

13. *Requests* the Secretary-General, as Chairman of the Administrative Committee on Co-ordination, to review and appraise the measures already taken to enhance the proper functioning, safety and protection of international civil servants and to modify them where necessary.

84th plenary meeting
21 December 1988

43/226. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the fourteenth annual report of the International Civil Service Commission⁹⁴ and other related reports,⁹⁵

I

COMPREHENSIVE REVIEW OF THE CONDITIONS OF SERVICE OF THE STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES

Recalling that, in section III of its resolution 42/221 of 21 December 1987, it requested the International Civil Service Commission to undertake a comprehensive review of the conditions of service of the staff in the Professional and higher categories in order to provide a sound and stable methodological basis for their remuneration,

Reaffirming the guidelines provided in section III, paragraph 1, of resolution 42/221,

Recalling also that, in section III, paragraph 2, of resolution 42/221, the Commission was requested to submit to the General Assembly at its forty-third session a preliminary report on the comprehensive review containing an analysis of the subject, together with an outline of one or more possible alternatives,

Noting that the preliminary report on the comprehensive review contained in chapter III, section C, of the report of the Commission,⁹⁴ does not contain the analysis requested,

Bearing in mind that the Commission should allocate the highest priority to the comprehensive review in its programme of work for 1989,

Recognizing that the scope of the review should not necessarily be limited to the four areas identified by the Commission in its preliminary report,

Mindful of the interrelationship between these four areas and of the need for conditions of service whose component parts are appropriately balanced,

Emphasizing, in the light of the long-term consequences of this review, the desirability in the review process for close co-operation between the Commission, the organizations of the United Nations common system and the staff representatives,

1. *Requests* the International Civil Service Commission, as a priority, to pursue the comprehensive review and, if necessary, to adjust its programme of work and schedule of meetings for 1989, in order to provide conditions for substantive discussion and finalization of the comprehensive review at its second session of 1989;

2. *Invites* the Commission to make arrangements to allow for the fullest participation of organizations and staff representatives in all aspects and at all stages of the comprehensive review;

3. *Also requests* the Commission to submit a comprehensive report to the General Assembly at its forty-fourth session together with a preliminary assessment of the impact of the relevant recommendations therein on pensionable remuneration;

4. *Further requests* the Commission in its review to be guided by the following:

(a) The Commission should examine all elements of the present conditions of service, and after identifying problems related to staff recruitment, retention and mobility should propose solutions to these problems;

(b) The proposed solutions should be accompanied by an indication of their financial implications, together with an estimate of the overall costs;

(c) The overall costs should, as far as possible, be comparable to the costs of the current remuneration system;

(1) *Comparator*

(a) The Noblemaire principle should continue to serve as the basis of comparison between United Nations emoluments and those of the highest-paying civil service—currently the United States federal civil service—which, by its size and structure, lends itself to such comparison;

(b) The Commission should review how best the application of the Noblemaire principle can ensure the competitiveness of United Nations remuneration without resorting to comparison with the private sector;

(c) In this connection the Commission should undertake a comparative study of the concept of the margin including the way in which it is intended to compensate for expatriation;

(2) *Remuneration system*

(a) A single world-wide salary scale should be a fundamental goal of the remuneration system. Within this framework, a review should be made of how best special recruitment needs can be accommodated. The Commission should look into the present multiplicity of salary scales with a view to their correlation and possible amalgamation;

(b) In the context of equalizing purchasing power, the Commission should consider among other alternatives:

(i) The division of the pay package into its major component parts, one of which would be housing, reflecting the spending patterns of staff;

(ii) Major simplification of the post adjustment system, including eliminating negative post adjustment, separating out the housing component, streamlining the cost-of-living survey and computation process;

(c) The Commission should also review the rationale and magnitude of all elements of remuneration;

(3) *Motivation and productivity*

Consideration should be given to enhancing productivity through the introduction of incentives for merit and rewards on promotion payable on a one-time basis, coupled with less financial reward for longevity, which should be linked to a more rigorous performance appraisal system. Consideration should also be given to the introduction of administrative arrangements and of

⁹⁴ Official Records of the General Assembly, Forty-third Session, Supplement No. 30 and corrigendum (A/43/30 and Corr.1).

⁹⁵ Ibid., Supplement No. 7 (A/43/7 and Add.1-13), document A/43/7/Add.3; and A/C.5/43/12 and Add.1, A/C.5/43/19, A/C.5/43/21 and A/C.5/43/26.

other non-monetary awards for meritorious service. The Commission should review and report on the current practice of automatic advancement to the next step without rigorous performance appraisal as well as on existing and new possible non-monetary awards for meritorious performance;

(4) *Mobility and hardship*

The Commission should analyse how best adequate incentives can be provided for mobility and for service in hardship duty stations. It should take into account the particular needs of those organizations whose programmes require that staff be reassigned to and from headquarters and field locations. In reviewing the scope and purpose of all the current allowances payable in cases of mobility and hardship, the entitlements provided by the comparator for non-diplomatic expatriates may serve as a general point of reference. In this respect, the Commission should, bearing in mind the different types of contractual arrangements existing in the system, review whether incentives should be provided by way of lump sums on transfers in lieu of or as well as ongoing payments in the form of allowances to compensate for hardships;

5. *Requests* the Commission to analyse the feasibility of utilizing existing data sources; in this regard, consideration should be given to both public and private sources which publish up-to-date and accurate data on relevant subjects;

II

FUNCTIONING OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Recalling paragraph 1 of its resolution 3042 (XXVII) of 19 December 1972, whereby it decided to establish in principle an international civil service commission consisting of independent experts having the requisite qualifications and experience who would be appointed in their individual capacities by the General Assembly,

Recalling also the subsequent establishment of the International Civil Service Commission by General Assembly resolution 3357 (XXIX) of 18 December 1974,

Reaffirming the importance of the role of the Commission as an independent technical body answerable to the General Assembly,

Recalling further its request made in section VIII of resolution 42/221 that the Commission should undertake a study of its functioning with a view to enhancing its work,

Expressing concern over the position taken by the staff representatives to suspend their participation in the work of the Commission,

Noting that the Commission has not found it possible to undertake a more in-depth review of its functioning,

Noting also the need to undertake, as soon as possible, a full review of the functioning of the Commission, including the definition of the role of the Commission in relation to the determination of the conditions of service of the staff, and the Commission's relation to the General Assembly,

1. *Requests* the International Civil Service Commission to expand the review of its functioning in consultation with the organizations of the United Nations common system and staff representatives and to present proposals thereon to the General Assembly at its forty-fifth session;

2. *Invites* the Commission to review its rules of procedure at the earliest opportunity to allow for the fullest pos-

sible consultations with organizations and staff representatives and, to the greatest extent possible, their presence in its deliberations;

3. *Requests* the Secretary-General, in the context of article 4 of the statute of the Commission, to propose to the General Assembly an appropriate deadline for the submission of candidatures for appointment to the Commission so as to allow for full and timely consultations with the three parties concerned;

4. *Also requests* the Secretary-General, in his report to the General Assembly, to reflect the views resulting from the consultations referred to in paragraph 3 above;

5. *Urges* the two staff representative bodies to resume participation in the work of the Commission at the earliest possible opportunity;

III

DECISIONS AND RECOMMENDATIONS CONTAINED IN THE REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

A. *Functioning of the post adjustment within the margin range*

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,

Recalling also that in section I, paragraph 1, of its resolution 42/221 it decided to maintain the methodology described in annex I to the report of the International Civil Service Commission to the General Assembly at its fortieth session⁹⁶ 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,

Confirming that the decisions of the Commission contained in paragraph 17 of its report⁹⁴ are in conformity with the decision of the General Assembly contained in section I, paragraph 1, of resolution 42/221,

Noting that the determination of parameters for the operation of the post adjustment system within the margin range should be considered as a principle under article 10 (a) of the statute of the Commission,

Noting also that, under the four-month rule currently in operation, when a post adjustment index increases by 5 per cent above the level corresponding to the class of post adjustment currently being paid, a new class of post adjustment at Headquarters becomes effective only after a waiting period of four months, during which the post adjustment index must not have fallen below the level corresponding to the new class,

1. *Takes note* of the guidelines to be followed for the maintenance of the net remuneration margin around the desirable mid-point of 115 over a period of time, contained in paragraph 23 of the report of the International Civil Service Commission,⁹⁴ and decides that the resulting margin referred to in paragraphs 23 (b) and (c) relates to the average of the successive margins reported to the General Assembly beginning with the margin period 1 October

⁹⁶ *Ibid.*, Fortieth Session, Supplement No. 30 and corrigendum (A/40/30 and Corr.1).

1985 to 30 September 1986 and continuing until the submission of the report on the margin methodology requested in resolution 42/221 for presentation to the Assembly at its forty-fifth session;

2. *Decides*, as an interim measure and until the forty-fifth session of the General Assembly, that the application of the above guidelines should not result in the granting of successive classes of post adjustment in New York at less than four-month intervals;

B. Allowances

Having reviewed chapters V and XIII of the report of the International Civil Service Commission,⁹⁴

1. *Requests* the International Civil Service Commission to include, as an integral part of the comprehensive review, a study of:

- (a) The purpose and conditions of an education grant;
- (b) The purpose and methodology for dependency allowances for staff in the Professional and higher categories;

2. *Approves*, as an interim measure and until a revised system based on the above study is adopted:

(a) The recommendations of the Commission concerning the education grant as contained in paragraph 75 of its report;

(b) The recommendations of the Commission concerning the children's allowance for the Professional and higher categories as contained in paragraph 79 (a) of its report;

3. *Approves* consequently the relevant amendments to staff regulations 3.2 and 3.4 (a) (i);

C. Others

Recalling its resolutions 40/244 of 18 December 1985 and 41/207 of 11 December 1986, and concerned about the uneven progress achieved by the organizations of the United Nations common system regarding implementation of the recommendations of the International Civil Service Commission approved by the General Assembly in 1985,

Recalling also section II of its resolution 37/126 of 17 December 1982 and section VII of its resolution 42/221,

1. *Endorses* the recommendations of the International Civil Service Commission contained in paragraph 91 of its report⁹⁴ concerning special measures to be undertaken by the organizations for the recruitment of women, and requests the Commission to report to the General Assembly at its forty-fifth session on the progress made in this regard, with supporting data for each organization of the United Nations common system;

2. *Requests* the Commission to continue its review of the practices of supplementary payments and deductions, to pursue its collection of information on these practices and to include such information in its report to the General Assembly at its forty-fourth session.

*84th plenary meeting
21 December 1988*

43/227. United Nations pension system

The General Assembly,

Recalling its resolution 42/222 of 21 December 1987,

Having considered the report of the United Nations Joint Staff Pension Board for 1988 to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund,⁹⁷ the report of the Secretary-General on the investments of the United Nations Joint Staff Pension Fund,⁹⁸ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁹⁹

I

MEASURES TO RESTORE THE ACTUARIAL BALANCE OF THE UNITED NATIONS JOINT STAFF PENSION FUND

1. *Takes note* of section III.A of the report of the United Nations Joint Staff Pension Board,⁹⁷ which contains the interim report of the Board on its study of all possible measures to restore the actuarial balance of the Fund over the long term;

2. *Requests* the Board to continue its work in implementing section I, paragraph 2, of resolution 42/222;

II

ADMINISTRATIVE EXPENSES

Approves the revised staffing table for the secretariat of the United Nations Joint Staff Pension Fund for the biennium 1988-1989, as contained in annex IV to the report of the United Nations Joint Staff Pension Board, on the understanding that the additional costs will be met within the expenses approved for the biennium 1988-1989;

III

Takes note of the remaining sections of the report of the United Nations Joint Staff Pension Board;

IV

INVESTMENTS OF THE UNITED NATIONS JOINT STAFF PENSION FUND

Takes note with appreciation of the report of the Secretary-General on the investments of the United Nations Joint Staff Pension Fund.⁹⁸

*84th plenary meeting
21 December 1988*

43/228. Financing of the United Nations Disengagement Observer Force

The General Assembly,

Having considered the report of the Secretary-General on the financing of the United Nations Disengagement Observer Force,¹⁰⁰ as well as the related report of the Advisory Committee on Administrative and Budgetary Questions,¹⁰¹

Bearing in mind Security Council resolution 350 (1974) of 31 May 1974, by which the Council established the United Nations Disengagement Observer Force, and the

⁹⁷ *Ibid.*, Forty-third Session, Supplement No. 9 (A/43/9).

⁹⁸ A/C.5/43/3.

⁹⁹ A/43/712.

¹⁰⁰ A/43/769.

¹⁰¹ A/43/941, sect. II.