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UNITED NATIONS COMMON SYSTEM

Note by the Secretary-General

The Secretary-General transmits herewith, upon the request of the Secretary-General of the World Meteorological Organization (WMO), the text of a statement adopted by the Executive Council of WMO at its forty-first session, held in June 1989, on the comprehensive review of the conditions of service of staff in the Professional and higher categories.

Annex

STATEMENT OF THE WORLD METEOROLOGICAL ORGANIZATION ON THE
COMPREHENSIVE REVIEW OF THE CONDITIONS OF SERVICE OF STAFF
IN THE PROFESSIONAL AND HIGHER CATEGORIES

The WMO Executive Council considered the report of the International Civil Service Commission on the comprehensive review of the conditions of service of staff in the Professional and higher categories and the comments of the Secretary-General thereon.

The Council noted with concern that the continuing erosion of the common system remuneration package had made it increasingly difficult for the Secretary-General to carry out the programmes mandated by Member States. It considered that the review offered a real opportunity to bring the conditions of employment of staff in the Professional and higher categories into line with operational needs and responsibilities of the organization in the 1990s.

The Executive Council wished to point out that WMO, like other specialized agencies of the United Nations, was facing recruitment and retention difficulties owing to the continued erosion of the remuneration package of Professional staff. It was noted that since 1984 when the net remuneration of Professional staff was frozen, there had been a loss of about 10 per cent of the purchasing power of the remuneration package of Professional staff at Geneva. With the freezing of the salaries of Professional staff, there was at Geneva a serious overlap between the salaries of General Service and Professional staff. It was very difficult for WMO to recruit staff at the lower salary scales of Professional staff. The Council hoped that, while carrying out the comprehensive review, the Commission would keep in mind the general dissatisfaction which existed with the current remuneration package. Tangible improvements in the remuneration package after the comprehensive review are therefore expected. These improvements would help WMO to restore its competitiveness as an employer.

With regard to the question of staff participation in the comprehensive review, the Executive Council noted with satisfaction that the staff bodies of the United Nations common system were participating in the comprehensive review. The Council considered staff participation in the review exercise to be of vital importance.
