

2. *Reiterates* its appeal to subsidiary bodies to consider the application to their subsidiary bodies of criterion 6, according to which such bodies should cease to be provided with meeting records of any kind;<sup>60</sup>

3. *Reaffirms* that the Committee on the Elimination of Racial Discrimination and the International Law Commission should continue to receive records in both provisional and final form;

4. *Requests* the Secretary-General to specify, in the statement of financial implications accompanying a draft resolution calling for the establishment of a new body, which conference services are to be provided;

5. *Reaffirms* its decision<sup>61</sup> that statements may be reproduced *in extenso* only if they serve as bases for discussion and after statements of financial implications have been presented to the bodies requesting them.

103rd plenary meeting  
17 December 1976

### 31/141. Report of the International Civil Service Commission

#### A

#### SECOND ANNUAL REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

##### *The General Assembly*

1. *Takes note with appreciation* of the second annual report of the International Civil Service Commission;<sup>62</sup>

2. *Approves* the intention of the Commission to assume forthwith its functions under article 12 of its statute<sup>63</sup> regarding the salaries of the General Service category and requests it to submit its conclusions and recommendations in time to be considered by the General Assembly at its thirty-second session.

103rd plenary meeting  
17 December 1976

#### B

#### REVIEW OF THE UNITED NATIONS SALARY SYSTEM: AMENDMENTS TO THE STAFF REGULATIONS OF THE UNITED NATIONS

##### *The General Assembly,*

*Recalling* its resolutions 3042 (XXVII) of 19 December 1972, 3357 (XXIX) of 18 December 1974 and 3418 (XXX) of 8 December 1975 by which it requested the International Civil Service Commission to review, as a matter of priority, the United Nations salary system,

*Noting with satisfaction* the timely completion by the Commission of the major part of this review,

*Having considered* the report of the Commission thereon,<sup>64</sup> together with the comments transmitted by

<sup>60</sup> A/INF/31/2 and Corr.1.

<sup>61</sup> Resolution 2292 (XXII), annex, para. (b).

<sup>62</sup> *Official Records of the General Assembly, Thirty-first Session, Supplement No. 30 (A/31/30), part one.*

<sup>63</sup> Resolution 3357 (XXIX), annex.

<sup>64</sup> *Official Records of the General Assembly, Thirty-first Session, Supplement No. 30 (A/31/30), part two, and A/31/30/Add.1.*

the Secretary-General as Chairman of the Administrative Committee on Co-ordination<sup>65</sup> and those of the Advisory Committee on Administrative and Budgetary Questions.<sup>66</sup>

*Noting* the conclusions reached by the Commission as set out in chapter II of its report,<sup>64</sup>

#### I

1. *Decides* that the International Civil Service Commission, as a standing body, should keep under continual review the relationship between the levels of remuneration of the comparator civil service, at present the United States Civil Service, and the United Nations system, having due regard to all relevant factors, including the differences between the two services, and decides that at any time when the Commission considers corrective action is necessary it should either recommend such action to the General Assembly or, if urgent conservatory action is necessary between sessions of the Assembly to prevent an undue widening of the margin of United Nations remuneration over that of the comparator civil service, take appropriate measures itself within the operation of the post adjustment system;

2. *Decides* that:

(a) The equivalent of five classes of post adjustment shall be consolidated into the base salaries of the Professional and higher categories;

(b) The base of the post adjustment system shall be changed from New York at 100 as at December 1969 to New York at 100 as at November 1973;

3. *Approves* the revised scales of staff assessment rates, post adjustment rates and gross and net salaries for the Professional and higher categories as set out in the annex to the present resolution;

4. *Authorizes* temporary transitional payments, which shall not be pensionable, to be made to staff members whose remuneration under the revised scales would be less than under the existing scales, the amounts of these payments and the modalities for their gradual reduction and ultimate elimination to be determined by the Commission;

5. *Decides* that, in cases where the revised level of pensionable remuneration would be less than the level which would otherwise exist on 1 January 1977, the latter level shall be maintained temporarily until it is overtaken by the revised level;

6. *Decides* that terminal payments (termination indemnities, repatriation grants, payments in lieu of accrued annual leave, death grants) which are defined in terms of "base salary or wage" shall henceforth be defined in terms of "pensionable remuneration less staff assessment";

7. *Decides* to abolish for the Professional and higher categories the existing allowance for a dependent spouse, the prevailing amount of the allowance being incorporated into the revised base salary;

8. *Decides* to increase for the Professional and higher categories the amount of the allowance for a secondary dependant to \$300 per year;

<sup>65</sup> A/31/239.

<sup>66</sup> *Official Records of the General Assembly, Thirty-first Session, Supplement No. 8 (A/31/8 and Add.1-26), document A/31/8/Add.6.*

9. *Decides* to amend the scales of amounts of the repatriation grant for staff members of the Professional and higher categories with and without dependants as set out in the annex to the present resolution;

10. *Decides*:

(a) To revise the percentage of approved costs reimbursable under the provisions of the education grant as follows:

Expenses up to \$2,000 .....	75 per cent
Expenses between \$2,001 and \$3,000 .....	50 per cent
Expenses between \$3,001 and \$4,000 .....	25 per cent

(b) To increase the flat amount allowable for boarding expenses, in case of attendance at an educational institution outside the duty station where the institution does not provide board, to \$750;

11. *Decides* to amend the conditions and rates of the termination indemnity as set out in the annex to the present resolution;

12. *Decides* that, pending the results of further study by the Commission of the remuneration of the General Service category and to avoid in the meanwhile any reduction in the level of General Service pensionable remuneration which might result from the application to General Service salaries of the revised staff assessment rates established under paragraph 3 above for the Professional and higher categories, the existing rates of staff assessment shall continue, as a temporary measure, to apply to the General Service category;

13. *Approves* the amendments to the Staff Regulations of the United Nations necessary to give effect to the above decisions, as set out in the annex to the present resolution;

14. *Invites* the Secretary-General to make such consequential changes as are necessary in the Staff Rules and to report thereon to the General Assembly at its thirty-second session in accordance with the provisions of regulation 12.2 of the Staff Regulations;

15. *Decides* that the date of entry into effect of the above decisions shall be 1 January 1977;

## II

1. *Recommends* that the International Civil Service Commission should carry forward its study of possible further reforms in the international civil service salary system and, in that connexion, requests the Commission to report to the General Assembly on the feasibility of establishing a modified system of post adjustments, taking into account the views expressed in paragraph 229 of its report;<sup>67</sup>

2. *Notes* the intention of the Commission to pursue studies with a view to arriving at a methodology permitting comparison of "total compensation" between the comparator civil service and the United Nations salary system and requests the Commission to carry out this comparison at all levels and to report its findings to the General Assembly no later than at its thirty-third session;

3. *Requests* the Commission to re-examine, in the light of the views expressed in the Fifth Committee at the current session:

(a) The conditions for the provision of terminal payments (for example, repatriation grant, termination

indemnities), in particular on retirement, and the possibility of establishing a ceiling for the maximum aggregate of entitlements to these payments;

(b) The possible introduction of an "end-of-service" grant with particular attention to the conditions in which such payment might be justified;

(c) The need for an allowance for post-secondary education of children of expatriate staff and, in particular, the need for an allowance to cover education in countries other than the home country of the staff member;

4. *Requests* the Commission to consider and propose to the General Assembly at its thirty-second session measures by which the maximum amount of the lump sum payable to the dependent spouse or dependent child of a staff member who dies in service would be aligned on the scale for termination indemnities approved under paragraph 11 of section I above.

103rd plenary meeting  
17 December 1976

## ANNEX

### Amendments to the Staff Regulations of the United Nations

#### Regulation 3.2

Replace the second sentence in the present text of the regulation by the following:

"The amount of the grant per scholastic year for each child shall be the sum of 75 per cent of the first \$2,000 of admissible educational expenses, 50 per cent of the next \$1,000 of such expenses and 25 per cent of the next \$1,000, up to a maximum grant of \$2,250."

#### Regulation 3.3

Replace paragraph (b) by the following:

"(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 \$10,000 per year ..	12.3	17.3
Next \$2,000 per year ..	25	29.7
Next \$2,000 per year ..	28	32.7
Next \$2,000 per year ..	31	35.6
Next \$4,000 per year ..	34	39.5
Next \$4,000 per year ..	37	42.5
Next \$4,000 per year ..	40	45.5
Next \$5,000 per year ..	43	48.5
Next \$5,000 per year ..	46	51.5
Next \$5,000 per year ..	48	53.5
Next \$6,000 per year ..	50	55.5
Next \$6,000 per year ..	52	57.5
Next \$6,000 per year ..	54	59.5
Next \$7,000 per year ..	56	61.5
Next \$7,000 per year ..	58	63.5
Remaining assessable payments .....	60	64.5

"(ii) The assessment shall be calculated at the following rates for staff whose salary rates are established under paragraph 7 of annex I to the present Regulations:

<sup>67</sup> *Ibid.*, Supplement No. 30 (A/31/30), part two, and A/31/30/Add.1.

<i>Total assessable payments (US dollars)</i>	<i>Assessment (per cent)</i>
First \$1,000 per year .....	5
Next \$1,000 per year .....	10
Next \$1,000 per year .....	15
Next \$1,000 per year .....	20
Next \$6,000 per year .....	25
Next \$6,000 per year .....	30
Next \$8,000 per year .....	35
Next \$8,000 per year .....	40
Next \$8,000 per year .....	45
Remaining assessable payments .....	50

"(iii) The Secretary-General shall determine which of the scales of assessment set out in subparagraphs (i) and (ii) above shall apply to each of the groups of personnel whose salary rates are established under paragraph 6 of annex I to the present Regulations.

"(iv) In the case of staff whose salary scales are established in currencies other than United States dollars, the relevant amounts to which the assessment applies shall be fixed at the local currency equivalent of the above-mentioned dollar amounts at the time the salary scales of the staff concerned are approved."

#### *Regulation 3.4*

Replace paragraph (a) by the following:

"(a) Staff members whose salary rates are set forth in paragraphs 1 and 3 of annex I to the present Regulations shall be entitled to receive dependency allowances as follows:

"(i) At \$450 per year for each dependent child, except that the allowance shall not be paid in respect of the first dependent child if the staff member has no dependent spouse, in which case the staff member shall be entitled to the dependency rate of staff assessment under subparagraph (b) (i) of regulation 3.3;

"(ii) Where there is no dependent spouse, a single annual allowance of \$300 per year for either a dependent parent, a dependent brother or a dependent sister;"

#### ANNEX I

##### *Salary scales and related provisions*

Replace the present text of paragraph 1 by the following:

"1. The Administrator of the United Nations Development Programme, having a status equivalent to that of the executive head of a major specialized agency, shall receive a salary of \$US 99,350 per year, an Under-Secretary-General shall receive a salary of \$US 76,030 per year and an Assistant Secretary-General shall receive a salary of \$US 67,430 per year, subject to the staff assessment plan provided in staff regulation 3.3 and to post adjustments wherever applied. If otherwise eligible, they shall receive the allowances which are available to staff members generally."

Replace the present text of paragraph 3 by the following:

"3. Except as provided in paragraph 6 of the present annex, the salary scales for staff members in the Director and Principal Officer category and in the Professional category shall be as shown in the present annex."

Replace the present text of paragraph 9 by the following:

"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 and 3 of the present annex by the application of non-pensionable post adjustments based on relative costs of living, standards of living and related factors at the office concerned as compared to New York. Such post adjustments shall not be subject to staff assessment. Their amounts shall be as shown in the present annex."

Add, at the end of annex I, the following tables: