

United Nations system continues to be a standing item on the agenda of the Administrative Committee on Co-ordination;

9. *Requests* the Secretary-General to report to the General Assembly at its forty-third session on:

(a) Progress made in evaluating the implementation of the recommendations of the Steering Committee as outlined in its first three reports;

(b) Progress made in meeting the objectives of the work programme set out in his report,<sup>61</sup> as well as those objectives of the original action programme which are still to be implemented;

(c) The outcome of his decision to extend the office of the Co-ordinator for the Improvement of the Status of Women in the Secretariat of the United Nations for a period of six months and of the action called for in paragraph 2 of the present resolution;

and to transmit his report on the improvement of the status of women in the Secretariat<sup>61</sup> to the Commission on the Status of Women at its thirty-second session.

*99th plenary meeting  
21 December 1987*

#### 42/221. United Nations common system: report of the International Civil Service Commission

*The General Assembly,*

*Having considered* the thirteenth annual report of the International Civil Service Commission<sup>63</sup> and other related reports,<sup>64</sup>

*Reiterating* the importance of maintaining and strengthening the United Nations common system of salaries, allowances and personnel standards,

*Concerned* by the lack of transparency and simplicity in the present remuneration system and by the growing number of *ad hoc* measures that further add to its complexity and weaken its internal consistency, and stressing the need to improve this situation,

*Stressing* the need for the Commission to continue to improve its reporting so that in future its recommendations and decisions are presented with comprehensive background information and statistical evidence, with a view to facilitating comprehension by the general reader,

*Recalling* its resolution 41/213 of 19 December 1986, and taking note of the views of the Commission as reflected in paragraphs 44 to 46 of its thirteenth annual report,<sup>63</sup>

### I

*Recalling* that in its resolution 40/244 of 18 December 1985 it approved the range of 110 to 120, with a desirable mid-point of 115, for the net remuneration margin, on the understanding that the margin would be maintained at a level around the desirable mid-point of 115 over a period of time, and considering that the margin range should be maintained for some time,

*Recalling also* that the recommendation of the International Civil Service Commission which led to the adoption

of the margin range of 110 to 120 related to the methodology used then for margin calculations,

1. *Decides* to maintain the methodology described in annex I to the report of the International Civil Service Commission submitted to the General Assembly at its fortieth session<sup>65</sup> for the calculation of the margin between the net remuneration of staff in the Professional and higher categories of the United Nations and that of the comparator civil service, which should continue to be applied for the time being;

2. *Requests* the Commission to continue its examination of the methodology for calculating the net remuneration margin and to report thereon to the General Assembly at its forty-fifth session;

3. *Further requests* the Commission to continue reporting annually to the General Assembly on the net remuneration margin calculated in accordance with the methodology referred to in paragraph 1 above and to ensure that the margin is maintained at a level around the desirable mid-point of 115 over a period of time;

4. *Takes note* of the discussion referred to in paragraphs 97 to 104 of the report of the Commission<sup>63</sup> and requests the Commission to develop a methodology regarding total entitlements and to present its recommendations thereon to the General Assembly at its forty-fourth session;

### II

*Noting* the projected deficit in the Tax Equalization Fund by the end of 1987,

*Approves*, with effect from 1 April 1988, the revised rates of staff assessment for staff in the Professional and higher categories to be used in conjunction with gross base salaries and gross amounts of separation payments; also approves the maintenance of the current rates of staff assessment for staff members with a dependent spouse or dependent child for purposes of pensionable remuneration and pensions; and consequently approves, with effect from 1 April 1988, the amendments to the Staff Regulations of the United Nations, as set forth in the annex to the present resolution, to replace, for staff in the Professional and higher categories, the present scale of staff assessment and the scale of net and gross salaries;

### III

*Noting* that the post adjustment system is based on the concept of parity of purchasing power,

*Mindful* of the effects of currency fluctuations on the level of take-home pay of staff in the Professional and higher categories at different duty stations,

*Noting* the decision of the International Civil Service Commission in paragraph 174 of its report<sup>63</sup> to establish a working group to study the problems connected with the separation of the effects of inflation and currency fluctuations in the post adjustment system,

*Noting further* the recommendation of the Commission in paragraph 178 of its report<sup>63</sup> that for the time being post adjustment should be maintained at the base of the system,

*Stressing* the need to improve the response by the organizations of the United Nations common system to requests from Member States for assistance, through the continued

<sup>63</sup> *Official Records of the General Assembly, Forty-second Session, Supplement No. 30 (A/42/30 and Corr.1).*

<sup>64</sup> *Ibid.*, Supplement No. 7A (A/42/7/Add.1-10), document A/42/7/Add.7; A/C.5/42/19, A/C.5/42/20, A/C.5/42/23 and A/C.5/42/38.

<sup>65</sup> *Ibid.*, Fortieth Session, Supplement No. 30 (A/40/30 and Corr.1).

provision of staff of the highest efficiency, competence and integrity, particularly in the field,

*Taking note* of the statistics on the mobility of staff of different organizations provided in chapter VII.D of the report,<sup>63</sup>

1. *Decides* that a comprehensive review of the conditions of service of staff in the Professional and higher categories should be undertaken in order to provide a sound and stable methodological basis for their remuneration, having due regard to:

(a) The need for securing the highest standards of efficiency, competence and integrity in recruiting staff with due regard being paid to equitable geographical distribution;

(b) The need for greater transparency and simplicity in the concepts and administration of the remuneration system;

(c) The need for sufficient flexibility to respond to varying requirements resulting from different types of appointments and changing circumstances;

(d) The relativity of benefits among duty stations as a factor in staff mobility;

(e) The need for long-term improvement in the operation of the post adjustment system, including the separation of the effects of inflation and currency fluctuations and a simpler and more accurate reflection of differences in cost of living between the base of the system—New York—and field duty stations;

2. *Requests* the International Civil Service Commission to submit to the General Assembly at its forty-third session a preliminary report on the comprehensive review described in paragraph 1 above, containing an analysis of the subject together with an outline of one or more possible alternatives, and to complete its review for presentation to the Assembly at its forty-fourth session;

3. *Approves*, as an interim measure for 1988 and 1989, the modifications to the post adjustment system recommended in paragraph 197 of the report of the Commission<sup>63</sup> for application at selected duty stations outside Europe and North America, while recognizing that this measure would not constitute an acquired right;

4. *Takes note* of the action taken by the Commission to introduce into the assignment allowance a financial incentive for mobility, for phased implementation with effect from 1 January 1988;

#### IV

1. *Approves* the modification recommended by the International Civil Service Commission in paragraph 153 of its report<sup>63</sup> of existing education grant provisions for staff serving at locations where educational facilities are not available or are deemed inadequate, to enable them to claim reimbursement of 100 per cent of boarding costs up to \$1,500 per year as an amount additional to the current maximum grant of \$4,500 per year, and requests the Commission to report to the General Assembly annually, starting in 1988, on the number of such cases in the common system and on the related costs;

2. *Requests* the Commission to indicate in its next report the type of guidelines used for assessing the adequacy of educational facilities at field duty stations for the application of the above measure;

#### V

1. *Takes note* of the decision of the International Civil Service Commission contained in paragraph 296 of its report<sup>63</sup> to reaffirm the validity of its previous recommendations on special measures for the recruitment of women and to keep the item on its work programme and, in the light of section IV of its resolution 41/207 of 11 December 1986, requests the Commission to report to the General Assembly at its forty-third session on:

(a) Measures taken by the organizations of the United Nations common system, since the end of the United Nations Decade for Women: Equality, Development and Peace, to improve the status of women in their secretariats;

(b) Results achieved during the same period at each level of the Professional category and in the General Service category;

2. *Takes note* of the report by the Commission on equitable geographical distribution in different organizations of the United Nations system;<sup>66</sup>

3. *Takes note also* of the adoption by the Commission of eleven principles and guidelines for performance appraisal and recognition of merit of staff,<sup>67</sup> which should be taken into account by the organizations of the common system in the furtherance of their policies in these matters, and requests the Commission to report to the General Assembly at its forty-seventh session on the implementation by the organizations of measures taken in response to the Commission's recommendations;

#### VI

*Reaffirming* the importance of respect by all organizations of the United Nations common system of common standards and arrangements,

1. *Expresses its concern* over actions taken by some of the participating organizations which have led to disparities in the United Nations common system;

2. *Requests* the Secretary-General, in his capacity as Chairman of the Administrative Committee on Coordination, to draw to the attention of his colleagues the concern of the General Assembly at such departures from the common system;

3. *Urges* the executive heads of organizations concerned, after consultation with the International Civil Service Commission, to undertake a revision of their rules and regulations so that they may conform with decisions taken by the Commission;

4. *Requests* the Commission to continue reporting on the implementation of its decisions and recommendations by participating organizations;

5. *Further requests* the Commission to report to the General Assembly at its forty-fifth session on progress made in the promotion and strengthening of the United Nations common system through the development of common staff regulations;

#### VII

*Recalling* section II of its resolution 37/126 of 17 December 1982, concerning the practice of supplementary payments or deductions,

<sup>66</sup> *Ibid.*, Forty-second Session, Supplement No. 30 (A/42/30 and Corr.1), chap. VII.A.

<sup>67</sup> *Ibid.*, annex XV.

Taking note of the ongoing review of the practice of supplementary payments or deductions being carried out by the International Civil Service Commission, in co-operation with the executive heads of the organizations of the United Nations common system,

Emphasizing that such a review can only bring about reliable results if full-scale information is provided by all Member States and organizations,

Requests all Member States and organizations of the United Nations common system to reply promptly to re-

quests for information by the International Civil Service Commission;

### VIII

Requests the International Civil Service Commission to undertake a study of its functioning with a view to enhancing its work and to report thereon to the General Assembly at its forty-third session.

99th plenary meeting  
21 December 1987

## ANNEX

### Amendments to the Staff Regulations of the United Nations

#### Regulation 3.3

Replace subparagraph (i) of paragraph (b) by the following text:

“(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 assessment rates for purposes of pensionable remuneration and pensions	Staff member with a dependent spouse or a dependent child	Staff member with neither a dependent spouse nor a dependent child
First \$15 000 per year . . . . .	10.0	13.0	18.0
Next \$5 000 per year . . . . .	25.0	31.0	34.6
Next \$5 000 per year . . . . .	28.0	34.0	38.9
Next \$5 000 per year . . . . .	30.0	37.0	42.2
Next \$5 000 per year . . . . .	32.0	39.0	44.2
Next \$10 000 per year . . . . .	34.0	41.0	46.6
Next \$10 000 per year . . . . .	36.0	43.0	48.7
Next \$10 000 per year . . . . .	38.0	45.0	50.6
Next \$15 000 per year . . . . .	40.0	46.0	51.5
Next \$20 000 per year . . . . .	42.0	47.0	54.3
Remaining assessable payments . . . . .	44.0	48.0	59.2”

#### ANNEX I TO THE STAFF REGULATIONS

- In paragraph 1, the salary figures for an Under-Secretary-General and an Assistant Secretary-General shall read \$US 105,259 and \$US 95,100, respectively.
- Replace the first table in annex I by the following table:

**SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES**  
*showing annual gross salaries and net equivalents after application of staff assessment*  
 (in US dollars)  
 (Effective 1 April 1988)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
<b>Under-Secretary-General</b>													
USG Gross	105 259												
Net D	64 535												
Net S	58 276												
<b>Assistant Secretary-General</b>													
ASG Gross	95 100												
Net D	59 203												
Net S	53 891												
<b>Director</b>													
D-2 Gross	76 677	78 594	80 541	82 550									
Net D	49 406	50 441	51 487	52 552									
Net S	45 378	46 308	47 237	48 155									
<b>Principal Officer</b>													
D-1 Gross	65 668	67 505	69 318	71 142	72 950	74 729	76 457						
Net D	43 461	44 453	45 432	46 417	47 393	48 354	49 287						
Net S	40 039	40 930	41 809	42 694	43 571	44 434	45 272						
<b>Senior Officer</b>													
P-5 Gross	58 072	59 567	61 021	62 430	63 858	65 266	66 705	68 135	69 575	71 000			
Net D	39 290	40 112	40 912	41 687	42 472	43 244	44 021	44 793	45 571	46 340			
Net S	36 293	37 031	37 749	38 445	39 151	39 844	40 542	41 235	41 934	42 625			
<b>First Officer</b>													
P-4 Gross	46 236	47 647	49 061	50 463	51 894	53 249	54 594	55 976	57 443	58 929	60 361	61 741	
Net D	32 605	33 409	34 215	35 014	35 830	36 602	37 369	38 137	38 944	39 761	40 549	41 308	
Net S	30 279	31 003	31 728	32 448	33 182	33 877	34 567	35 257	35 982	36 716	37 423	38 105	
<b>Second Officer</b>													
P-3 Gross	37 193	38 503	39 783	41 027	42 303	43 605	44 903	46 217	47 419	48 601	49 801	50 982	52 187
Net D	27 294	28 067	28 822	29 556	30 309	31 077	31 843	32 594	33 279	33 953	34 637	35 310	35 997
Net S	25 476	26 176	26 859	27 523	28 205	28 900	29 593	30 269	30 886	31 492	32 108	32 714	33 332
<b>Associate Officer</b>													
P-2 Gross	29 563	30 611	31 663	32 721	33 785	34 840	35 937	37 022	38 118	39 215	40 294		
Net D	22 675	23 323	23 965	24 610	25 259	25 903	26 553	27 193	27 840	28 487	29 124		
Net S	21 262	21 856	22 443	23 033	23 627	24 216	24 805	25 385	25 970	26 556	27 132		
<b>Assistant Officer</b>													
P-1 Gross	22 175	23 116	24 071	24 999	25 990	26 979	27 990	28 951	29 893	30 832			
Net D	17 936	18 557	19 187	19 800	20 424	21 047	21 684	22 289	22 883	23 458			
Net S	16 899	17 474	18 057	18 624	19 197	19 769	20 353	20 908	21 453	21 979			

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

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