

# 1658 (XVI). Base salary scales and post adjustments of the staff in the professional and higher categories of the international civil service

## A

### AMENDMENTS TO THE STAFF REGULATIONS OF THE UNITED NATIONS

*The General Assembly,*

*Having considered* the reports of the Secretary-General<sup>16</sup> together with the relevant reports of the International Civil Service Advisory Board<sup>16</sup> and the Expert Committee on Post Adjustments,<sup>17</sup> as well as the observations thereon of the Advisory Committee on Administrative and Budgetary Questions,<sup>18</sup>

*Decides that:*

1. With effect from 1 January 1962 in the case of staff in the Professional and higher categories, and from such dates as the Secretary-General may determine in the case of other staff, regulation 3.3, paragraph (b), of the Staff Regulations of the United Nations shall be amended by substituting a new table of staff assessment rates, so as to read as follows:

"The assessment shall be calculated according to the following rates:

Total assessable payments	Assessment Per cent
First \$1,000 per year.....	10
Next \$2,000 per year.....	15
Next \$3,000 per year.....	20
Next \$3,000 per year.....	25
Next \$3,000 per year.....	30
Next \$3,000 per year.....	35
Next \$4,000 per year.....	40
Next \$4,000 per year.....	45
Remaining assessable payments.....	50

"The resulting net salary may be rounded to the nearest \$10.";

2. In the case of staff whose salary scales are established in currencies other than United States dollars, the relevant amounts to which the above assessment

<sup>16</sup> *Ibid.*, agenda item 65, documents A/4823 and A/C.5/873.

<sup>17</sup> *Ibid.*, document A/4823/Add.1.

<sup>18</sup> *Ibid.*, document A/4823/Add.2.

<sup>19</sup> *Ibid.*, document A/4930.

rates apply shall be fixed at the rounded local currency equivalent of the above dollar amounts at the time the salary scales of the staff concerned are approved;

3. With effect from 1 January 1962, regulation 3.4, sub-paragraph (a)(i), of the Staff Regulations shall be amended by substituting "\$400" for "\$200", so as to read as follows:

"At \$400 per annum for a dependent wife or dependent husband and at \$300 per annum for each dependent child; or";

4. With effect from 1 January 1962, annex I to the Staff Regulations shall be amended as follows:

(a) Paragraph 1 shall be amended by substituting "\$27,000" for "\$23,000", so as to read as follows:

#### "Annex I, paragraph 1

"An Under-Secretary shall receive a salary of \$US 27,000 (subject to the Staff Assessment Plan provided in staff regulation 3.3 and to post adjustments wherever applied) and, if otherwise eligible, shall receive the allowances which are available to staff members generally";

(b) The first sentence of paragraph 3 shall be amended by substituting the words "The salary scale for a Director shall be \$20,500 rising by two biennial increments of \$900 to a maximum of \$22,300 per annum" for the words "A Director shall receive a salary of \$18,000 per annum", so as to read as follows:

#### "Annex I, paragraph 3

"The salary scale for a Director shall be \$US 20,500 rising by two biennial increments of \$900 to a maximum of \$22,300 per annum (subject to the Staff Assessment Plan provided in staff regulation 3.3 and to post adjustments wherever applied). If otherwise eligible, a Director shall receive the allowances which are available to staff members generally";

(c) Paragraph 4 shall be amended by substituting a new table of salary scales, so as to read as follows:

#### "Annex I, paragraph 4

"Except as provided in paragraph 6 of the present annex, the salary scales for staff members in the Principal Officer and Director category and in the Professional category shall be as follows (subject to the Staff Assessment Plan provided by staff regulation 3.3 and to post adjustments wherever applied):

#### "SALARY SCALES

(Subject to the Staff Assessment Plan provided by staff regulation 3.3 and to post adjustments wherever applied)

(In US dollars)

	Step											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
<i>Principal Officer and Director Category</i>												
Director .....	20,500	21,400	22,300									
Principal Officer .....	16,300	17,000	17,700	18,400	19,100	19,800	20,500					
<i>Professional Category</i>												
Senior Officer .....	14,000	14,400	14,800	15,200	15,600	16,080	16,560	17,040	17,520	18,000		
First Officer .....	11,400	11,750	12,100	12,450	12,800	13,200	13,600	14,000	14,400	14,800	15,200	
Second Officer .....	9,300	9,600	9,900	10,200	10,500	10,800	11,100	11,400	11,750	12,100	12,450	12,800
Associate Officer .....	7,500	7,750	8,000	8,250	8,500	8,750	9,000	9,300	9,600	9,900		
Assistant Officer .....	5,750	6,000	6,250	6,500	6,750	7,000	7,250	7,500	7,750			

(d) Paragraph 5 shall be amended by deleting the second sentence and amending the first sentence, so as to read as follows:

#### "Annex I, paragraph 5

"Subject to satisfactory service, salary increments within the levels set forth in paragraph 4 of the

present annex shall be awarded annually, except that any increment to a salary step above \$US18,500 shall be preceded by two years at the previous step";

(e) Paragraph 9 shall be amended by deleting the words "on 1 January 1956" after the word "Geneva", so as to read as follows:

*"Annex I, paragraph 9*

"In order to preserve equivalent standards of living at different offices, the Secretary-General may adjust the basic salaries set forth in paragraphs 1, 3 and 4 of this annex by the application of non-pensionable post adjustments, the amounts of which shall be determined on the basis of relative costs of living, standards of living and related factors at the office concerned as compared to Geneva. Such post adjustments shall not be subject to the Staff Assessment Plan and their amount shall vary by salary level as determined from time to time by the General Assembly";

5. The step at which staff in service on 1 January 1962 shall enter the new salary scales shall be determined in accordance with the proposals contained in paragraph 9 of the report of the Secretary-General;<sup>19</sup>

6. In applying paragraph 9 of annex I to the Staff Regulations as revised above:

(a) The United Nations cost-of-living index at Geneva based on 1 January 1956 shall be adjusted by 100/110, and the indices at other duty stations shall be adjusted accordingly to compensate for the consolidation of the class 3 post adjustment in the base salaries;

(b) The amounts of post adjustment for each 5 per cent variation in the cost of living above or below the new base level shall, at all the main headquarters areas and normally at all other offices, be those specified in the report of the Fifth Committee.<sup>20</sup>

*1067th plenary meeting,  
28 November 1961.*

## B

### AMENDMENTS TO THE PROVISIONS ON THE PENSIONABLE REMUNERATION OF THE STAFF

*The General Assembly*

*Decides* that its resolution 1561 (XV) of 18 December 1960 shall be amended as follows:

(a) In section I, paragraph 1 (b) (ii), substitute "1 January 1962" for "1 January 1956";

(b) In section I, paragraph 2, delete the final semicolon and add "until 31 December 1961 or, if earlier, the date of leaving the Fund";

*1067th plenary meeting,  
28 November 1961.*

### 1659 (XVI). Enlargement of the Advisory Committee on Administrative and Budgetary Questions: amendments to rules 156 and 157 of the rules of procedure of the General Assembly

*The General Assembly,*

*Recalling* its resolution 14 (I) of 13 February 1946, by which the membership of the Advisory Committee

on Administrative and Budgetary Questions was established at nine members,

*Noting* that the membership of the United Nations has increased substantially since the adoption of that resolution,

1. *Decides* to increase the membership of the Advisory Committee on Administrative and Budgetary Questions from nine to twelve members;

2. *Decides* to amend as follows rules 156 and 157 of the rules of procedure of the General Assembly:

*"Rule 156*

"The General Assembly shall appoint an Advisory Committee on Administrative and Budgetary Questions (hereinafter called the 'Advisory Committee'), with a membership of twelve, including at least three financial experts of recognized standing.

*"Rule 157*

"The members of the Advisory Committee, no two of whom shall be nationals of the same State, shall be selected on the basis of broad geographical representation, personal qualifications and experience, and shall serve for three years corresponding to three financial years, as defined in the regulations for the financial administration of the United Nations. Members shall retire by rotation and shall be eligible for reappointment. The three financial experts shall not retire simultaneously. The General Assembly shall appoint the members of the Advisory Committee at the regular session immediately preceding the expiration of the term of office of the members, or, in case of vacancies, at the next session."

*1067th plenary meeting,  
28 November 1961.*

### 1688 (XVI). Appointments to fill vacancies in the membership of the Advisory Committee on Administrative and Budgetary Questions<sup>21</sup>

*The General Assembly*

1. *Appoints* the following persons as members of the Advisory Committee on Administrative and Budgetary Questions:

Mr. Mohamed Abdel Maged Ahmed,  
Mr. Albert F. Bender,  
Mr. Alfonso Grez,  
Mr. C. H. W. Hodges,  
Mr. E. Olu Sanu,  
Mr. Dragos Serbanescu;

2. *Declares* Mr. Ahmed, Mr. Grez, Mr. Sanu and Mr. Serbanescu to be appointed for a three-year term, Mr. Bender to be appointed for a two-year term, and Mr. Hodges to be appointed for a one-year term, in each case beginning on 1 January 1962.

*1082nd plenary meeting,  
18 December 1961.*

### 1689 (XVI). Appointments to fill vacancies in the membership of the Committee on Contributions

## A

*The General Assembly*

1. *Appoints* the following persons as members of the Committee on Contributions:

<sup>19</sup> *Ibid.*, document A/4823.

<sup>20</sup> *Ibid.*, document A/4977, annex 1.

<sup>21</sup> See also resolutions 1624 (XVI) of 10 October 1961 and 1659 (XVI) of 28 November 1961.