

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,⁴⁵

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,

⁴⁵ *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,⁴⁶ 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 V⁴⁶ to the Commission's report, and that the base of

⁴⁶ 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.

the post adjustment system shall be changed from New York at 100 as at November 1973 to New York as at October 1977;

2. *Decides* to revise the schedule of costs reimbursable under the provisions of the education grant, as recommended by the Commission in paragraph 156 of its report;⁴⁵

3. *Requests* the Commission to review the possibility of extending the education grant to all internationally recruited staff, wherever they may serve;

4. *Approves* the classification by the Commission of duty stations according to conditions of life and work and the increase in the periodicity of home leave and of travel entitlements under the education grant, as recommended by the Commission in paragraphs 224 and 226 of its report,⁴⁵ pending the determination of eligible duty stations;

5. *Notes* the Commission's intention to study further financial incentives for staff members serving in the most difficult duty stations;

6. *Approves* the amendments to the Staff Regulations of the United Nations, with effect from 1 January 1981, as set forth in the annex to the present resolution, to replace the present schedules of net and gross salaries, post adjustment amounts, the scales of staff assessment and of pensionable remuneration, as well as to give effect to the revision of the education grant and of home leave and education grant travel entitlements;

V

1. *Requests* the International Civil Service Commission to begin as soon as possible the review of the language incentive scheme of the United Nations which is already on its programme of work;

2. *Welcomes* the examination of the relationship between the staff assessment system and the Tax Equalization Fund, as proposed by the Commission in paragraph 104 of its report;⁴⁵

3. *Requests* the Commission to keep under review the possibility of establishing a cost-effective contributory system of death grant benefits and to submit the results of the review to the General Assembly at its thirty-seventh session;

VI

1. *Decides* to establish effective 1 January 1981, three temporary posts—one P-3, one G-5 and one G-4—in the Cost-of-Living Section of the secretariat of the International Civil Service Commission, pending the study of the long-term needs of that secretariat to be submitted to the General Assembly at its thirty-sixth session;

2. *Requests* the Commission to continue to provide to the General Assembly the total financial implications of all recommendations of the Commission covered by its annual report.

*99th plenary meeting
17 December 1980*

ANNEX

**Amendments to the Staff Regulations of the
United Nations**

Regulation 3.2

In the first paragraph, replace the third sentence by the following text:

"The amount of the grant per scholastic year for each child shall be the sum of 75 per cent of the first \$3,000 of admissible

educational expenses, 50 per cent of the next \$1,000 of such expenses and 25 per cent of the next \$1,000, up to a maximum grant of \$3,000."

In the same paragraph, replace the fourth sentence by the following text:

"Travel costs of the child may also be paid for an outward and return journey once in each scholastic year between the educational institution and the duty station, except that in the case of staff members serving at designated duty stations where schools do not exist which provide schooling in the language or in the cultural tradition desired by staff members for their children, such travel costs may be paid twice in the year in which the staff member is not entitled to home leave. Such travel shall be by a route approved by the Secretary-General, but not in an amount exceeding the cost of such a journey between the home country and the duty station."

In the third paragraph, replace the second sentence by the following text:

"The amount of this grant per year for each disabled child shall be equal to 75 per cent of the educational expenses actually incurred up to \$5,000, subject to a maximum grant of \$3,750."

Regulation 3.3

Replace paragraph (b) (i) by the following text:

"(b) (i) The assessment shall be calculated at the following rates for staff whose salary rates are set forth in paragraphs 1 and 3 of annex I to the present Regulations:

Total assessable payments (US dollars)	Assessment (per cent)	
	Staff member with a dependent spouse or a dependent child	Staff member with neither a dependent spouse nor a dependent child
First \$16 000 per year	14.7	19.4
Next \$4 000 per year	31	36
Next \$4 000 per year	34	39.1
Next \$4 000 per year	37	42.1
Next \$5 000 per year	39	44.7
Next \$5 000 per year	42	47.7
Next \$5 000 per year	44	49.9
Next \$6 000 per year	47	52.6
Next \$6 000 per year	50	55.5
Next \$6 000 per year	52	57.5
Next \$7 000 per year	53.5	58.9
Next \$7 000 per year	55	59.9
Next \$7 000 per year	56	60.9
Next \$8 000 per year	57	62.1
Remaining assessable payments	59	64.5"

Regulation 5.3

Insert the following text as the second sentence:

"However, in the case of service at designated duty stations having very difficult or difficult conditions of life and work, eligible staff members shall be granted, respectively, home leave once in every 12 months and once in every 18 months."

ANNEX I TO THE STAFF REGULATIONS

Salary scales and related provisions

Replace paragraph 1 by the following text:

"1. The Administrator of the United Nations Development Programme, having the status equivalent to that of the executive head of a major specialized agency, shall receive a salary of \$US 125,400 per year; the Director-General for Development and International Economic Co-operation shall receive a salary of \$US 125,400 per year; an Under-Secretary-General shall receive a salary of \$US 96,765 per year; and an Assistant Secretary-General shall receive a salary of \$US 85,864 per year, subject to the staff assessment plan provided in staff regulation 3.3 and to post adjustments wherever applied. If otherwise eligible, they shall receive the allowances which are available to staff members generally."

Replace the tables at the end of annex I by the following tables:

SALARY SCALES FOR PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS AND THE NET EQUIVALENT AFTER APPLICATION OF STAFF ASSESSMENT

(US dollars)
(Effective 1 January 1981)

	Steps													
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	
USG Gross	96765													
Net D	55076.65													
Net S	50011.38													
ASG Gross	85864													
Net D	50524.52													
Net S	46042.46													
D-2 Gross	67009	68931	70908	72927										
Net D	42172.19	43051.95	43941.60	44850.15										
Net S	38626.70	39407.34	40200.11	41009.73										
D-1 Gross	55919	57732	59531	61342	63193	64998	66755							
Net D	36939.12	37809.36	38672.88	39537.03	40397.75	41237.07	42054.08							
Net S	33997.58	34768.10	35532.68	36297.57	37058.33	37800.18	38522.31							
P-5 Gross	48661	50086	51495	52856	54218	55605	57005	58405	59818	61231				
Net D	33318.33	34041.00	34745.50	35426.00	36107.00	36788.40	37460.40	38132.40	38810.64	39485.42				
Net S	30776.32	31420.27	32047.28	32652.92	33259.01	33864.13	34459.13	35054.13	35654.65	36251.95				
P-4 Gross	38167	39398	40630	41862	43101	44367	45627	46887	48211	49547	50884	52173		
Net D	27611.52	28300.88	28990.80	29680.72	30371.53	31042.51	31710.31	32378.11	33079.83	33771.50	34440.00	35084.50		
Net S	25671.67	26288.40	26905.63	27522.87	28140.88	28740.96	29338.20	29935.44	30563.02	31180.42	31775.38	32348.99		
P-3 Gross	30518	31589	32648	33713	34814	35939	37055	38157	39202	40237	41282	42315	43375	
Net D	23103.98	23757.29	24403.28	25031.54	25670.12	26322.62	26969.90	27605.92	28191.12	28770.72	29355.92	29934.40	30516.75	
Net S	21600.46	22192.72	22778.35	23345.90	23921.73	24510.10	25093.77	25666.66	26190.21	26708.74	27232.29	27749.82	28270.75	
P-2 Gross	24233	25097	25967	26832	27706	28589	29492	30387	31285	32184	33078			
Net D	19194.79	19739.11	20287.21	20832.16	21382.78	21927.29	22478.12	23024.07	23571.85	24120.24	24663.24			
Net S	18026.91	18527.17	19030.90	19531.73	20037.78	20533.72	21033.08	21528.02	22024.61	22521.76	23013.80			
P-1 Gross	18200	18964	19740	20516	21318	22120	22935	23724	24513	25285				
Net D	15166.00	15693.16	16228.60	16748.56	17277.88	17807.20	18345.10	18865.84	19371.19	19857.55				
Net S	14304.00	14792.96	15289.60	15770.25	16258.67	16747.08	17243.42	17723.92	18189.03	18636.02				

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

SCHEDULES OF POST ADJUSTMENTS (AMOUNT PER INDEX POINT)

(US dollars)

(Effective 1 January 1981)

(i) Additions (where cost of living is higher than at the base)

Level	Steps													
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	
USG D	454.19													
S	412.04													
ASG D	416.77													
S	379.37													
D-2 D	347.25	354.80	362.31	369.82										
S	318.40	324.91	331.73	338.24										
D-1 D	315.32	320.80	325.96	331.42	336.61	342.16	347.44							
S	290.33	295.35	299.78	304.49	308.95	313.76	318.56							
P-5 D	289.79	294.25	298.49	302.78	307.64	311.64	316.55	321.16	325.73	330.02				
S	267.75	271.75	275.52	279.31	283.70	286.94	291.36	295.46	299.28	303.39				
P-4 D	242.89	248.36	253.86	259.02	265.11	269.72	274.34	278.97	283.81	289.93	295.70	301.26		
S	225.65	230.61	235.60	240.30	245.58	249.72	253.83	257.96	262.35	267.64	272.98	278.03		
P-3 D	203.93	209.79	215.03	220.02	225.58	231.16	237.00	242.60	247.34	251.80	256.53	260.99	266.06	
S	190.21	195.56	200.31	204.77	209.84	214.89	220.26	225.35	229.59	233.54	238.06	242.00	246.59	
P-2 D	169.42	174.53	179.03	183.88	188.67	193.50	198.32	202.84	207.66	212.49	217.00	222.30		
S	159.05	163.32	167.60	171.92	176.50	180.81	185.11	189.40	193.72	198.00	202.30			
P-1 D	135.08	139.65	144.18	148.74	153.30	157.84	162.69	166.66	170.94	175.22	179.99	184.99	189.99	
S	126.91	131.23	135.53	139.84	144.16	148.19	152.50	156.24	160.29	164.03	168.00	172.00	176.00	

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

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

SCHEDULES OF POST ADJUSTMENTS (AMOUNT PER INDEX POINT) (continued)

(US dollars)

(ii) Deductions (where cost of living is lower than at the base)

Level	Steps													
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	
USG D	440.37													
S	399.50													
ASG D	404.19													
S	367.96													
D-2 D	336.77	344.05	351.33	358.70										
S	308.72	315.14	321.60	328.07										
D-1 D	295.35	302.25	309.15	316.05	322.93	329.55	335.97							
S	271.97	278.14	284.26	290.38	296.46	302.31	308.01							
P-5 D	266.47	272.23	277.83	283.20	288.66	293.97	299.38	304.74	310.15	315.51				
S	246.20	251.36	256.35	261.16	266.04	270.73	275.55	280.33	285.10	289.91				
P-4 D	220.88	226.40	231.92	237.44	242.97	248.25	253.49	258.73	264.23	269.79	275.29	280.54		
S	205.18	210.17	215.16	220.15	225.09	229.84	234.54	239.24	244.18	249.14	254.08	258.78		
P-3 D	184.83	190.05	195.22	200.25	205.35	210.57	215.75	220.84	225.52	230.16	234.84	239.47	244.12	
S	172.47	177.22	181.91	186.47	191.11	195.85	200.54	205.14	209.36	213.54	217.80	221.97	226.15	
P-2 D	153.39	157.91	162.29	166.65	171.06	175.41	179.82	184.19	188.57	192.95	197.30			
S	143.80	147.88	151.92	155.88	159.93	163.89	167.90	171.91	175.88	179.86	183.83			
P-1 D	121.27	125.47	129.72	133.94	138.15	142.36	146.67	150.74	154.85	158.85				
S	114.10	118.02	122.00	125.94	129.82	133.66	137.59	141.33	145.12	148.76				

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

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

PENSIONABLE REMUNERATION FOR PROFESSIONAL AND HIGHER CATEGORIES AND, FOR PURPOSES OF SEPARATION PAYMENTS,
NET EQUIVALENT AFTER APPLICATION OF STAFF ASSESSMENT

(Suggested salary scales after consolidation of 30 points)

	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG PR	114 047												
Net D	62 162.58												
Net S	56 146.96												
ASG PR	101 199												
Net D	56 894.72												
Net S	51 585.76												
D-2 PR	78 976	81 241	83 572	85 952									
Net D	47 532.85	48 529.46	49 538.99	50 562.40									
Net S	43 395.98	44 281.61	45 173.81	46 075.84									
D-1 PR	65 906	68 042	70 164	72 298	74 479	76 606	78 776						
Net D	41 659.36	42 652.32	43 606.84	44 567.34	45 548.62	46 490.02	47 400.84						
Net S	38 173.42	39 051.22	39 901.80	40 757.71	41 632.14	42 469.28	43 278.67						
P-5 PR	57 351	59 031	60 691	62 296	63 901	65 536	67 186	68 836	70 501	72 166			
Net D	37 626.58	38 433.11	39 229.91	39 980.88	40 727.22	41 487.51	42 254.78	43 009.50	43 758.77	44 508.03			
Net S	34 606.26	35 320.38	36 025.88	36 689.87	37 349.54	38 021.54	38 699.71	39 369.51	40 037.19	40 704.86			
P-4 PR	44 982	46 434	47 885	49 338	50 799	52 291	53 776	55 261	56 821	58 396	59 971	61 490	
Net D	31 368.98	32 138.28	32 907.57	33 667.16	34 397.74	35 143.63	35 886.15	36 623.44	37 372.26	38 128.28	38 884.30	39 606.01	
Net S	29 032.93	29 720.95	30 408.95	31 087.56	31 737.77	32 401.62	33 062.46	33 718.07	34 381.08	35 050.48	35 719.87	36 358.53	
P-3 PR	35 969	37 230	38 478	39 734	41 031	42 357	43 672	44 972	46 203	47 424	48 654	49 872	51 121
Net D	26 340.36	27 071.67	27 785.72	28 489.36	29 215.44	29 958.13	30 674.36	31 363.36	32 015.90	32 662.82	33 314.74	33 934.06	34 558.62
Net S	24 526.09	25 185.54	25 827.52	26 457.02	27 106.60	27 771.05	28 411.71	29 027.91	29 611.50	30 190.06	30 773.10	31 325.10	31 880.95
P-2 PR	28 560	29 579	30 604	31 624	32 654	33 694	34 759	35 814	36 872	37 932	38 985		
Net D	21 910.02	22 531.71	23 156.80	23 779.02	24 407.51	25 021.10	25 638.50	26 250.44	26 864.05	27 478.84	28 069.83		
Net S	20 518.06	21 081.66	21 648.34	22 212.41	22 782.18	23 336.48	23 893.21	24 445.01	24 998.32	25 552.69	26 081.69		
P-1 PR	21 450	22 350	23 265	24 180	25 125	26 070	27 030	27 960	28 890	29 801			
Net D	17 365.35	17 959.35	18 563.27	19 161.77	19 757.13	20 352.50	20 957.31	21 543.23	22 111.33	22 666.81			
Net S	16 339.37	16 887.48	17 444.73	17 996.56	18 543.73	19 090.90	19 646.75	20 185.23	20 700.56	21 204.13			

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

B

The General Assembly

1. *Approves* the revised scale of staff assessment for staff in the General Service and other locally recruited categories as well as the manner of application, including the transitional arrangements, as recommended by the International Civil Service Commission in paragraphs 84 and 85 of its sixth annual report;⁴⁵

2. *Invites* the International Civil Service Commission to keep under review the matter of staff assessment for all categories of staff and to report to the General Assembly as appropriate;

3. *Approves* the amendments to the Staff Regulations of the United Nations, with effect from 1 January 1981, as set forth in the annex to the present resolution.

99th plenary meeting
17 December 1980

ANNEX

Amendments to the Staff Regulations of the United Nations

Regulation 3.3

Replace paragraph (b) (ii) by the following text:

“(b) (ii) The assessment shall be calculated at the following rates for staff whose salary rates are established under paragraph 7 of annex I to the present Regulations:

Total assessable payment (US dollars)	Assessment (per cent)
First \$2 000 per year	7
Next \$2 000 per year	11
Next \$2 000 per year	15
Next \$2 000 per year	19
Next \$4 000 per year	22
Next \$4 000 per year	25
Next \$4 000 per year	28
Next \$6 000 per year	32
Next \$6 000 per year	35
Next \$6 000 per year	38
Next \$8 000 per year	41
Remaining assessable payments	43”

C

The General Assembly,

Taking note of paragraphs 115 to 123 of the report of the International Civil Service Commission⁴⁵ concerning supplementary payments made to international civil servants by their Governments,

Requests the International Civil Service Commission to keep the matter under review and to report to the General Assembly at its thirty-sixth session, taking fully into account the views expressed by delegations during the discussion of this question at the thirty-fifth session.

99th plenary meeting
17 December 1980

35/215. Report of the United Nations Joint Staff Pension Board

A

The General Assembly,

Having considered the report of the United Nations Joint Staff Pension Board to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund for 1980,⁴⁷ chapter III of the report of the International Civil Service Commission⁴⁸ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁴⁹

I

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

Decides that the Regulations of the United Nations Joint Staff Pension Fund shall be amended, without retroactive effect, from 1 January 1981, as set forth in annex VII to the report of the United Nations Joint Staff Pension Board;

II

PENSION ADJUSTMENT SYSTEM

Decides to revise the pension adjustment system contained in General Assembly resolution 33/120 of 19 December 1978, with effect from 1 January 1981, in accordance with the recommendations of the United Nations Joint Staff Pension Board contained in section IV.C of its report to the Assembly for 1980 and in annex V thereto;

III

ADMISSION TO MEMBERSHIP OF THE INTERNATIONAL CENTRE FOR THE STUDY OF THE PRESERVATION AND THE RESTORATION OF CULTURAL PROPERTY

Decides to admit the International Centre for the Study of the Preservation and the Restoration of Cultural Property to membership in the United Nations Joint Staff Pension Fund, in accordance with article 3 of the Regulations of the Fund, with effect from 1 January 1981;

IV

TRANSFER OF PENSION RIGHTS

Concurs in the agreements approved by the United Nations Joint Staff Pension Board with the Governments of the Byelorussian Soviet Socialist Republic, the Ukrainian Soviet Socialist Republic and the Union of Soviet Socialist Republics, with the Organisation for Economic Co-operation and Development and with the European Centre for Medium Range Weather Forecasts, under article 13 of the Regulations of the United Nations Joint Staff Pension Fund, with respect to continuity of pension rights between these parties and the Fund;

⁴⁷ Official Records of the General Assembly, Thirty-fifth Session, Supplement No. 9 (A/35/9) and A/35/9/Add.1.

⁴⁸ *Ibid.*, Supplement No. 30 (A/35/30 and Corr.1 and 2).

⁴⁹ A/35/720.