

related organizations and to refrain from any acts that would impede such officials in the performance of their functions, thereby seriously affecting the proper functioning of the organizations;

5. *Urges* Member States and others responsible for the illegal detention of United Nations staff members to release them immediately;

6. *Calls upon* the Secretary-General to use all such means as are available to him to bring about an expeditious solution of the cases still pending, which were referred to in his report;

7. *Urges* the Secretary-General to give priority to the prompt follow-up of cases of arrest, detention and other possible matters relating to the security and proper functioning of officials of the United Nations and the specialized agencies and related organizations;

8. *Calls upon* those Member States holding under arrest or detention officials of the United Nations and the specialized agencies and related organizations to enable the Secretary-General or the executive head of the organization concerned to exercise fully the right of functional protection inherent in the relevant multilateral conventions and bilateral agreements, particularly with respect to immediate access to detained staff members;

9. *Calls upon* all Member States to take the necessary measures in order to promote knowledge of and compliance with the Body of Principles for the Protection of All Persons under Any Form of Detention or Imprisonment, including the principle that all persons under arrest or detention shall be provided whenever necessary with medical care and treatment;

10. *Affirms* that, in providing medical assistance, the use of independent medical teams should be considered;

11. *Calls upon* the staff of the United Nations and the specialized agencies and related organizations to comply fully with the provisions of Article 100 of the Charter and with the obligations resulting from the Staff Regulations and Rules of the United Nations, in particular regulation 1.8, and from the equivalent provisions governing the staff of the other agencies;

12. *Takes note with concern* of the restrictions on duty travel of officials as indicated in the report of the Secretary-General;

13. *Also takes note with concern* of the information contained in the report of the Secretary-General related to taxation on salaries and emoluments, and requests the Member States concerned and the Secretary-General to agree urgently on the appropriate action to be taken;

14. *Calls upon* all Member States otherwise impeding officials of the United Nations and the specialized agencies and related organizations in the proper discharge of their duties to review the cases and to co-ordinate their efforts with the Secretary-General or the executive head of the organization concerned to resolve each case with all due speed;

15. *Calls upon* the Secretary-General, as chief administrative officer of the United Nations, to continue personally to act as the focal point in promoting and ensuring the observance of the privileges and immuni-

ties of officials of the United Nations and the specialized agencies and related organizations by using all such means as are available to him;

16. *Urges* all Member States that have not yet become parties to the existing international legal instruments covering the question of privileges and immunities of officials, in particular to the Convention on the Privileges and Immunities of the United Nations³⁷ and the Convention on the Privileges and Immunities of the Specialized Agencies,³⁸ to do so promptly;

17. *Welcomes* the advisory opinion of 15 December 1989 of the International Court of Justice on the applicability of article VI, section 22, of the Convention on the Privileges and Immunities of the United Nations⁴⁰ that this section is applicable to persons other than United Nations officials to whom a mission has been entrusted by the Organization and who are therefore entitled to enjoy the privileges and immunities provided for in that section with a view to the independent exercise of their function;

18. *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;

19. *Also requests* the Secretary-General, in compiling the information for incorporation into the reports on privileges and immunities of officials submitted on behalf of the Administrative Committee on Co-ordination, to include, to the extent possible, the views of the Member States.

72nd plenary meeting
21 December 1990

45/241. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the sixteenth annual report of the International Civil Service Commission⁴¹ and other related reports,⁴²

I

1. *Reaffirms* the central role of the International Civil Service Commission in the regulation and co-ordination of conditions of service, including pensionable remuneration of all graded and ungraded staff, of the United Nations common system;

2. *Endorses* the efforts of the Commission to maintain the integrity and unity of those conditions of service in order to strengthen the effectiveness of common system activities and to ensure equity of treatment of all staff;

3. *Reiterates its request* to the Secretary-General and to the executive heads of the organizations of the com-

⁴⁰ *Applicability of Article VI, Section 22, of the Convention on the Privileges and Immunities of the United Nations, Advisory Opinion, I.C.J. Reports 1989, p. 177.*

⁴¹ *Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 and addendum (A/45/30 and Add.1).*

⁴² *Ibid.*, Supplement No. 9 (A/45/9); *ibid.*, Supplement No. 7 (A/45/7 and Add.1-14), document A/45/7/Add.7; and A/C.5/45/23, A/C.5/45/24 and A/C.5/45/43.

mon system to make every effort to absorb in 1991 and thereafter a significant portion of any additional costs arising in respect of the regular budgets of all the organizations as a result of the comprehensive review of the conditions of service of staff in the Professional and higher categories;

II

Recalling section VIII of its resolution 42/221 of 21 December 1987, section II of its resolution 43/226 of 21 December 1988, and section II of its resolution 44/198 of 21 December 1989,

Taking note of the decisions and conclusions of the International Civil Service Commission with respect to the modification of its working methods and the format of its annual reports,

Welcoming the renewed participation of the staff representatives in the work of the Commission,

1. *Reaffirms* the independence and impartiality of the International Civil Service Commission in the performance of its functions, as envisaged in article 6 of its statute;

2. *Expresses its satisfaction* with the establishment of a more active dialogue between the Commission and representatives of organizations and of staff, *inter alia*, through tripartite working groups;

3. *Requests* the Commission to continue to seek improvements in the format of its report, with a view to enhancing its clarity and making it more comprehensible;

4. *Requests* the Secretary-General and his colleagues in the Administrative Committee on Co-ordination, in preparing the report on the review of the functioning of the Commission in accordance with section II, paragraph 1, of resolution 44/198, to recommend alternative measures to improve the functioning of the Commission;

III

Noting with concern that it has again not been possible for the International Civil Service Commission to recommend the introduction of a revised remuneration structure for staff in the Professional and higher categories that would result in greater transparency and simplicity in the concepts and administration of the remuneration system,

Noting the intention of the Commission to review and evaluate the proposed procedures for the treatment of housing in the light of the experience gained,

1. *Urges* the International Civil Service Commission to continue its examination of the remuneration structure, in particular concerning the treatment of housing, and to report its findings to the General Assembly, as appropriate, taking into account the views expressed by Member States in the Fifth Committee;

2. *Takes note* of the recommendations of the Commission with regard to the treatment of housing, as contained in paragraph 95 of its report;⁴¹

3. *Requests* the Commission, as a matter of urgency, to continue to take measures to improve the measurement of the housing element in the remuneration package;

4. *Also requests* the Commission to establish a pilot project designed to simulate the operation of the proposals of the Commission in a limited number of duty stations in the field where valid housing comparisons are difficult or impossible, on the understanding that housing will remain within the post adjustment system in the mean time, and to report on the experience gained with that project to the General Assembly at its forty-sixth session;

5. *Further requests* the Commission to examine experience gained with the functioning of the current rental subsidy scheme for headquarters duty stations and to review its proposals for a revised rental subsidy scheme, contained in paragraph 95 (b) (iv) and (viii) of its report,⁴¹ taking into account views expressed by Member States in the Fifth Committee on the need to improve the rental subsidy scheme, without losing sight of the purpose of the scheme of facilitating the resettlement of new staff members and of encouraging mobility within the common system, and to submit its conclusions and recommendations on the subject to the General Assembly at its forty-sixth session;

6. *Decides* to introduce, with effect from 1 January 1991, as a provisional arrangement, a revision to the current rental subsidy scheme at headquarters locations that provides for reimbursement over a seven-year period at the rate of 80 per cent for the first four years and 60 per cent, 40 per cent and 20 per cent, respectively, for the three years thereafter;

IV

Taking note of the compilation of the overview of common system allowances and those of the comparator civil service, as contained in annex VII to the report of the International Civil Service Commission,⁴¹ and the decisions of the Commission thereon,

1. *Urges* the International Civil Service Commission to make the utmost effort to complete its review of dependency allowances and its study on expatriate entitlements granted to staff living in their home countries and to report thereon to the General Assembly at its forty-sixth session;

2. *Invites* the Commission to update the comparative overview of allowances on a regular basis;

V

Taking note of the decisions and recommendations of the International Civil Service Commission with respect to the conditions of service of staff at the Assistant Secretary-General and Under-Secretary-General and equivalent levels, as contained in paragraph 124 (b) of its report,⁴¹

Requests the International Civil Service Commission to reconsider, in a comprehensive manner, the remuneration of staff of organizations of the United Nations common system at the Assistant Secretary-General and Under-Secretary-General and equivalent levels, taking into account, *inter alia*, the remuneration levels of equivalent positions in the comparator civil service, representation and other allowances, housing arrangements and pensionable remuneration levels, and to report thereon to the General Assembly at its forty-sixth session;

VI

Recalling the importance of ensuring that the governing bodies of the specialized agencies take common positions with regard to matters of concern for the United Nations common system,

Concerned by the continuing practice of some organizations to grant additional steps beyond the salary scale approved by the General Assembly,

Noting that the World Intellectual Property Organization has revised its rules in respect of an additional step in the salary scale for the Professional and higher categories,

1. *Urges* the governing bodies of the International Labour Organisation and the World Health Organization to take the necessary measures to bring their salary scales into line with those of the other organizations of the common system, as recommended by the International Civil Service Commission;

2. *Invites* the Commission, with regard to its recommendation on non-pensionable cash awards to reward merit, to continue its review of performance evaluation systems in all organizations of the common system, with a view to ensuring that such systems are objective and transparent and can provide a sound basis for decisions on the proposed cash awards, as well as on within-grade increments and promotions, as indicated in section I.F, paragraph 3, of resolution 44/198;

3. *Urges* Member States to ensure that their representatives in the meetings of the governing bodies of the organizations of the common system are informed of the positions taken by the Commission and the General Assembly in respect of conditions of employment in the common system;

4. *Takes note* of the recommendations being made by the Commission to the executive heads, as contained in paragraph 235 of its report;⁴¹

VII

Recalling that in section I, paragraph 2, of its resolution 40/244 of 18 December 1985, it approved a range of 110 to 120, with a desirable mid-point of 115, for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and that of officials in comparable positions in the United States federal civil service, on the understanding that the margin would be maintained around the desirable mid-point over a period of time,

Recalling also that in section I.C, paragraph 5, of its resolution 44/198, it requested the International Civil Service Commission to monitor the annual net remuneration margin over the five-year period beginning in the calendar year 1990 with a view to ensuring, to the extent possible, that by the end of that period the average of the successive annual margins is around the desirable mid-point of 115,

Taking note of the recommendations of the Commission, as contained in paragraphs 188 and 189 of its report,⁴¹

Noting the views expressed by Member States in the Fifth Committee,

Noting also the possibility of a freeze of post adjustment in 1991 for duty stations throughout the United

Nations common system, as mentioned in the statement by the Administrative Committee on Co-ordination,⁴³

Requests the International Civil Service Commission to continue to monitor the evolution of the margin and also the impact of the potential changes in the United States federal civil service pay levels, as a result of the implementation of the Federal Employees Pay Comparability Act of 1990, and to submit recommendations to the General Assembly at its forty-sixth session, with a view to avoiding a prolonged freeze of post adjustment within the five-year period from the calendar year 1990;

VIII

Recalling section I.H, paragraph 1, of its resolution 44/198, by which it approved the establishment of a floor net salary scale for staff in the Professional and higher categories, with effect from 1 July 1990, by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service,

1. *Approves*, with effect from 1 March 1991, the revised scale of gross and net salaries for staff in the Professional and higher categories contained in annex I to the present resolution and the consequential amendment to the Staff Regulations of the United Nations, as reflected in annex II to the present resolution;

2. *Reiterates its request* to the International Civil Service Commission to report to the General Assembly at its forty-seventh session on the operation of the mobility and hardship allowance and, in particular, on the evolution of the mobility and hardship allowance in reference to equivalent allowances granted by the comparator and in relation to the base/floor salary itself;

IX

Taking note of the decisions of the International Civil Service Commission with regard to the practice of some Member States of making supplementary payments or deductions with respect to their nationals and, in particular, the affirmation by the Commission that such arrangements are unnecessary, inappropriate and undesirable, and are inconsistent with the staff regulations of the organizations of the United Nations common system,

Concerned that some Member States have yet to respond to the requests of the Chairman of the Commission for information on this issue and, in this context, that insufficient progress has been made in taking measures to discontinue these practices,

1. *Notes* the efforts of some Member States to reduce these practices, and encourages other Member States to take similar measures;

2. *Invites* those Member States that have not yet responded to the requests of the Chairman of the International Civil Service Commission for information, to do so;

3. *Requests* the Secretary-General of the United Nations and the executive heads of the other organizations of the common system to take such measures and

⁴³ A/C.5/45/43, annex.

make such proposals as they consider appropriate in order to end such practices;

4. *Requests* the Commission to study the practice of supplementary payments and deductions and to propose measures to resolve this problem;

X

Noting the intention of the International Civil Service Commission to conduct a study of the process for setting education grant levels and to report thereon to the General Assembly at its forty-sixth session,

Approves the changes to the maximum admissible levels of expenses incurred under the education grant in five currencies, as contained in paragraph 251 of the report of the International Civil Service Commission;⁴¹

XI

Recalling its resolutions 41/207 of 11 December 1986, 42/221, 43/226 and 44/198, in which it drew the attention of the organizations of the United Nations common system to the recommendations of the International Civil Service Commission with respect to special measures for the recruitment of women, the need for organizations to submit proposals to the Commission for removing obstacles to equality in promotion prospects, and the importance of providing information on measures taken and results achieved in improving the status of women in both the Professional and higher categories and the General Service and related categories in the secretariats of the organizations,

Concerned at the slow and uneven progress made in these areas,

Invites the International Civil Service Commission, working together with the organizations of the common system and with the staff representatives, to examine specific and practical steps to translate the recommendations and requests recalled in the present section into action and to report thereon to the General Assembly at its forty-seventh session;

XII

Recalling articles 13 and 14 of the statute of the International Civil Service Commission, under which it is empowered to make recommendations on classification and other aspects of personnel policy,

1. *Requests* the International Civil Service Commission to resume its active consideration of these substantive areas;

2. *Also requests* the Commission, in elaborating common personnel practices, to study, among other questions, the practice of inter-agency secondment and transfer, the feasibility of creating common staff rosters along occupational lines and the consistent system-wide application of the Master Standard for classification;

XIII

Recalling article 12 of the statute of the International Civil Service Commission and article III of the Staff Regulations of the United Nations,

Noting the action taken on the recommendations of the Commission in respect of the survey of best prevailing conditions as regards the General Service staff in New York in October 1989,

Concerned that this action could establish an undesirable precedent for similar survey exercises throughout the United Nations common system in the future,

Appreciative of the broader managerial considerations involved,

1. *Notes* the application of the salary scale of the General Service category in New York that was put into effect as of 1 October 1989, and decides that this scale should not constitute a precedent for future salary surveys;

2. *Requests* the Secretary-General to adjust the salaries of the General Service category in New York to levels consistent with best prevailing rates of remuneration as determined by the International Civil Service Commission in accordance with its mandate so that there is no disparity by the time of the next survey;

3. *Also requests* the Secretary-General to submit to the General Assembly at its forty-seventh session a report on procedures, whereby the Secretary-General and other executive heads could take measures regarding salary scales of the General Service category at variance with recommendations of the Commission, only after consultations with appropriate intergovernmental bodies and the Commission;

4. *Notes* that the Commission will review in 1991 the methodology for the conduct of salary surveys of the General Service and related categories at headquarters duty stations, and requests the Commission to submit a report thereon to the General Assembly at its forty-seventh session;

XIV

Recalling that the work programme of the Joint Inspection Unit includes a study on the question of grade overlap between the Professional and higher categories and other categories of staff in the United Nations common system,

Requests the International Civil Service Commission, in view of the above study, to consider the relativities between the terms and conditions of service of staff in the Professional and higher categories and those in other categories, as well as the broader question of the recruitment and retention of staff.

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21 December 1990*

ANNEX I
Salary scale for the Professional and higher categories^a
(In United States dollars)
(Effective 1 March 1991)

Level	Steps														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
Under-Secretary-General															
USG Gross	128 659														
Net D	76 702														
Net S	68 853														
Assistant Secretary-General															
ASG Gross	116 442														
Net D	70 350														
Net S	63 600														
Director															
D-2 Gross	94 478	96 644	98 809	100 993	103 200	105 407									
Net D	58 873	60 021	61 169	62 316	63 464	64 612									
Net S	53 995	54 990	55 983	56 957	57 906	58 855									
Principal Officer															
D-1 Gross	83 047	84 902	86 756	88 610	90 465	92 319	94 173	96 028	97 882						
Net D	52 815	53 798	54 781	55 763	56 746	57 729	58 712	59 695	60 677						
Net S	48 749	49 600	50 451	51 302	52 153	53 004	53 855	54 707	55 558						
Senior Officer															
P-5 Gross	72 782	74 429	76 076	77 723	79 370	81 036	82 714	84 392	86 070	87 748	89 426	91 104	92 782		
Net D	47 302	48 192	49 081	49 971	50 860	51 749	52 639	53 528	54 417	55 307	56 196	57 085	57 975		
Net S	43 784	44 598	45 412	46 225	47 039	47 826	48 596	49 366	50 136	50 906	51 677	52 447	53 217		
First Officer															
P-4 Gross	59 277	60 854	62 431	64 008	65 596	67 202	68 808	70 414	72 020	73 626	75 232	76 839	78 445	80 052	81 688
Net D	39 952	40 820	41 687	42 554	43 422	44 289	45 156	46 024	46 891	47 758	48 625	49 493	50 360	51 227	52 095
Net S	37 101	37 884	38 666	39 448	40 234	41 028	41 821	42 615	43 408	44 201	44 995	45 788	46 582	47 374	48 125
Second Officer															
P-3 Gross	47 890	49 320	50 749	52 179	53 608	55 039	56 521	58 002	59 483	60 965	62 446	63 928	65 417	66 926	68 435
Net D	33 547	34 362	35 177	35 992	36 807	37 621	38 436	39 251	40 066	40 881	41 695	42 510	43 325	44 140	44 955
Net S	31 325	32 060	32 795	33 530	34 265	34 999	35 734	36 469	37 204	37 939	38 673	39 408	40 146	40 891	41 637
Associate Officer															
P-2 Gross	38 075	39 311	40 546	41 781	43 016	44 251	45 503	46 781	48 060	49 338	50 617	51 895			
Net D	27 814	28 543	29 272	30 001	30 729	31 458	32 187	32 915	33 644	34 373	35 101	35 830			
Net S	26 101	26 768	27 435	28 102	28 769	29 436	30 099	30 755	31 413	32 070	32 727	33 384			
Assistant Officer															
P-1 Gross	28 521	29 633	30 769	31 917	33 065	34 214	35 374	36 561	37 748	38 935					
Net D	22 018	22 719	23 419	24 120	24 820	25 520	26 221	26 921	27 621	28 322					
Net S	20 776	21 422	22 066	22 710	23 354	23 999	24 642	25 283	25 924	26 565					

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

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

^a This scale represents the result of a consolidation of five multiplier points of post adjustment into net base salary. There will be consequential adjustments in the post adjustment indices and multipliers at all duty stations, effective 1 March 1991. Thereafter, changes in post adjustment classifications will be effected on the basis of the movements of the newly consolidated post adjustment indices.

ANNEX II

I

Amendment to the Staff Regulations of the United Nations

Regulation 3.3

Replace the table under assessment in subparagraph (b) (i) by the following tables:

"Assessment
(In percentages)"

Total assessable payments (United States dollars)	Staff assessment rates for purposes of pensionable remuneration and pensions	
First \$15 000 per year	4	
Next \$10 000 per year	20	
Next \$10 000 per year	25	
Next \$20 000 per year	29	
Next \$20 000 per year	32	
Next \$20 000 per year	35	
Next \$30 000 per year	37	
Remaining assessable payments	39	

Total assessable payments (United States dollars)	Staff assessment rates used in conjunction with gross base salaries and the gross amounts of separation payments	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	13.0	17.5	
Next \$ 5 000 per year	31.0	34.3	
Next \$ 5 000 per year	34.0	38.6	
Next \$ 5 000 per year	37.0	41.9	
Next \$ 5 000 per year	39.0	43.9	
Next \$10 000 per year	41.0	46.0	
Next \$10 000 per year	43.0	48.6	
Next \$10 000 per year	45.0	50.4	
Next \$15 000 per year	46.0	50.6	
Next \$20 000 per year	47.0	54.1	
Remaining assessable payments	48.0	57.0".	

45/242. United Nations pension system

The General Assembly,

Recalling its resolution 44/199 of 21 December 1989,

Having considered the report of the United Nations Joint Staff Pension Board for 1990 to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund,⁴⁴ chapter III of the report of the International Civil Service Commission,⁴⁵ the report of the Secretary-General on the investments of the Fund,⁴⁵ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁴⁶

⁴⁴ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 9 (A/45/9).

⁴⁵ A/C.5/45/7.

⁴⁶ A/45/699.

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 to the International Civil Service Commission to 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 between comprehensive reviews, and to submit its recommendations thereon to the General Assembly at its forty-fifth session,

Recalling also its request in section II, paragraph 2, of its resolution 44/199 to the Commission, in full co-operation with the Board, to study the desirability of establishing a margin range between the pensionable remuneration of staff in the Professional and higher categories in the United Nations common system and staff in comparable grades in the comparator civil service,

Noting with satisfaction that the close co-operation between the Commission and the Board has resulted in agreement between the two bodies on the substantive issues involved in the determination of the scale of pensionable remuneration, as reflected in their respective reports,

Taking note of the views of the Commission and the Board on the desirability of a margin range for pensionable remuneration, as set out in paragraphs 33 to 37 of the report of the Commission⁴¹ and paragraphs 50 to 55 of the report of the Board,⁴⁴

Recalling the criteria established by the General Assembly in section I of its resolution 41/208 for the determination of the scale of pensionable remuneration of staff in the Professional and higher categories,

1. Approves the recommendations made by the International Civil Service Commission and the United Nations Joint Staff Pension Board 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, namely:

(a) That income replacement in New York should continue to be used as the basis of the methodology for the determination of pensionable remuneration of staff in the Professional and higher categories, bearing in mind the relationship between pensionable remuneration amounts for United Nations staff in the Professional and higher categories and for their counterparts in the United States federal civil service;

(b) That the methodology used to establish the 1 April 1987 scale of pensionable remuneration on the occasion of the previous comprehensive review should continue to be used;

(c) That the scale of staff assessment shown in annex III to the report of the Commission⁴¹ should be used for the determination of pensionable remuneration of staff in the Professional and higher categories;