

### 39/27. United Nations common system: report of the International Civil Service Commission (chap. III)<sup>2</sup>

*The General Assembly,*

*Having considered* chapter III of the report of the International Civil Service Commission for the year 1984,<sup>3</sup>

*Having received* the report of the Joint Inspection Unit on staff costs and some aspects of utilization of human and financial resources in the United Nations Secretariat<sup>4</sup> and the comments thereon of the Administrative Committee on Co-ordination,<sup>5</sup>

*Noting* the Commission's consideration of the basis and level of remuneration of the Professional and higher categories as requested in section II of General Assembly resolution 37/126 of 17 December 1982,

*Reaffirming* that the Noblemaire Principle is the basis for the determination of the level of remuneration for staff in the Professional and higher categories in New York, the base city for the post adjustment system, and in other duty stations,

*Recalling* that, in previous resolutions,<sup>6</sup> the General Assembly took note of the levels of the margin, ranging from 9.3 per cent to 18.2 per cent, reported by the Commission between the net remuneration of the United Nations in New York and that of the comparator service, at present the United States federal civil service,

*Recalling further* its resolution 31/141 B of 17 December 1976, in which it decided that at any time that the Commission considered corrective action was necessary it should either recommend such action to the General Assembly or, if urgent conservatory action was necessary between sessions of the Assembly to prevent an undue widening of the margin of United Nations remuneration over that of the comparator civil service, take appropriate measures itself within the operation of the post adjustment system,

*Noting with concern* that the margin between the net remuneration of the United Nations and that of the comparator civil service would widen to the order of 24 per cent following the Commission's decision to increase the post adjustment index at the base city, New York, by 9.6 per cent, which decision led to an increase of one class of post adjustment in New York in August 1984 and would entail a further class in December 1984,

1. *Considers* that a margin of 24 per cent is too high in relation to past levels of the margin and, consequently, requests the International Civil Service Commission to:

(a) Re-examine, in the light of the views expressed in the Fifth Committee at the current session,<sup>7</sup> what would constitute a desirable margin between the net remuneration of the United Nations in New York and that of the comparator civil service and its effect on the operation of the post adjustment system;

(b) Submit its recommendations to the General Assembly at its fortieth session on:

(i) A specific range for the net remuneration margin, together with a concise summary of the methodology applied in calculating that margin, taking into account that, on average, the margin in the past has been within a reasonable range of 15 per cent;

(ii) The technical measures which would be applied by the Commission to ensure that the post adjustment system operates within the framework of the defined margin range;

<sup>2</sup> See also resolution 39/69.

<sup>3</sup> *Official Records of the General Assembly, Thirty-ninth Session, Supplement No. 30 (A/39/30 and Corr.1 and 2).*

<sup>4</sup> See A/39/522 and Corr.1.

<sup>5</sup> A/39/522/Add.1.

<sup>6</sup> Resolutions 33/119 and 38/232.

(c) Take the necessary measures to suspend implementation of the increase in post adjustment for New York envisaged for December 1984, pending receipt by the General Assembly at its fortieth session, and action thereon, of the Commission's recommendations regarding the margin and other measures referred to in subparagraphs (a) and (b) above; and take whatever related measures are required in respect of the post adjustment levels at other duty stations to ensure equivalence of purchasing power as soon as possible at all duty stations in relation to the level of net remuneration in New York;

2. *Decides* that:

(a) The International Civil Service Commission should continue to report the margins in respect of both total compensation comparisons and net remuneration comparisons of the United Nations system and the comparator civil service;

(b) In determining the total compensation margin, the Commission should consider all relevant factors in the two services including, *inter alia*, the differences in annual leave, taking into account the views expressed in the Fifth Committee;<sup>7</sup>

3. *Decides* to refer to the International Civil Service Commission the report of the Joint Inspection Unit, the related comments of the Administrative Committee on Co-ordination, and the views of Member States and requests the Commission to report thereon to the General Assembly at its fortieth session;

4. *Decides* that 20 points of post adjustment shall be consolidated into the base salaries of the Professional and higher categories with effect from 1 January 1985, in conformity with the recommendation of the Commission in paragraph 137 of its report,<sup>8</sup> thereby establishing the salary scales (gross and net), post adjustment schedules and scales of staff assessment set forth in annexes III, IV and V to the report of the Commission and the corrigendum thereto, and that the base of the post adjustment system shall be changed from New York at 100 as at October 1977 to New York at 100 as at December 1979;

5. *Renews* its earlier request, made in resolution 239 C (III) of 18 November 1948, to Member States that have not done so to take necessary action to exempt their nationals employed by the United Nations from national income taxation with respect to their salaries and emoluments paid to them by the United Nations, which could result in the abolition of the Tax Equalization Fund.

*81st plenary meeting  
30 November 1984*

### 39/28. Financing of the United Nations Disengagement Observer Force

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*The General Assembly,*

*Having considered* the report of the Secretary-General on the financing of the United Nations Disengagement Observer Force,<sup>8</sup> as well as the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>9</sup>

*Bearing in mind* Security Council resolutions 350 (1974) of 31 May 1974, 363 (1974) of 29 November 1974, 369 (1975) of 28 May 1975, 381 (1975) of 30 November 1975, 390 (1976) of 28 May 1976, 398 (1976) of 30 November 1976, 408 (1977) of 26 May 1977, 420 (1977) of 30 November 1977, 429 (1978) of 31 May 1978, 441 (1978)

<sup>7</sup> See *Official Records of the General Assembly, Thirty-ninth Session, Fifth Committee, 16th, 17th, 19th, 21st, 24th-30th, 34th, 36th and 37th meetings*; and *ibid.*, *Fifth Committee, Sessional Fascicle, corrigendum.*

<sup>8</sup> A/39/468.

<sup>9</sup> A/39/653.