



## TWELFTH ITEM ON THE AGENDA

**Decisions of the United Nations General Assembly on the report of the International Civil Service Commission**

1. At the 282nd Session (November 2001) of the Governing Body, the Director-General informed the Programme, Financial and Administrative Committee<sup>1</sup> of the principal recommendations made by the International Civil Service Commission (ICSC) in its annual report for 2001 to the United Nations General Assembly (UNGA)<sup>2</sup> and their financial implications concerning officials' conditions of service.
2. On the recommendation of the Committee, the Governing Body accepted the recommendations of the ICSC, subject to their approval by the UNGA, concerning increases in salary scales (as well as consequential increases in related allowances/payments) for staff in the Professional and higher categories, to take effect on 1 March 2002. Subject to their approval by the UNGA, the Governing Body authorized the Director-General to give effect to these measures by appropriate changes to the Staff Regulations.<sup>3</sup> In accordance with the practice established by the Governing Body at its 192nd Session (February-March 1974), the Director-General will report to the Governing Body on these amendments at its 285th Session (November 2002).
3. The present paper reports on the decisions taken by the UNGA at its 56th session in 2001 (A/RES/244) concerning the more important recommendations contained in the ICSC report.

<sup>1</sup> GB.282/PFA/14.

<sup>2</sup> General Assembly, Official Records, 56th session, Supplement No. 30 (A/56/30).

<sup>3</sup> GB.282/7/2 and Corr.

## Conditions of service of staff in the Professional and higher categories

### Base/floor salary scale

4. The UNGA approved an increase of 3.87 per cent in the base/floor salary scale for staff in the Professional and higher categories, with effect from 1 March 2002. This salary adjustment will be made by consolidating post adjustment points into the base salary, on a “no loss, no gain” basis. It will also result in a proportional increase in the basis for the calculation of the mobility and hardship allowance and separation payments. In approving this increase, the UNGA noted the increased number of duty stations where the post adjustment is equal or close to zero and requested the ICSC to review the methodology to ensure that purchase power equivalence was appropriately reflected.

### Evolution of the margin

5. The UNGA noted that the margin<sup>4</sup> between the net remuneration of United Nations staff in grades P.1 to D.2 in New York and that of officials in comparable positions in the United States federal civil service for 2001 was 111. It also noted that the United Nations/United States remuneration ratios ranged from 117.1 at the P.2 level to 104.4 at the D.2 level, and considered that this imbalance should be addressed in the context of the overall margin considerations established by the General Assembly.

### Other issues

6. The UNGA approved the ICSC’s recommendations for the introduction of the euro as the official currency for those emoluments, which were set in the national currencies of the 12 euro-zone countries. The converted values of the education grant for nine currency areas, and of the children’s and secondary dependant’s allowances for nine locations would be implemented as of 1 January 2002.
7. The UNGA welcomed the standards of conduct as set out in the Commission’s report.
8. The UNGA requested the Secretary-General of the United Nations, in close consultation with the Chairperson of the ICSC, to present a timetable for the implementation of the review of the strengthening of the international civil service at the main part of the 57th session of the General Assembly.
9. Submitted for information.

Geneva, 23 January 2002.

<sup>4</sup> A margin range of between 110 and 120 has been regularly reaffirmed by the General Assembly with a desirable mid-point of 115.