

plaining the reasons for the delay and setting a firm date for the submission of the definitive comments;

(f) The executive heads of the organizations concerned shall inform the Unit of all decisions taken by the competent organs of their organizations on reports of the Unit.

5. Notes and confidential letters shall be submitted to executive heads for use by them as they may decide.

Article 12

Executive heads of organizations shall ensure that recommendations of the Unit approved by their respective competent organs are implemented as expeditiously as possible. Such implementation may be subject to verification by the competent organs of the organizations, which may also request the Unit to issue follow-up reports. The Unit may also prepare such reports on its own initiative.

CHAPTER V

CONDITIONS OF SERVICE

Article 13

For the purpose of the Convention on the Privileges and Immunities of the United Nations,⁷⁵ the Inspectors shall have the status of officials of the United Nations. They shall not be considered to be staff members.

Article 14

1. The Inspectors shall receive the salary and allowances payable to United Nations staff members at the Director (D-2) level, step IV.

2. Compensatory and insurance arrangements for the Inspectors shall be equivalent to those of a United Nations staff member at the D-2 level, including provision for:

(a) Compensation under the terms of appendix D to the United Nations Staff Rules for service-attributable death, injury or illness;

(b) Compensation for death or disability while in office, or in receipt of disability benefits, comparable to the benefits payable in respect of participants in the United Nations Joint Staff Pension Fund under provisions for disability benefit, widow's benefit, widower's benefit, child's benefit and secondary dependant's benefit of the Regulations of the Fund;

(c) Participation in health insurance arrangements of the United Nations on the same basis as staff at the D-2 level.

3. The Inspectors shall be entitled to such post-retirement benefits as may be determined by the General Assembly.

4. The Inspectors and their dependants shall be provided with the same standards of accommodation for all travel on official business (including appointment, home leave and repatriation) as staff members of the United Nations at the D-2 level.

5. Each Inspector shall be entitled to annual, sick and home leave on the same basis as staff members of the United Nations holding fixed-term appointments of the same duration as the Inspector.

Article 15

The Inspectors shall not accept other employment during their term of office; nor shall an Inspector be appointed or serve as an official or consultant of an organization while in office as an Inspector or within three years of ceasing to be a member of the Unit.

CHAPTER VI

ADMINISTRATIVE, BUDGETARY AND FINANCIAL ARRANGEMENTS

Article 16

The Unit shall be located at Geneva.

Article 17

The Secretary-General shall provide such office and related facilities and administrative support as the Unit may require.

⁷⁵ United Nations, *Treaty Series*, vol. I, No. 4, p. 15.

Article 18

The Unit shall elect each year from among the Inspectors a Chairman and Vice-Chairman. The Chairman shall play a co-ordinating role in respect of the Unit's programme of work for the year. The Chairman shall be the formal channel of communication with the competent bodies and the executive heads of the organizations. He shall represent the Unit, as necessary, at meetings of the organizations and perform on the Unit's behalf such other functions as it may decide.

Article 19

1. The Unit shall be assisted by an Executive Secretary and by such staff as may be authorized in accordance with article 20 of the present statute.

2. The staff, selected in accordance with Article 101, paragraph 3, of the Charter of the United Nations, shall be appointed by the Secretary-General after consultation with the Unit and, as regards the appointment of the Executive Secretary, after consultation with the Unit and the Administrative Committee on Co-ordination. The staff of the secretariat of the Unit shall be staff members of the United Nations and the Staff Regulations and Staff Rules of the United Nations shall apply to them.

Article 20

1. The budget of the Unit shall be included in the regular budget of the United Nations. The budget estimates shall be established by the Secretary-General after consultation with the Administrative Committee on Co-ordination on the basis of proposals made by the Unit. The budget estimates shall be submitted to the General Assembly together with the report thereon by the Administrative Committee on Co-ordination and with the comments and recommendations of the Advisory Committee on Administrative and Budgetary Questions. The Unit shall be invited to be represented at meetings when its budget estimates are being discussed.

2. The expenditures of the Unit shall be shared by the participating organizations as agreed by them.

CHAPTER VII

OTHER ARRANGEMENTS

Article 21

The present statute may be amended by the General Assembly. Amendments shall be subject to the same acceptance procedure as the present statute.

Article 22

An organization may not withdraw its acceptance of the statute unless it has given to the Secretary-General two years' notice of its intention to do so. The Secretary-General shall bring any such notice to the attention of the General Assembly and, through the executive heads concerned, to that of the competent organs of the other organizations.

31/193. Joint Inspection Unit⁷⁶

A

**PENSION COVERAGE FOR MEMBERS OF THE
JOINT INSPECTION UNIT**

The General Assembly,

Taking note of the reports of the Secretary-General on the question of pension coverage for members of the Joint Inspection Unit,⁷⁷ the observations of the Unit thereon,⁷⁸ the relevant paragraphs of the report of the United Nations Joint Staff Pension Board⁷⁹ and

⁷⁶ See also sect. X.B.6 below, decision 31/424.

⁷⁷ A/C.5/1697, A/C.5/31/30.

⁷⁸ A/31/89/Add.1, annex.

⁷⁹ *Official Records of the General Assembly, Thirty-first Session, Supplement No. 9 (A/31/9)*, paras. 89-91.

the report of the Advisory Committee on Administrative and Budgetary Questions,⁸⁰

Approves the recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in paragraphs 8 and 9 of its report.

*107th plenary meeting
22 December 1976*

B

SALARIES AND CONDITIONS OF SERVICE FOR MEMBERS OF THE SECRETARIAT

The General Assembly,

I

Having considered the report of the Joint Inspection Unit on some aspects of the strike at the United Nations Office at Geneva from 25 February to 3 March 1976,⁸¹ the joint comments of the Administrative Committee on Co-ordination⁸² and the comments of the Secretary-General on recommendations 3 and 4 in the report of the Joint Inspection Unit,⁸³

Convinced of the need to re-examine the methodology for salary surveys and the system of job classification of the General Service category at Geneva,

Noting the requests of the World Health Organization and the International Labour Office to the International Civil Service Commission to assume as soon as possible the functions described in paragraph 1 of article 12 of its statute,⁸⁴ particularly with respect to the salary scales of the staff in the General Service category at Geneva,

Further noting with satisfaction the decision by the International Civil Service Commission to advance the assumption of its functions under article 12, paragraph 1, of its statute in response to these requests,⁸⁵

Recognizing the importance of maintaining harmony with the agencies and organizations located at Geneva in the management of personnel services,

Observing that the degree of responsibility and authority delegated by the Secretary-General to the United Nations Office at Geneva should be sufficient to ensure the satisfactory management of personnel services and conduct of staff relations in that Office in accordance with the Staff Regulations and Staff Rules of the United Nations,

1. *Requests* the International Civil Service Commission, as a matter of urgency, to establish, under the authority of article 11 (a) of its statute, the methods by which the principles for determining conditions of service in the General Service category at Geneva should be applied and, on the basis of such methodology and under the authority of article 12, paragraph 1, of its statute, to have a survey made of local employment conditions at Geneva, to make recommendations as to

the salary scales deemed appropriate in the circumstances and to inform the General Assembly at its thirty-second session of the actions taken in this regard;

2. *Further requests* the International Civil Service Commission, in its examination of conditions of service of the General Service category at Geneva, to examine the basis on which recent substantial salary adjustments of staff in that category were determined and to take them fully into account in its consideration of the salaries of that category of staff and the methodology for future salary adjustments, in so far as they affect General Service staff at Geneva;

3. *Urges* the International Civil Service Commission, in carrying out these tasks, to take into account all aspects, especially paragraph 29 of the report of the Joint Inspection Unit on some aspects of the strike at the United Nations Office at Geneva from 25 February to 3 March 1976, the joint comments on the report received from the Administrative Committee on Co-ordination and the comments of the Secretary-General on recommendations 3 and 4 of the report of the Joint Inspection Unit, and invites its comments;

4. *Requests* the Secretary-General to provide the International Civil Service Commission in the first half of 1977 with job descriptions for the General Service category at Geneva, grouped according to common job functions, in order to enable the Commission to carry out its survey task;

5. *Decides* that all financial implications of a decision to raise salaries at Geneva should be covered by savings in the implementation of the United Nations budget for 1976-1977, including reductions in General Service posts, and requests the Secretary-General to report to the General Assembly at its thirty-second session on such reductions as may have been made;

6. *Further requests* the Secretary-General to develop, in the course of 1977, job classification standards for the General Service category at Geneva and, based upon them, to introduce a job classification system, including a structure of occupational groups and a classification of posts;

7. *Urges* the Secretary-General, after completing the current review of relevant factors and making any upward interim salary adjustments appropriate for General Service category employees as at 1 January 1977, to refrain from making any further upward interim adjustments and from entering into any further commitments as to emoluments of General Service category employees at Geneva until the report and recommendations of the International Civil Service Commission requested in paragraph 3 above have been submitted;

8. *Reaffirms its expectation* that the Secretary-General will fully exercise his authority to ensure the effective and efficient implementation of administrative instructions concerning the delegation of responsibility and commensurate authority to the United Nations Office at Geneva;

II

Decides that no salary shall be paid to staff members in respect of periods of unauthorized absence from work unless such absence was caused by reasons beyond their control or duly certified medical reasons.

*107th plenary meeting
22 December 1976*

⁸⁰ A/31/417.

⁸¹ See A/31/137.

⁸² A/31/137/Add.1, annex.

⁸³ A/31/137/Add.2.

⁸⁴ Resolution 3357 (XXIX), annex.

⁸⁵ See *Official Records of the General Assembly, Thirty-first Session, Supplement No. 30 (A/31/30)*, para. 337.