



SEVENTEENTH ITEM ON THE AGENDA

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

1. This paper reports on the decisions taken by the United Nations General Assembly at its 58th Session in 2003 concerning the recommendations contained in the report of the International Civil Service Commission (ICSC), of which the Governing Body was informed through the Committee in its 288th Session.¹

Hazard pay

2. In 2002, the ICSC recommended to the General Assembly that hazard pay for local staff be increased from 20 per cent of the mid-point of the local salary scale to 30 per cent of the mid-point. The General Assembly requested the ICSC to reconsider its recommendation. In 2003, the ICSC confirmed its position that the allowance be increased from 20 to 30 per cent of the mid-point. The General Assembly again requested the Commission to reconsider and decide on a smaller increase.

Base/floor salary scale

3. The base/floor salary scale was introduced in 1990 and established by reference to the corresponding net salary levels of officials in comparable positions at the base city of the comparator civil service. The scale was adjusted annually in the light of changes in the United States federal civil service scale, by consolidating post adjustment points into the base scale on a “no loss/no gain” basis. With the introduction of locality-based comparability pay in 1994, the annual review of the level of the base/floor scale was based on the nationwide pay schedule plus the locality pay for Washington. By following the adjustment procedure used since 1995 (consolidation), an 8.4 per cent adjustment of the United Nations would be necessary in order to keep the base/floor scale in line with the comparator. However, for those duty stations with a post adjustment multiplier equal or close to zero, the principle of “no loss/no gain” would not be respected, and the equivalence of purchasing power would be upset. The Commission therefore

¹ GB.288/PFA/19.

recommended that the General Assembly revert to the original adjustment procedure and use the nationwide General Schedule (excluding locality pay) as a reference point for the base/floor scale. This would result in the base/floor scale being maintained at its current level for the time being. The General Assembly approved this recommendation.

Other issues

4. The General Assembly took note of the recommendations of the ICSC on the review of the pay and benefits system, contractual arrangement and mobility which were referred to in the abovementioned Governing Body document.
5. In the past, the Office has reported on the salient points of the ICSC's annual report to the Committee at its November session and on related decisions of the General Assembly at its March session. In an effort to reduce the documentation for the Governing Body, a single report covering both the ICSC and the General Assembly will henceforth be submitted to the March session, unless there is a specific issue requiring a decision of the Governing Body at its November session.

Geneva, 30 January 2004.

Submitted for information.