

ANNEX III

I

A. CONSTRUCTION OF THE SALARY SCALE

The salary scale in annex II to the present resolution has been derived from the current net base salary scale applicable to staff with a dependent spouse or child through a combination of the following:

- (a) Consolidation of 12 multiplier points of post adjustment on a no gain/ no loss basis on the basis of the existing methodology for such consolidation;
- (b) Elimination of regressivity in accordance with section I.D, paragraph 3, of the present resolution;
- (c) Introduction of structural changes in accordance with section I.F, paragraph 1, of the present resolution;
- (d) Inclusion, on an overall average basis, of the remuneration adjustment recommended by the International Civil Service Commission in paragraph 125 of volume II of its report;⁸⁸
- (e) Determination of gross salary through reverse application of the current staff assessment rates for staff with a dependent spouse or child;
- (f) Determination of net salary for staff with neither a dependent spouse nor a dependent child through the application of the revised staff assessment rates contained in annex I to the present resolution.

B. IMPLEMENTATION MEASURES

1. Upon implementation, on 1 July 1990, of the salary scale contained in annex II to the present resolution, a revised post adjustment multiplier and a revised post adjustment index will be established at each duty station.
2. At the base of the system, New York, the revised post adjustment multiplier applicable on 1 July 1990 will be determined, using if necessary partial classes of post adjustment, so as to arrive at total net emoluments,⁹⁰ which, when compared with the corresponding net emoluments that would have been applicable on 1 July 1990 on the basis of the current system, on an overall average basis, represent the percentage adjustment recommended by the Commission in paragraph 125 of volume II of its report.⁹¹
3. At all other duty stations, the revised post adjustment multipliers applicable on 1 July 1990 will be determined, using if necessary partial classes of post adjustment, so as to arrive at total net emoluments,⁹⁰ which, when compared to the net emoluments that would have been applicable on 1 July 1990 at that duty station on the basis of the current system, represent an adjustment equivalent in amount⁹¹ to that applicable at the base of the system.
4. After 1 July 1990, at each duty station, the first change in the post adjustment classification resulting from cost-of-living movement will take place when the post adjustment index applicable prior to the introduction of the new salary scale reaches the level that would have triggered the next full class of post adjustment under the operation of the post adjustment system. Thereafter, changes will be effected on the basis of the movement of the revised post adjustment index.

44/199. United Nations pension system

The General Assembly,

Recalling its resolution 43/227 of 21 December 1988,

Having considered the report of the United Nations Joint Staff Pension Board for 1989 to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund,⁹² chapter III of volume I of the report of the International Civil Service Commission,⁹³ the report of the Secretary-General on the investments of the Fund⁹⁴ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁹⁵

⁹⁰ Revised net base salary plus revised post adjustment.

⁹¹ Using as a reference point United States dollar net emoluments at the P-4, step VI, level.

⁹² *Official Records of the General Assembly, Forty-fourth Session, Supplement No. 9 (A/44/9).*

⁹³ *Ibid.*, Supplement No. 30 (A/44/30).

⁹⁴ A/C.5/44/6.

⁹⁵ A/44/682.

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

Recalling section I, paragraph 2, of its resolution 42/222 of 21 December 1987 and section I, paragraph 2, of its resolution 43/227, in which the United Nations Joint Staff Pension Board was requested to complete the study of all possible measures to restore the actuarial balance of the United Nations Joint Staff Pension Fund over the long term for presentation to the General Assembly at its forty-fourth session, together with the results of the twentieth actuarial valuation of the Fund as at 31 December 1988,

Recalling also its resolutions 37/131 of 17 December 1982, 38/233 of 20 December 1983 and 39/246 of 18 December 1984, in which it indicated that a co-operative effort by member organizations, participants and beneficiaries is required if the actuarial imbalance is to be reduced or eliminated, thereby securing an adequate level of benefits under the Fund,

Noting the continuing actuarial imbalance of the Fund as revealed by the valuation as at 31 December 1988,

Taking note of the proposals made by the Board to restore the actuarial balance of the Fund over the long term,

Approves, without retroactive effect, the following measures, including the necessary amendments to articles 1, 25 and 29 of the Regulations of the United Nations Joint Staff Pension Fund, and changes in the pension adjustment system, as set out in annexes I and II to the present resolution:

- (a) For participants who enter or re-enter the Fund on or after 1 January 1990, the normal retirement age shall be 62;
- (b) For participants who enter or re-enter the Fund on or after 1 January 1990, and who take early retirement before reaching age 57, the reduction factors applicable for ages 55 and 56 shall be 6 per cent for each year;
- (c) For participants who separate from service on or after 31 December 1989 and who elect a deferred retirement benefit, adjustments of the benefit, in accordance with the pension adjustment system, shall commence only when the separated participant reaches age 55;
- (d) The rate of contribution shall be increased, with effect from 1 January 1990, from 22.5 to 23.7 per cent of pensionable remuneration, of which the employing member organization shall pay 15.8 per cent and the participant 7.9 per cent;

II

PENSIONABLE REMUNERATION OF STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES

Recalling its request in section I, paragraph 6, of its resolution 41/208 of 11 December 1986 that the International Civil Service Commission undertake, in full co-operation with the United Nations Joint Staff Pension Board, a further comprehensive review of the methodology for the determination of the scale of pensionable remuneration of staff in the Professional and higher categories, for monitoring the level of the scale and for its adjustment in between comprehensive reviews, and submit its recommendations thereon to the General Assembly at its forty-fifth session,

Recalling also that in section I, paragraph 2, of its resolution 41/208 the General Assembly approved the proce-

ture for adjusting the scale of pensionable remuneration in between comprehensive reviews,

1. *Takes note* of the arrangements agreed upon by the International Civil Service Commission, as set out in paragraphs 50 and 51 of volume I of its report,⁹³ and by the United Nations Joint Staff Pension Board, as set out in paragraphs 82 and 83 of its report,⁹² to ensure full co-operation in the conduct of the comprehensive review;

2. *Requests* the Commission, in undertaking, in full co-operation with the Board, the comprehensive review of the pensionable remuneration of staff in the Professional and higher categories, to take into account:

(a) The relevant recommendations on the remuneration structure;

(b) The considerations set out in paragraphs 34 to 41 of volume I of the report of the Commission and paragraphs 84 to 95 of the report of the Board in studying the desirability of establishing a margin range between the pensionable remuneration of staff in the United Nations common system and staff in comparable grades in the comparator civil service;

and to submit its report thereon to the General Assembly at its forty-fifth session;

3. *Approves*, pending the completion of the comprehensive review, the modification of the procedure for adjusting pensionable remuneration as recommended by the Commission in paragraph 42 of volume I of its report;

4. *Amends* accordingly, with effect from 1 January 1990, article 54 of the Regulations of the United Nations Joint Staff Pension Fund as set out in annex I to the present resolution;

III

OTHER AMENDMENTS TO THE REGULATIONS OF THE UNITED NATIONS JOINT STAFF PENSION FUND

Approves, with effect from 1 January 1990, an amendment to article 36 of the Regulations of the United Nations Joint Staff Pension Fund, as set out in annex I to the present resolution, to provide for commencement of the payment of a disabled child's benefit at the same time as an early retirement benefit;

IV

PROPOSAL OF THE INTERNATIONAL TELECOMMUNICATION UNION TO ESTABLISH A PENSION PURCHASING POWER PROTECTION FUND

Taking note of the information provided in paragraphs 106 to 116 of the report of the United Nations Joint Staff Pension Board⁹² on the proposal of the International Telecommunication Union to establish a Pension Purchasing Power Protection Fund for its staff in the Professional and higher categories,

Reaffirming the strong concern expressed by the General Assembly in section IV of its resolution 38/233 about the need to maintain the unity, cohesion and integrity of the United Nations joint staff pension system and to avoid any action which may have an adverse effect on that system,

Endorses the conclusions of the United Nations Joint Staff Pension Board as set out in paragraphs 115 and 116 of its report,⁹² that the proposal of the International Telecommunication Union should be studied, within the context of the comprehensive review of pensionable remuner-

ation, as one possible long-term approach to the adjustment of pensions in local currency terms and that the International Telecommunication Union should not proceed with the implementation of its proposal as that would weaken the United Nations common system;

V

APPLICATION FOR MEMBERSHIP OF THE WORLD TOURISM ORGANIZATION

Notes the suspension of the application of the World Tourism Organization for membership in the United Nations Joint Staff Pension Fund;

VI

EMERGENCY FUND

Authorizes the United Nations Joint Staff Pension Fund to supplement the voluntary contributions to the Emergency Fund, for the biennium 1990-1991, by an amount not exceeding 200,000 United States dollars;

VII

ADMINISTRATIVE EXPENSES

Approves expenses, chargeable directly to the United Nations Joint Staff Pension Fund, totalling 30,573,400 United States dollars (net) for the biennium 1990-1991, and a reduction in expenses of 295,000 dollars (net) for the biennium 1988-1989, for the administration of the Fund;

VIII

OTHER QUESTIONS

Takes note of the other questions considered in the report of the United Nations Joint Staff Pension Board;⁹²

IX

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.⁹⁴

84th plenary meeting
21 December 1989

ANNEX I

Amendments to the Regulations of the United Nations Joint Staff Pension Fund

Article 1

DEFINITIONS

1. Add a new paragraph (n) to read as follows:

“(n) ‘Normal retirement age’ shall mean age 60, except that it shall mean age 62 for a participant whose participation commences or recommences on or after 1 January 1990.”

2. Reletter existing paragraphs (n) to (v) as (o) to (w).

Article 25

CONTRIBUTIONS

Replace paragraph (a) by the following text:

“(a) Contributions by the participant and by the employing member organization shall be payable to the Fund concurrently with the accrual of contributory service under article 22 (a) at the percentage rates of pensionable remuneration specified below

A	B	C
<i>For periods of contributory service</i>	<i>Participants (percentage)</i>	<i>Employing member organizations (percentage)</i>
Before 1984	7.00	14.00
As from 1 January 1984 to 30 June 1988	7.25	14.50
As from 1 July 1988 to 30 June 1989	7.40	14.80
As from 1 July 1989 to 31 December 1989	7.50	15.00
As from 1 January 1990	7.90	15.80.”

Article 29

EARLY RETIREMENT BENEFIT

Replace paragraphs (a) and (b) by the following text:

“(a) An early retirement benefit shall be payable to a participant whose age on separation is at least 55 but less than the normal retirement age and whose contributory service was five years or longer.

“(b) The benefit shall be payable at the standard annual rate for a retirement benefit, reduced for each year or part thereof by which the age of the participant on separation was less than the normal retirement age, at the rate of 6 per cent a year, except that:

“(i) If the contributory service of the participant was 25 years or longer but less than 30 years, 2 per cent a year in respect of the

period of contributory service performed before 1 January 1985, and 3 per cent a year in respect of the period of such service performed as from 1 January 1985; or

“(ii) If the contributory service of the participant was 30 years or longer, 1 per cent a year,

provided, however, that the rate in (i) or (ii) above shall apply to no more than five years.”

Article 36

CHILD'S BENEFIT

Replace paragraph (c) by the following text:

“(c) A child's benefit shall, notwithstanding (a) above, not become payable if the participant has chosen an early retirement benefit until he dies or reaches the normal retirement age, except to a child under the age of twenty one, found by the Board to be disabled.”

Article 54

PENSIONABLE REMUNERATION

Replace paragraph (b) by the following text:

“(b) In the case of participants in the Professional and higher categories, the scale of pensionable remuneration effective 1 May 1989, set out in the appendix hereto, shall be adjusted on the same date as the net remuneration amounts of officials in the Professional and higher categories in New York are adjusted. Such adjustment shall be by a uniform percentage equal to the weighted average percentage variation in the net remuneration amounts, as determined by the International Civil Service Commission, except that:

“(i) The amount of the first adjustment due after 1 January 1990 shall be reduced by 2.8 percentage points;

“(ii) The scale of pensionable remuneration determined by the International Civil Service Commission as corresponding to the revised salary structure entering into effect on 1 July 1990 shall become effective on the same date.”

APPENDIX

Scale of pensionable remuneration for Professional and higher categories
(In United States dollars)
(Effective 1 May 1989)

Level	Steps													
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	
Under-Secretary-General USG	122 580													
Assistant-Secretary-General ASG	113 342													
Director D-2	94 506	96 927	99 242	101 662										
Principal Officer D-1	82 499	84 581	86 653	88 735	90 817	92 889	94 855							
Senior Officer P-5	74 286	76 030	77 637	79 264	80 987	82 499	84 222	85 839	87 583	89 190				
First Officer P-4	60 196	61 930	63 663	65 270	67 130	68 747	70 364	71 865	73 588	75 449	77 182	78 905		
Second Officer P-3	49 214	50 947	52 575	54 076	55 683	57 300	59 033	60 661	61 930	63 547	65 048	66 432	67 933	
Associate Officer P-2	39 859	41 244	42 523	43 897	45 292	46 561	47 946	49 214	50 715	52 110	53 495			
Assistant Officer P-1	31 308	32 471	33 507	34 553	35 705	36 741	38 010	39 289	40 557	41 709				

ANNEX II

Changes in the pension adjustment system⁹⁶

J. DEFERRED RETIREMENT BENEFIT

Replace paragraph 27 by the following text

"27. (a) For participants whose date of separation was before 31 December 1989, no adjustment will be applied to deferred retirement benefits prior to the beneficiary's reaching age 50. Commencing at age 50 or the date of separation, if later, the dollar base pension under paragraph 5 (a) above is adjusted by the United States CPI in accordance with section H above without retroactive effect. The two-track system will become operative on the date of commencement of the payment of the periodic benefit. At that time a local currency base amount will be established by applying to the adjusted dollar amount the average exchange rate over 36 consecutive months up to and including the month of first payment.

"(b) For participants separating on or after 31 December 1989, no adjustment shall be applied to deferred retirement benefits prior to the beneficiary's reaching age 55. Commencing at age 55 or the date of separation, if later, the adjustment procedures set out in (a) above will be applied to the deferred retirement benefits of such beneficiaries."

44/200. Implementation of General Assembly resolution 41/213

A

The General Assembly,

Recalling its resolution 41/213 of 19 December 1986 on the review of the efficiency of the administrative and financial functioning of the United Nations and its resolutions 42/211 of 21 December 1987 and 43/213 of 21 December 1988 on the implementation of General Assembly resolution 41/213,

Reaffirming that measures to improve the efficiency of the administrative and financial functioning of the United Nations and to improve the planning, programming and budgeting process should aim at and contribute to strengthening the effectiveness of the Organization in dealing with political, economic and social issues in order better to achieve the purposes of and respect for the principles set out in the Charter of the United Nations,

Emphasizing that this process requires careful monitoring and the continuing support of Member States, including in financial terms, so as to permit its orderly and balanced implementation and to avoid negative impact on programmes,

Recognizing that the process of implementation of its resolution 41/213 has taken place in a situation of persistent financial crisis,

Reaffirming that all Member States must honour, promptly and in full, their financial obligations as set out in the Charter,

Reiterating its support for the Secretary-General in the fulfilment of his responsibilities as chief administrative officer of the Organization,

Noting the progress made in the implementation of its resolution 41/213, including in the new budgetary process,

Noting also that further efforts are required in implementing, in a balanced manner, the various recommendations approved in its resolution 41/213, including those related to personnel issues,

Recognizing that the implementation of certain recommendations approved in its resolution 41/213 depends upon further review by intergovernmental bodies,

Recalling its request contained in its resolution 43/213 for the Secretary-General to submit to the General Assembly at its forty-fifth session an analytical report on the implementation of resolution 41/213,

Having considered the relevant reports of the Secretary-General⁹⁷ and noting that the report of the Secretary-General on the implementation of resolution 41/213⁹⁸ did not cover the entire three-year period foreseen in recommendation 71 of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations,²⁷

Having considered also the relevant parts of the report of the Committee for Programme and Co-ordination on the work of its twenty-ninth session,⁶⁴ and of the report of the Advisory Committee on Administrative and Budgetary Questions,⁹⁹

Taking into account the views expressed by Member States during the consideration of this item at its forty-fourth session,

1. *Renews its appeal* to Member States to demonstrate their commitment to the United Nations by, *inter alia*, meeting their financial obligations on time and in full, in accordance with the Charter and the Financial Regulations of the United Nations;

2. *Stresses* that, in order to carry out successfully the process of reform and restructuring, it is essential that the present financial uncertainties be dispelled;

3. *Encourages* the Secretary-General and Member States to intensify their efforts with respect to implementation of the provisions of its resolution 41/213 that fall within their respective purviews, particularly those aspects which have not been implemented;

4. *Stresses* that implementation of its resolution 41/213 must not have a negative impact on mandated programmes and activities.

5. *Emphasizes* in this respect that, in accordance with the existing regulations and rules, while output revisions in programme budgets may be proposed in order to comply more efficiently with the objectives of those programmes and activities, outputs specifically requested in mandates should be fully delivered;

6. *Reiterates* that further implementation of its resolution 41/213 should be carried out in a balanced way and with flexibility, so as to improve, *inter alia*, the structure and composition of the Secretariat;

7. *Decides*, with regard to recommendation 15 of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations:²⁷

(a) To recognize the progress achieved to date in the implementation of the overall post reduction mandated by the General Assembly in resolution 43/213;

(b) To acknowledge that the Secretary-General is not in a position at the present stage to propose further post reductions;

(c) To consider, in the light of the analytical report to be submitted to the General Assembly at its forty-fifth session, proposals that may be put forward by the Secretary-

⁹⁶ The pension adjustment system was adopted by the General Assembly by resolution 37/131 and subsequently amended by resolutions 39/246, 41/208 and 42/222.

⁹⁷ A/44/222 and Corr.1, A/44/272, A/44/665 and A/44/747.

⁹⁸ A/44/222 and Corr.1.

⁹⁹ A/44/729.