

470 (V). Salary, allowance and leave system of the United Nations

The General Assembly,

Having considered the report²⁰ and recommendations²¹ of the Secretary-General on the salary, allowance and leave system of the United Nations, together with the reports²² of the Advisory Committee on Administrative and Budgetary Questions dealing with this subject,

1. *Agrees* upon the desirability of simplifying the organization and classification of the staff in accordance with the principles²³ set forth by the Committee of Experts on Salary, Allowance and Leave Systems as endorsed by the Advisory Committee on Administrative and Budgetary Questions and by the Secretary-General;

2. *Resolves* that provisional staff regulation 16 be amended, with effect from 1 January 1951, to read as follows:

“Salaries of staff members shall be fixed by the Secretary-General in accordance with the provisions outlined in the attached annex I to the present regulations”;

3. *Resolves* that the Secretary-General shall be guided by the following principles in applying the salary provisions specified in annex I to the Provisional Staff Regulations to staff members who, on 31 December 1950, were serving under indeterminate appointment, temporary indefinite appointment or regular fixed term appointment, and who continue in service after 1 January 1951:

(i) Subject to efficiency, staff members whose salaries on 31 December 1950 are above the ceilings of the new salary levels to which their posts are assigned shall receive the difference as a pensionable personal allowance; provided, however, that such allowance shall not exceed the equivalent of three additional steps beyond the maximum of their new salary levels;

(ii) Subject to efficiency, staff members who were proceeding to a maximum in their former grades higher than the maximum of the appropriate new salary levels shall continue to receive increments on the basis of the new scales until they have reached a point equal to the maximum of their former grades or a point equivalent to three steps beyond the maximum of their new salary levels, whichever is the lower, that part of the salary which exceeds the maximum being considered as a pensionable personal allowance;

(iii) These arrangements shall have reference only to salaries (including cost-of-living adjustment) and shall not take account of remuneration received as of 31 December 1950 in the form of any other allowances;

4. *Resolves* that, subject to transition arrangements under which all eligible staff members as of 31 December 1950 will be allowed the next home leave to which they were entitled under the provisions in effect on that date, provisional staff regulation 18 be amended with effect from 1 January 1951 by the addition of the following sentences:

“Eligible staff members shall be granted home leave once in every two years. A staff member whose home country is the country of his official duty station or who continues to reside in his home country while performing his official duties shall not be eligible for home leave”;

5. *Resolves* that provisional staff regulation 30 be amended with effect from 1 January 1951 to read as follows:

“Full-time members of the staff, with the exception of those specifically excluded by resolution of the General Assembly, shall be entitled to a children's allowance of \$US200 *per annum* in respect of each child under the age of eighteen years, or, if the child is in full-time attendance at a school or a university (or similar educational institution) or is totally disabled, under the age of twenty-one years; provided that, if both parents are members of the staff of the United Nations, only one allowance will be paid in respect of each of their children; and provided further that, where the Secretary-General deems it advisable, no allowance or an allowance of an amount other than \$US200 may be paid under special circumstances, as for example, short-term assignments or assignments at duty stations where United Nations salary scales are fixed at levels varying from the Headquarters scale”;

and further that provisional staff regulation 33 be amended with effect from 1 January 1951 by substituting the words “thirteen years of age” for the words “eleven years of age” in paragraph (c);

6. *Resolves* that the Provisional Staff Regulations be amended with effect from 1 January 1951 by the addition of a new regulation 35, as follows:

“The Secretary-General shall establish a scheme for the payment of repatriation grants in accordance with the maximum rates and conditions specified in annex II to the present regulations.”

*326th plenary meeting,
15 December 1950.*

ANNEX I

Salary scales and related provisions

1. An Assistant Secretary-General shall receive a salary of \$US23,000 (subject to the staff assessment plan at the rates laid down in General Assembly resolution 239 (III) and to such changes as may be directed from time to time by the General Assembly) together with an allowance varying from \$US7,000 to \$US10,000 at the Secretary-General's discretion.

The allowances for Assistant Secretaries-General are deemed to include all representation (including hospitality) and special allowances, such as housing, education and children's allowances, but not such reimbursable allowances as travel, subsistence and removal costs upon appointment, transfer or separation from the Organization, official travel and home leave travel.

2. A Principal Director shall receive a salary of \$US17,000 rising after two years of satisfactory service to \$US18,000 (subject to the staff assessment plan at the

²⁰ See document A/1378.

²¹ See *Official Records of the General Assembly, Fifth Session, Fifth Committee, Annexes*, agenda item 39.

²² *Ibid.*, Fifth Session, *Supplements Nos. 7 and 7a*, and documents A/1312/Add.1, A/1312/Corr.1 and A/1313/Corr.1.

²³ *Ibid.*, Fourth Session, *Fifth Committee, Annex*, volume II, document A/C.5/331 and Corr.1.

rates laid down in General Assembly resolution 239 (III) and to such changes as may be directed from time to time by the General Assembly, and to salary differentials wherever applied) and if otherwise eligible shall receive the allowances which are available to staff members generally. In addition, he shall receive a representation allowance varying from \$US1,000 to \$US3,500 at the Secretary-General's discretion.

3. A Director shall receive a salary of \$US15,000 rising in two-yearly increments of \$US800 each to \$US17,400 (subject to the staff assessment plan at the rates laid down in General Assembly resolution 239 (III) and to such changes as may be directed from time to time by the General Assembly, and to salary differentials wherever applied):

time by the General Assembly, and to salary differentials wherever applied) and if otherwise eligible shall receive the allowances which are available to staff members generally. In addition, the Secretary-General is authorized at his discretion to grant in special cases a representation allowance up to an amount of \$US1,500.

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 at the rates laid down in General Assembly resolution 239 (III) and to such changes as may be directed from time to time by the General Assembly, and to salary differentials wherever applied):

SALARY SCALES

(Subject to the staff assessment plan at the rates laid down in General Assembly resolution 239 (III) and to such changes as may be directed from time to time by the General Assembly and to salary differentials wherever applied)

	Step I \$US	Step II \$US	Step III \$US	Step IV \$US	Step V \$US	Step VI \$US	Step VII \$US	Step VIII \$US	Step IX \$US	\$US Step X
<i>Principal Officer and Director Category</i>										
Principal Director	17,000	18,000								
Director	15,000	15,800	16,600	17,400						
Principal Officer	13,330	14,000	14,670	15,400	16,200	17,000				
<i>Professional Category</i>										
Senior Officer	11,310	11,690	12,080	12,500	13,000	13,500	14,000	14,500	15,000	
First Officer	9,140	9,460	9,790	10,150	10,540	10,920	11,310	11,690	12,080	12,500
Second Officer	7,330	7,600	7,870	8,180	8,500	8,820	9,140	9,460	9,790	10,150
Associate Officer	5,750	6,000	6,270	6,530	6,800	7,070	7,330	7,600	7,870	
Assistant Officer	4,250	4,500	4,750	5,000	5,250	5,500	5,750	6,000		

5. Salary increments within the levels set forth in paragraph 4 of the present annex shall be awarded annually on the basis of satisfactory service, provided that the period of satisfactory service required for increments at the Director and Principal Director levels shall be two years.

6. The Secretary-General shall determine the salary rates to be paid to personnel specifically engaged for conferences and other short term service, to consultants, to field service personnel, and to technical assistance experts and social welfare advisers.

7. The Secretary-General shall fix the salary scales for staff members in the General Service category and the salary or wage rates for manual workers, normally on the basis of the best prevailing conditions of employment in the locality of the United Nations office concerned, provided that the Secretary-General may, where he deems it appropriate, establish rules and salary limits for payment of a non-resident's allowance to General Service staff members recruited from outside the local area.

8. The Secretary-General shall establish rules under which an extra payment may be paid to General Service staff members who pass an appropriate test and demonstrate continued proficiency in the use of two or more official languages, such payment to be the equivalent of an additional step increment which would continue beyond the maximum of the salary level of the staff member concerned.

9. The Secretary-General may adjust the basic salary rates provided in paragraphs 1, 2, 3 and 4 for duty stations away from Headquarters, by the application of salary differentials which take into account relative costs of living, standards of living and related factors; provided that initial differentials shall be not less than 5 per

cent with minimum adjustments in multiples of 5 per cent, and provided further that these differentials shall be applied to only 75 per cent of base salaries.

ANNEX II

Repatriation grant

In principle, the repatriation grant shall be payable to staff members whom the Organization is obligated to repatriate, except those terminated by summary dismissal. Detailed conditions and definitions relating to eligibility shall be determined by the Secretary-General. The amount of the grant shall vary with the length of service with the United Nations (exclusive of periods when an expatriation allowance was received). The maximum rates payable shall be as follows:

Years of continuous service away from home country	Staff member with neither a wife, dependent husband nor dependent child at time of separation (Weeks of salary)	Staff member with a wife, dependent husband or child at time of separation (Weeks of salary)
After 2 years	4	8
" 3 "	5	10
" 4 "	6	12
" 5 "	7	14
" 6 "	8	16
" 7 "	9	18
" 8 "	10	20
" 9 "	11	22
" 10 "	12	24
" 11 "	13	26
" 12 "	14	28

The maximum grant payable under this plan shall be \$US2,500 net for a staff member without dependants and \$US5,000 net for a staff member with dependants.