the current session is shown in part I of the Committee's report (A/39/718). Pursuant to that recommendation, the Assembly, at its 81st plenary meeting, on 30 November 1984, adopted resolution 39/27.
2. In addition to the documents mentioned in part I of the Committee's report (see A/39/718, paras. 2 and 3), the Committee had before it the report of the Secretary-General on the statute of the International Civil Service Commission (A/C.5/39/13).
3. The Fifth Committee considered further this item at its 44th and 45th meetings, on 7 and 11 December. Comments made in the course of the discussion of the item are reflected in the relevant summary records (see A/C.5/30/SR.44 and 45).

II. CONSIDERATIONS OF PROPOSALS

4. At the 44th meeting, on 7 December, Mr. Otto Ditz, Vice-Chairman of the Committee, introduced draft resolution A/C.5/39/L.16 elaborated following informal consultations.
5. At its 45th meeting, on 11 December, the Committee adopted draft resolution A/C.5/39/L.16 without a vote (see para. 9).

6. Statements in explanation of position were made by the representatives of the United States of America and the Union of Soviet Socialist Republics.
7. The Committee also decided, without objection, to recommend that the General Assembly take note of the report of the Secretary-General on the statute of the International Civil Service Commission (A/C.5/39/13) (see para. 10).
8. The Chairman subsequently informed the Committee that the sponsors of draft resolution A/C.5/39/L.8 did not wish to press it to the vote (see A/38/718, para. 5).

III. RECOMMENDATIONS OF THE FIFTH COMMITTEE

9. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

United Nations common system: report of the
International Civil Service Commission

The General Assembly,

Having considered the report of the International Civil Service Commission for the year 1984, 1/

Reaffirming that in the exercise of its functions the Commission shall be guided by the principle which aims at the development of a single unified international civil service through the application of common personnel standards and arrangements,

Noting the progress made by the Commission in the regulation and co-ordination of the conditions of service of the United Nations common system,

Noting also the implementation of recommendations and decisions of the Commission by the organizations of the common system, as requested in General Assembly resolutions 36/233 of 18 December 1981 and 38/232 of 20 December 1983,

I

1. Notes the survey of best prevailing conditions of service for the General Service and related categories in New York conducted by the International Civil Service Commission under article 12 of its statute;

2. Notes also that the Commission has approved a methodology for surveys of best prevailing conditions of service for locally recruited staff at non-Headquarters duty stations which is to be applied from 1985 onwards;

1/ Official Records of the General Assembly, Thirty-ninth Session, Supplement No. 30 (A/39/30 and Corr.1).

3. Requests the Commission to keep under review the implementation of the methodology for surveys of best prevailing conditions of service for locally recruited staff at non-Headquarters duty stations and to re-examine, where necessary, the technical aspects of the methodology in the light of experience;

II

1. Decides that, with effect from 1 January 1985, for all staff in the Professional and higher categories separation payments (commutation of annual leave, repatriation grant, death grant and termination indemnities) should continue to be based on the scale which has been in effect since 1 January 1981 subject to the current adjustment procedure approved by the General Assembly ^{2/} and to the revised scale of staff assessment set out in annex V of the report of the International Civil Service Commission;

2. Requests the Commission, in conformity with article 10 of its statute, to review the practices of the organizations in the United Nations common system as regards long service steps for staff in the Professional category, to examine ways in which uniformity on this question may be established within the common system and to report thereon to the General Assembly at its fortieth session;

III

1. Notes the progress made by the International Civil Service Commission in the establishment of job classification standards;

2. Notes the recommendations of the Commission to the organizations of the United Nations common system on the use of selection interviews and the role of selection mechanisms and processes and on promotion policy and requests the Secretary-General, taking into account the views expressed by Member States, to report to the General Assembly at its forty-first session on the action taken on these recommendations in the United Nations Secretariat;

3. Notes the intention of the Commission to pursue its work on the development of training policies by elaborating an approach to the evaluation of training programmes;

4. Requests the Commission to report on the use of competitive examinations for both selection and promotion to the General Assembly at its fortieth session;

IV

Approves the amendments to the Staff Regulations of the United Nations, with effect from 1 January 1985, as set forth in the annex to the present resolution, to replace the present schedules of net and gross salaries, post adjustment amounts, and the scales of staff assessment.

ANNEX

Amendments to the Staff Regulations of the United Nations

Regulation 3.3

Replace paragraph (b) (i) 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:

Total assessable payments (US dollars)	Assessment (per cent)	
	Staff member with a dependent spouse or a dependent child	Staff member with neither a dependent spouse nor a dependent child
First \$16,000 per year	14.7	19.2
Next \$4,000 per year	31.0	36.0
Next \$4,000 per year	34.0	39.0
Next \$4,000 per year	37.0	42.0
Next \$5,000 per year	39.0	44.2
Next \$5,000 per year	42.0	47.2
Next \$5,000 per year	44.0	49.4
Next \$6,000 per year	47.0	52.1
Next \$6,000 per year	50.0	55.0
Next \$6,000 per year	52.0	57.0
Next \$7,000 per year	53.5	58.1
Next \$7,000 per year	55.0	59.4
Next \$7,000 per year	56.0	60.4
Next \$7,000 per year	57.0	62.1
Next \$8,000 per year	59.0	64.5
Next \$10,000 per year	60.5	66.5
Next \$10,000 per year	62.0	68.5
Next \$10,000 per year	63.5	71.0
Remaining assessable payments ..		

ANNEX I TO THE STAFF REGULATIONS

Salary scales and related provisions

1. In the present text of paragraph 1, the salary figures for an Under-Secretary-General and an Assistant Secretary-General shall be amended to read \$US 121,046 per year and \$US 107,089 per year respectively.

2. Replace the tables at the end of annex I to the Staff Regulations by the following tables:

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

(In United States dollars)
(Effective 1 January 1985)

S t e p s

Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General													
USG GROSS	121 046												
NET D	64 534.95												
NET S	58 294.47												
Assistant Secretary-General													
ASG GROSS	107 089												
NET D	59 203.09												
NET S	53 865.76												
Director													
D-2 GROSS	83 262	85 671	88 102	90 606									
NET D	49 405.62	50 441.42	51 486.76	52 551.63									
NET S	45 387.27	46 300.21	47 221.57	48 156.26									
Principal Officer													
D-1 GROSS	69 840	72 044	74 220	76 440	78 660	80 843	82 986						
NET D	43 461.09	44 452.67	45 431.91	46 416.70	47 393.37	48 353.88	49 286.77						
NET S	40 042.12	40 936.75	41 820.23	42 707.33	43 586.34	44 450.80	45 282.51						
Senior Officer													
P-5 GROSS	60 816	62 578	64 298	65 966	67 655	69 358	71 084	72 800	74 528	76 266			
NET D	39 289.74	40 111.89	40 911.51	41 687.05	42 472.50	43 244.07	44 020.98	44 792.89	45 570.57	46 339.97			
NET S	36 282.94	37 023.29	37 743.81	38 442.63	39 150.38	39 846.32	40 547.27	41 243.70	41 945.34	42 638.27			
First Officer													
P-4 GROSS	47 315	48 833	50 433	52 033	53 665	55 216	56 815	58 416	60 096	61 825	63 518	65 151	
NET D	32 605.00	33 409.31	34 214.67	35 014.45	35 830.41	36 601.51	37 369.44	38 137.50	38 944.13	39 761.48	40 549.06	41 308.32	
NET S	30 274.93	31 001.84	31 727.01	32 446.81	33 181.17	33 874.73	34 562.66	35 250.72	35 973.32	36 707.55	37 417.22	38 101.37	
Second Officer													
P-3 GROSS	37 613	38 980	40 329	41 639	42 983	44 431	45 878	47 295	48 586	49 910	51 278	52 623	53 997
NET D	27 293.59	28 066.89	28 822.48	29 555.58	30 308.70	31 076.59	31 843.32	32 594.45	33 278.80	33 952.76	34 636.94	35 309.72	35 996.52
NET S	25 473.71	26 173.96	26 896.69	27 519.10	28 199.60	28 893.59	29 586.55	30 265.39	30 883.90	31 491.28	32 107.05	32 712.55	33 330.67
Associate Officer													
P-2 GROSS	29 815	30 878	31 930	32 987	34 105	35 215	36 336	37 439	38 575	39 731	40 868		
NET D	22 675.43	23 323.45	23 965.42	24 605.84	25 259.16	25 902.80	26 552.83	27 192.90	27 839.77	28 487.43	29 124.27		
NET S	21 261.03	21 853.80	22 441.05	23 030.54	23 621.68	24 207.61	24 799.37	25 382.05	25 968.74	26 553.95	27 129.38		
Assistant Officer													
P-1 GROSS	22 315	23 257	24 220	25 194	26 184	27 173	28 191	29 182	30 156	31 098			
NET D	17 935.98	18 557.38	19 186.72	19 800.49	20 423.97	21 047.12	21 684.23	22 289.18	22 883.22	23 457.56			
NET S	16 900.22	17 474.55	18 055.71	18 620.77	19 194.77	19 768.46	20 354.32	20 907.70	21 451.10	21 976.48			

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

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

Schedules of post adjustments (amount per index point in United States dollars)

(Effective 1 January 1985)

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

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General													
USG D	532.19												
USG S	480.73												
Assistant Secretary-General													
ASG D	488.36												
ASG S	444.33												
Director													
D-2 D	406.81	415.70	424.52	433.32									
D-2 S	373.72	381.57	389.35	397.08									
Principal Officer													
D-1 D	370.99	377.17	382.93	389.09	394.90	401.21	407.19						
D-1 S	341.81	347.33	352.49	358.00	363.18	368.83	374.11						
Senior Officer													
P-5 D	341.73	346.73	351.46	356.29	361.88	366.33	371.99	377.26	382.46	387.31			
P-5 S	315.57	320.03	324.25	328.56	333.57	337.54	342.63	347.36	352.04	356.37			
First Officer													
P-4 D	286.82	293.19	299.60	305.57	312.76	318.02	323.30	328.59	334.12	341.35	348.15	354.70	
P-4 S	266.32	272.06	277.82	283.16	289.64	294.33	299.02	303.72	308.63	315.14	321.26	327.16	
Second Officer													
P-3 D	240.91	247.85	253.97	259.78	266.34	272.91	279.83	286.44	291.98	297.15	302.68	307.86	313.84
P-3 S	224.85	231.13	236.65	241.88	247.81	253.74	259.99	265.97	270.97	275.61	280.57	285.21	290.59
Associate Officer													
P-2 D	200.14	206.22	211.49	217.22	222.87	228.58	234.27	239.57	245.26	250.96	256.25		
P-2 S	187.66	193.23	198.04	203.28	208.42	213.62	218.80	223.61	228.78	233.93	238.70		
Assistant Officer													
P-1 D	159.75	165.14	170.46	175.84	181.21	186.56	192.30	196.90	201.93	206.99			
P-1 S	150.53	155.50	160.41	165.37	170.31	175.22	180.51	184.70	189.29	193.92			

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

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

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

Level	Steps													
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV
Under-Secretary-General														
USG D	515.99													
S	456.10													
Assistant Secretary-General														
ASG D	473.62													
S	430.92													
Director														
D-2 D	394.53	403.10	411.66	420.29										
S	362.44	370.01	377.55	385.14										
Principal Officer														
D-1 D	347.50	355.36	363.18	371.04	378.85	386.42	393.75							
S	320.16	327.25	334.31	341.39	348.42	355.23	361.76							
Senior Officer														
P-5 D	314.23	320.78	327.13	333.25	339.55	345.56	351.81	357.97	364.17	370.28				
S	290.18	296.08	301.80	307.32	312.99	318.41	324.05	329.60	335.20	340.70				
First Officer														
P-4 D	260.83	267.27	273.71	280.11	286.64	292.71	298.73	304.75	311.07	317.64	324.12	330.31		
S	242.19	248.01	253.81	259.57	265.45	270.90	276.29	281.68	287.34	293.25	299.09	304.66		
Second Officer														
P-3 D	218.35	224.53	230.57	236.44	242.46	248.60	254.74	260.75	266.22	271.62	277.09	282.47	287.96	
S	203.79	209.38	214.85	220.15	225.58	231.14	236.68	242.12	247.06	251.92	256.85	261.69	266.63	
Associate Officer														
P-2 D	181.20	186.58	191.71	196.87	202.07	207.21	212.42	217.54	222.71	227.89	232.99			
S	169.90	174.83	179.52	184.24	188.97	193.65	198.39	203.05	207.74	212.42	217.03			
Assistant Officer														
P-1 D	143.42	148.37	153.37	158.35	163.31	168.26	173.37	178.09	182.92	187.65				
S	135.14	139.71	144.32	148.91	153.48	158.04	162.73	167.05	171.48	175.80				

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

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

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10. The Fifth Committee also recommends to the General Assembly the adoption of the following draft decision:

Statute of the International Civil Service Commission

The General Assembly takes note of the report of the Secretary-General on the statute of the International Civil Service Commission. 3/
