

**35/213. Access by staff representatives to the Fifth Committee**

*The General Assembly,*

*Recalling* its resolution 34/220 of 20 December 1979,

1. *Reaffirms* the responsibility and authority of the Secretary-General as the Chief Administrative Officer of the United Nations under Article 97 of the Charter of the United Nations;

2. *Reiterates* its readiness:

(a) To receive and consider fully the views of the staff as set out by a single recognized representative of the staff of the United Nations Secretariat in a document submitted through the Secretary-General under the agenda item entitled "Personnel questions";

(b) To receive and consider fully the views of the staff as set out by a designated representative of the Federation of International Civil Servants' Associations in a document submitted through the Secretary-General under the agenda item entitled "Report of the International Civil Service Commission";

3. *Decides* that, to assist its deliberations, the Fifth Committee may, if considered desirable, invite:

(a) A single recognized representative of the staff of the United Nations Secretariat to make an oral presentation to the Committee to introduce, at the beginning of the Committee's consideration of the relevant agenda item, the document referred to under paragraph 2 (a) above;

(b) A designated representative of the Federation of International Civil Servants' Associations to make an oral presentation to the Committee to introduce at the beginning of the Committee's consideration of the relevant agenda item, the document referred to under paragraph 2 (b) above;

4. *Notes* that the statements referred to in paragraph 3 (a) and (b) above would be made from the floor of the conference room;

5. *Notes further* that if any questions are posed by members of the Fifth Committee in response to the statements referred to under paragraph 3 (a) and (b) above, they could be answered in writing by the representative of the staff of the United Nations Secretariat or of the Federation of International Civil Servants' Associations as appropriate, in a single supplementary document submitted through the Secretary-General.

*99th plenary meeting  
17 December 1980*

**35/214. Report of the International Civil Service Commission**

A

*The General Assembly,*

*Taking note with appreciation* of the sixth annual report of the International Civil Service Commission,<sup>45</sup>

*Reaffirming* the central role of the Commission in the development of a single unified international civil service through the application of common personnel policies and standards, methods and arrangements,

*Endorsing* the systematic and integrated approach which the Commission is pursuing in its work,

<sup>45</sup> Official Records of the General Assembly, Thirty-fifth Session, Supplement No. 30 (A/35/30 and Corr.1 and 2).

I

1. *Notes with appreciation* the continuing efforts of the International Civil Service Commission to review the application of the Noblemaire principle, and invites the Commission to complete its examination as soon as possible, especially with a view to achieving comparability of total compensation of the United Nations remuneration of the Professional and higher categories with that of the selected comparator national civil service and to ascertaining whether the present comparator is still the highest paid civil service;

2. *Requests* the Commission to intensify and speedily to conclude its fundamental and comprehensive review of the purposes and operations of the post adjustment system as requested in General Assembly resolution 34/165 of 17 December 1979 by fully taking into account the causes of possible anomalies, and to submit the results of the review to the Assembly at its thirty-sixth session;

3. *Welcomes* the Commission's willingness to advise Member States, upon request, in developing a system for adjusting the salaries of their expatriate staff, provided that this assistance does not impinge upon the exercise of the Commission's functions under its statute and that no additional resources will be required for this assistance;

II

1. *Notes* the progress made by the International Civil Service Commission under the authority given to it under articles 13 and 14 of its statute;

2. *Notes* the decision of the Secretary-General to implement the Master Standard of job classification, beginning on 1 January 1981;

3. *Invites* the Commission, the Secretary-General and the heads of the organizations which have accepted the Commission's statute to co-operate fully in the implementation of the common standards of job classification established by the Commission, ensuring appropriate consideration of the individual situation and requirements of each organization and the most economical use of resources;

III

1. *Notes* the surveys of best prevailing conditions for the General Service and related categories carried out by the International Civil Service Commission under article 12 of its statute, including the second such survey at Geneva;

2. *Requests* the Commission to continue to study the general principles and methodology for surveys to determine the conditions of service of the General Service and other locally recruited categories, including the determination of gross salaries, taking into account the views expressed in the Fifth Committee at the thirty-fifth session of the General Assembly;

IV

1. *Decides* that, for staff in the Professional and higher categories, thirty points of post adjustment shall be consolidated into base pay, effective 1 January 1981, in conformity with the recommendation by the International Civil Service Commission in paragraph 101 of its report,<sup>46</sup> resulting in salary scales (gross and net), post adjustment schedules and scales of staff assessment and pensionable remuneration as set forth in annexes II to V<sup>46</sup> to the Commission's report, and that the base of

<sup>46</sup> Document A/35/30/Corr.1 was issued on 5 November 1980 to replace the text of annex V contained in the report of the Commission.