

with Article 101, paragraph 3, of the Charter of the United Nations.

*2430th plenary meeting  
8 December 1975*

### 3418 (XXX). United Nations salary system

#### A

#### REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

*The General Assembly,*

Recalling its resolution 3042 (XXVII) of 19 December 1972, in which the International Civil Service Commission was requested to submit recommendations for action at the earliest possible date on the report of the Special Committee for the Review of the United Nations Salary System,<sup>40</sup> and also its resolution 3357 (XXIX) of 18 December 1974, in which the Commission was requested to review, as a matter of priority, the United Nations salary system,

Convinced that a good foundation has been laid for the International Civil Service Commission to perform the important tasks entrusted to it by the General Assembly,

1. Takes note with appreciation of the first annual report of the International Civil Service Commission;<sup>41</sup>
2. Invites the International Civil Service Commission to complete its work on the United Nations salary system in 1976 and to submit its final recommendations to the General Assembly at its thirty-first session;
3. Notes the plans of the International Civil Service Commission for the progressive assumption of the full functions assigned to it by its statute;<sup>42</sup>
4. Approves, having regard to the provisions of article 27 of the statute of the International Civil Service Commission and taking into account the recommendations of the Commission contained in paragraph 18 of its report,<sup>41</sup> the establishment, taking into account equitable geographical distribution, of a subsidiary body to provide expert advice to the Commission concerning the operation of the post adjustment system.

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#### B

#### INTERIM CHANGES IN THE POST ADJUSTMENT SYSTEM

*The General Assembly,*

Having considered the recommendations made by the International Civil Service Commission in paragraphs 37 to 65 of its report,<sup>43</sup>

Noting that the operation of the post adjustment system has resulted in an undue degree of differentiation in the total remuneration of staff members without dependants as compared with that of staff members with dependants, which, in the opinion of the International Civil Service Commission, constitutes a serious problem of inequity,

<sup>40</sup> Official Records of the General Assembly, Twenty-seventh Session, Supplement No. 28 (A/8728 and Corr.1).

<sup>41</sup> Ibid., Thirtieth Session, Supplement No. 30 (A/10030).

<sup>42</sup> Resolution 3357 (XXIX), annex.

<sup>43</sup> Official Records of the General Assembly, Thirtieth Session, Supplement No. 30 (A/10030).

Noting further that the International Civil Service Commission expects to include in the over-all report on its review of the United Nations salary system, which it will submit to the General Assembly at its thirty-first session, proposals to deal with this problem on a long-term basis,

Approves the recommendation of the International Civil Service Commission<sup>44</sup> that, as a temporary interim measure, with effect from 1 January 1976:

(a) At duty stations classified for the purposes of application of the post adjustment system at class 7 and below, there should be no change in the existing tables of rates of post adjustments for staff with and without dependants at the different grades and steps;

(b) At duty stations classified in class 8 and above, the present rates should continue to apply to staff members without dependants in respect of the first seven classes of post adjustment; for each class above class 7 (class 8 and above), additional payments should be made to staff members without dependants equal to the difference between the present rate (two thirds of the "with dependants" rate) and a rate of 85 per cent of the "with dependants" rate.

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### 3491 (XXX). Pattern of conferences

*The General Assembly,*

Recalling its resolutions 1202 (XII) of 13 December 1957, 1851 (XVII) of 19 December 1962, 1987 (XVIII) of 17 December 1963, 2116 (XX) of 21 December 1965, 2239 (XXI) of 20 December 1966, 2361 (XXII) of 19 December 1967, 2478 (XXIII) of 21 December 1968, 2609 (XXIV) of 16 December 1969, 2693 (XXV) of 11 December 1970, 2834 (XXVI) of 17 December 1971, 2960 (XXVII) of 13 December 1972 and 3351 (XXIX) of 18 December 1974,

1. Takes note of the report of the Committee on Conferences established by resolution 3351 (XXIX);<sup>45</sup>

2. Approves the calendar of conferences and meetings for 1976 and the tentative calendar for 1977 set forth in annexes I and II to the report of the Committee on Conferences, amended as necessary to reflect the relevant decisions of the Fifth Committee as contained in its report;<sup>46</sup>

3. Decides that the cycle of meetings and conferences shall henceforth coincide with the budgetary period and, to that end, it will approve in future a biennial programme of conferences at the same time as it approves the programme budget, subject to any changes to be made therein pursuant to decisions adopted by the General Assembly at the following session concerning the convening of additional conferences and meetings during the second half of the biennium;

4. Requests the Committee on Conferences, in the light of paragraph 11 of its report, to include in future reports the administrative and financial information on which its decisions and recommendations are based.

*2440th plenary meeting  
15 December 1975*

<sup>44</sup> Ibid., para. 64.

<sup>45</sup> Ibid., Supplement No. 32 (A/10032 and Corr.1).

<sup>46</sup> A/10480, paras. 7 and 9.