

39/69. United Nations common system: report of the International Civil Service Commission (chaps. IV-IX)²⁷

The General Assembly,

Having considered the remaining chapters of the report of the International Civil Service Commission,²⁸

Reaffirming that, in the exercise of its functions, the Commission shall be guided by the principle which aims at the development of a single unified international civil service through the application of common personnel standards and arrangements,

Noting the progress made by the Commission in the regulation and co-ordination of the conditions of service of the United Nations common system,

Noting also the implementation of recommendations and decisions of the Commission by the organizations of the common system, as requested in General Assembly resolutions 36/233 of 18 December 1981 and 38/232 of 20 December 1983,

I

1. *Notes* the survey of best prevailing conditions of service for the General Service and related categories in New York conducted by the International Civil Service Commission under article 12 of its statute;

2. *Notes also* that the Commission has approved a methodology for surveys of best prevailing conditions of service for locally recruited staff at non-headquarters duty stations which is to be applied from 1985 onwards;

3. *Requests* the Commission to keep under review the implementation of the methodology for surveys of best prevailing conditions of service for locally recruited staff at non-headquarters duty stations and to re-examine, where necessary, the technical aspects of the methodology in the light of experience;

II

1. *Decides* that, with effect from 1 January 1985, for all staff in the Professional and higher categories, separation payments (commutation of accrued annual leave, repatriation grant, death grant and termination indemnities) should continue to be based on the scale which has been in effect since 1 January 1981, subject to the current adjustment procedure approved by the General Assembly²⁹ and to the revised scale of staff assessment set out in annex V to the report of the International Civil Service Commission;²⁸

2. *Requests* the Commission, in conformity with article 10 of its statute, to review the practices of the organizations of the United Nations common system as regards long service steps for staff in the Professional category, to examine ways in which uniformity on this question may be established within the common system and to report thereon to the General Assembly at its fortieth session;

III

1. *Notes* the progress made by the International Civil Service Commission in the establishment of job classification standards;

2. *Takes note* of the recommendations made by the Commission to the organizations of the United Nations

common system on the use of selection interviews,³⁰ on the role of selection mechanisms and processes³¹ and on promotion policy,³² and requests the Secretary-General, taking into account the views expressed by Member States, to report to the General Assembly at its forty-first session on the action taken on these recommendations in the United Nations Secretariat;

3. *Notes* the intention of the Commission to pursue its work on the development of training policies by elaborating an approach to the evaluation of training programmes;

4. *Requests* the Commission to report to the General Assembly at its fortieth session on the use of competitive examinations for both selection and promotion;

IV

Approves the amendments to the Staff Regulations of the United Nations, with effect from 1 January 1985, as set forth in the annex to the present resolution, to replace the present schedules of net and gross salaries, post adjustment amounts, and the scales of staff assessment.

*98th plenary meeting
13 December 1984*

ANNEX

Amendments to the Staff Regulations of the United Nations

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	19.2
Next \$4,000 per year	31.0	36.0
Next \$4,000 per year	34.0	39.0
Next \$4,000 per year	37.0	42.0
Next \$5,000 per year	39.0	44.2
Next \$5,000 per year	42.0	47.2
Next \$5,000 per year	44.0	49.4
Next \$6,000 per year	47.0	52.1
Next \$6,000 per year	50.0	55.0
Next \$6,000 per year	52.0	57.0
Next \$7,000 per year	53.5	58.1
Next \$7,000 per year	55.0	59.4
Next \$7,000 per year	56.0	60.4
Next \$8,000 per year	57.0	62.1
Next \$10,000 per year	59.0	64.5
Next \$10,000 per year	60.5	66.5
Next \$10,000 per year	62.0	68.5
Remaining assessable payments	63.5	71.0**

ANNEX I TO THE STAFF REGULATIONS

Salary scales and related provisions

1. In paragraph 1, the salary figures for an Under-Secretary-General and an Assistant Secretary-General shall read \$US 121,046 and \$US 107,089, respectively.

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

²⁷ See also resolution 39/27.

²⁸ Official Records of the General Assembly, Thirty-ninth Session, Supplement No. 30 (A/39/30 and Corr.1 and 2).

²⁹ See decision 36/459.

³⁰ Official Records of the General Assembly, Thirty-ninth Session, Supplement No. 30 (A/39/30 and Corr.1 and 2), para. 215.

³¹ Ibid., para. 217.

³² Ibid., paras. 222 and 223.

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

(In US dollars)

(Effective 1 January 1985)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General													
USG Gross	121,046.00												
Net D	64,534.95												
Net S	58,294.47												
Assistant Secretary-General													
ASG Gross	107,089.00												
Net D	59,203.09												
Net S	53,865.76												
Director													
D-2 Gross	83,262.00	85,671.00	88,102.00	90,606.00									
Net D	49,405.62	50,441.42	51,486.76	52,551.63									
Net S	45,387.27	46,300.21	47,221.57	48,156.28									
Principal Officer													
D-1 Gross	69,840.00	72,044.00	74,220.00	76,440.00	78,660.00	80,843.00	82,986.00						
Net D	43,461.09	44,452.67	45,431.91	46,416.70	47,393.37	48,353.88	49,286.77						
Net S	40,042.12	40,936.75	41,820.23	42,707.33	43,586.34	44,450.80	45,282.51						
Senior Officer													
P-5 Gross	60,816.00	62,578.00	64,298.00	65,966.00	67,655.00	69,358.00	71,084.00	72,800.00	74,528.00	76,266.00			
Net D	39,289.74	40,111.89	40,911.51	41,687.05	42,472.50	43,244.07	44,020.98	44,792.89	45,570.57	46,339.97			
Net S	36,282.94	37,023.29	37,743.81	38,442.63	39,150.38	39,846.32	40,547.27	41,243.70	41,945.34	42,638.27			
First Officer													
P-4 Gross	47,315.00	48,833.00	50,433.00	52,033.00	53,665.00	55,216.00	56,815.00	58,416.00	60,096.00	61,825.00	63,518.00	65,151.00	
Net D	32,605.00	33,409.31	34,214.67	35,014.45	35,830.41	36,601.51	37,369.44	38,137.50	38,944.13	39,761.48	40,549.06	41,308.32	
Net S	30,274.93	31,001.84	31,727.01	32,446.81	33,181.17	33,874.73	34,562.66	35,250.72	35,973.32	36,707.55	37,417.22	38,101.37	
Second Officer													
P-3 Gross	37,613.00	38,980.00	40,329.00	41,639.00	42,983.00	44,431.00	45,878.00	47,295.00	48,586.00	49,910.00	51,278.00	52,623.00	53,997.00
Net D	27,293.59	28,066.89	28,822.48	29,555.58	30,308.70	31,076.59	31,843.32	32,594.45	33,278.80	33,952.76	34,636.94	35,309.72	35,996.52
Net S	25,473.71	26,173.96	26,856.69	27,519.10	28,199.60	28,893.59	29,586.55	30,265.39	30,883.90	31,491.28	32,107.05	32,712.55	33,330.67
Associate Officer													
P-2 Gross	29,815.00	30,878.00	31,930.00	32,987.00	34,105.00	35,215.00	36,336.00	37,439.00	38,575.00	39,731.00	40,868.00		
Net D	22,675.43	23,323.45	23,965.42	24,609.84	25,259.16	25,902.80	26,552.83	27,192.90	27,839.77	28,487.43	29,124.27		
Net S	21,261.03	21,853.80	22,441.05	23,030.54	23,621.68	24,207.61	24,799.37	25,382.05	25,968.74	26,553.95	27,129.38		
Assistant Officer													
P-1 Gross	22,315.00	23,257.00	24,220.00	25,194.00	26,184.00	27,173.00	28,191.00	29,182.00	30,156.00	31,098.00			
Net D	17,935.98	18,557.38	19,186.72	19,800.49	20,423.97	21,047.12	21,684.23	22,289.18	22,883.22	23,457.56			
Net S	16,900.22	17,474.55	18,055.71	18,620.77	19,194.77	19,768.46	20,354.32	20,907.70	21,451.10	21,976.48			

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 IN UNITED STATES DOLLARS)

(Effective 1 January 1985)

(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
Under-Secretary-General													
USG D	532.19												
S	480.73												
Assistant Secretary-General													
ASG D	488.36												
S	444.33												
Director													
D-2 D	406.81	415.70	424.52	433.32									
S	373.72	381.57	389.35	397.08									
Principal Officer													
D-1 D	370.99	377.17	382.93	389.09	394.90	401.21	407.19						
S	341.81	347.33	352.49	358.00	363.18	368.83	374.11						
Senior Officer													
P-5 D	341.73	346.73	351.46	356.29	361.88	366.33	371.99	377.26	382.46	387.31			
S	315.57	320.03	324.25	328.56	333.57	337.54	342.63	347.36	352.04	356.37			
First Officer													
P-4 D	286.82	293.19	299.60	305.57	312.76	318.02	323.30	328.59	334.12	341.35	348.15	354.70	
S	266.32	272.06	277.82	283.16	289.64	294.33	299.02	303.72	308.63	315.14	321.26	327.16	
Second Officer													
P-3 D	240.91	247.85	253.97	259.78	266.34	272.91	279.83	286.44	291.98	297.15	302.68	307.86	313.84
S	224.85	231.13	236.65	241.88	247.81	253.74	259.99	265.97	270.97	275.61	280.57	285.21	290.59
Associate Officer													
P-2 D	200.14	206.22	211.49	217.22	222.87	228.58	234.27	239.57	245.26	250.96	256.25	261.70	
S	187.66	193.23	198.04	203.28	208.42	213.62	218.80	223.61	228.78	233.93	238.70		
Assistant Officer													
P-1 D	159.75	165.14	170.46	175.84	181.21	186.56	192.30	196.90	201.93	206.99			
S	150.53	155.50	160.41	165.37	170.31	175.22	180.51	184.70	189.29	193.92			

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

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

Post	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General													
USG D	515.99												
S	466.10												
Assistant Secretary-General													
ASG D	473.62												
S	430.92												
Director													
D-2 D	394.53	403.10	411.66	420.29									
S	362.44	370.01	377.55	385.14									
Principal Officer													
D-1 D	347.50	355.36	363.18	371.04	378.85	386.42	393.75						
S	320.16	327.25	334.31	341.39	348.42	355.23	361.76						
Senior Officer													
P-5 D	314.23	320.78	327.13	333.25	339.55	345.56	351.81	357.97	364.17	370.28			
S	290.18	296.08	301.80	307.32	312.99	318.41	324.05	329.60	335.20	340.70			
First Officer													
P-4 D	260.83	267.27	273.71	280.11	286.64	292.71	298.73	304.75	311.07	317.64	324.12	330.31	
S	242.19	248.01	253.81	259.57	265.45	270.90	276.29	281.68	287.34	293.25	299.09	304.66	
Second Officer													
P-3 D	218.35	224.53	230.57	236.44	242.46	248.60	254.74	260.75	266.22	271.62	277.09	282.47	287.96
S	203.79	209.38	214.85	220.15	225.58	231.14	236.68	242.12	247.06	251.92	256.85	261.69	266.63
Associate Officer													
P-2 D	181.20	186.58	191.71	196.87	202.07	207.21	212.42	217.54	222.71	227.89	232.99	238.11	243.23
S	169.90	174.83	179.52	184.24	188.97	193.65	198.39	203.05	207.74	212.42	217.03	221.69	226.35
Assistant Officer													
P-1 D	143.42	148.37	153.37	158.35	163.31	168.26	173.37	178.09	182.92	187.65			
S	135.14	139.71	144.32	148.91	153.48	158.04	162.73	167.05	171.48	175.80			

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

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