

#### 41/207. United Nations common system: report of the International Civil Service Commission

*The General Assembly,*

*Having considered* the twelfth annual report of the International Civil Service Commission,<sup>48</sup>

*Recalling* the establishment of the Commission by General Assembly resolution 3357 (XXIX) of 18 December 1974 for the regulation and co-ordination of the conditions of service of the United Nations common system,

*Taking into account* the differences in the nature and functions of the international civil service and the comparator civil service,

### I

*Noting* that, as regards the broad principles for the determination of the conditions of service of the staff, the role of the International Civil Service Commission, under article 10 (a) of its Statute,<sup>49</sup> is to make recommendations to the General Assembly,

*Recalling* that by its resolution 40/244 of 18 December 1985, the General Assembly approved the range of 110 to 120, with a desirable mid-point of 115, for the net remuneration margin, on the understanding that the margin would be maintained at a level around the desirable mid-point of 115 over a period of time, and considering that the margin range should be maintained for some time,

*Noting* that in its discussions in 1986 on recommendations ultimately to be placed before the General Assembly, the Commission, *inter alia*, agreed that remuneration comparisons should be carried out on the basis of the net remuneration of the two civil services in New York, and that the cost-of-living differential between New York and Washington, D.C., should not be taken into account in margin calculations,<sup>50</sup>

*Noting also* that in paragraph 70 of its report,<sup>48</sup> the Commission noted that the decisions made at its twenty-fourth session would result in significant changes in the margin calculation methodology, the level of the margin and the margin range itself,

*Noting* that the Commission, when reporting on the margin, has always taken into account the cost-of-living differential between Washington, D.C., and New York,

*Requests* the International Civil Service Commission to review, taking into account the views expressed at the current session of the General Assembly,<sup>51</sup> the issues dealt with in paragraphs 69 (b) and 69 (c) of its report,<sup>48</sup> and to submit to the Assembly at its forty-second session its recommendations on the methodology for calculating the margin based on net remuneration;

### II

1. *Requests* the International Civil Service Commission to examine the total entitlements (salaries and other conditions of service) of both services with a view to determining the feasibility and usefulness of a comparison and to report thereon to the General Assembly at its forty-second session;

<sup>48</sup> *Official Records of the General Assembly, Forty-first Session, Supplement No. 30 (A/41/30 and Corr.1 and 2)*

<sup>49</sup> Resolution 3357 (XXIX), annex

<sup>50</sup> See *Official Records of the General Assembly, Forty-first Session, Supplement No. 30 (A/41/30 and Corr.1 and 2)*, paras. 69 (b) and 69 (c)

<sup>51</sup> *Ibid.*, *Forty-first Session, Fifth Committee, 23rd to 26th, 28th and 44th meetings and corrigendum*

2. *Approves*, with effect from 1 April 1987, for staff in the Professional and higher categories, the revised scale of staff assessment, the revised base salary scale and the scale of separation payments, as contained in annexes I, X and XI of the report of the Commission<sup>48</sup> and consequently approves, with effect from 1 April 1987, the amendments to the Staff Regulations of the United Nations, as set forth in the annex to the present resolution, to replace, for staff in the Professional and higher categories, the present scale of net and gross salaries and the scale of staff assessment;

### III

1. *Approves*, with effect from 1 January 1987, the introduction of the revised scale of staff assessment for staff in the General Service and related categories, as well as the manner of application, including the transitional arrangements, as recommended by the International Civil Service Commission in paragraphs 139 and 140 and annex XIII of its report,<sup>48</sup>

2. *Approves*, with effect from 1 January 1987, the amendments to the Staff Regulations of the United Nations, as set forth in the annex to the present resolution, to replace the present scale of staff assessment for staff in the General Service and related categories;

### IV

1. *Takes note* of the recommendations of the International Civil Service Commission contained in paragraph 209 of its report,<sup>48</sup> outlining measures for the recruitment of women;

2. *Invites* each organization of the common system to collect and analyse statistics regarding the relative time spent by women and men in each grade of the Professional and higher categories and to submit to the Commission proposals for removing obstacles to equality in promotion prospects for women and men and invites the Commission to co-ordinate these proposals with a view to making recommendations to the General Assembly at its forty-third session and to other legislative organs of the common system;

### V

1. *Requests* the International Civil Service Commission to report to the General Assembly at its forty-second session on further progress in performance appraisal and the recognition of merit of staff;

2. *Reiterates its request* to the Commission to undertake a study of the mobility of Professional staff in the United Nations common system, including the frequency and average length of their assignments at different duty stations, and to report thereon to the General Assembly at its forty-second session;

### VI

1. *Recalls* section IV of its resolution 40/244, concerning the maintenance and strengthening of the United Nations common system;

2. *Requests* the Secretary-General, in his capacity as Chairman of the Administrative Committee on Co-ordination, and, through him, the other executive heads of organizations participating in the United Nations common system, to ensure that all necessary measures are taken to promote uniform and co-ordinated action in the common system regarding conditions of service;

3. *Stresses* the importance of ensuring that the governing organs of the specialized agencies do not take, on matters of concern to the common system, positions conflicting with those taken by the General Assembly;

4. *Requests* the International Civil Service Commission to continue reporting on the implementation of its decisions and recommendations by participating organizations;

5. *Requests*, through the Secretary-General, the executive heads of organizations participating in the United Nations common system to inform their respective governing bodies of the present resolution.

*101st plenary meeting  
11 December 1986*

#### ANNEX

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

##### Regulation 3.3

Replace subparagraphs (i) and (ii) of paragraph (b) by the following text:

“(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 nei- ther a dependent spouse nor a dependent child
First \$15 000 per year.	10.0	14.0
Next \$5 000 per year .	25.0	32.5

Next \$5 000 per year	28.0	33.8
Next \$5 000 per year .	30.0	35.8
Next \$5 000 per year .	32.0	38.1
Next \$10 000 per year.	34.0	40.3
Next \$10 000 per year.	36.0	42.7
Next \$10 000 per year.	38.0	44.0
Next \$15 000 per year.	40.0	46.6
Next \$20 000 per year .	42.0	52.1
Remaining assessable payments . . . . .	44.0	53.5

“(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:

Total assessable payments (US dollars)	Assessment (per cent)
First \$2 000 per year	11
Next \$2 000 per year	14
Next \$2 000 per year	17
Next \$2 000 per year .	20
Next \$4 000 per year .	22
Next \$4 000 per year	24
Next \$4 000 per year	26
Next \$6 000 per year	28
Next \$6 000 per year	30
Next \$6 000 per year	32
Next \$8 000 per year .	34
Remaining assessable payments . . . . .	36”

#### ANNEX I TO THE STAFF REGULATIONS

##### Salary scales and related provisions

1. In paragraph 1, the salary figures for an Under-Secretary-General and an Assistant Secretary-General shall read \$US 94,802 and \$US 85,609, respectively.

2. Replace the first table in annex I by the following table:

SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT

(In US dollars)

(Effective 1 April 1987)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
<b>Under-Secretary-General</b>													
USG Gross	94 802												
Net D	64 535												
Net S	58 290												
<b>Assistant Secretary-General</b>													
ASG Gross	85 609												
Net D	59 203												
Net S	53 887												
<b>Director</b>													
D-2 Gross	69 093	70 819	72 561	74 336									
Net D	49 406	50 441	51 487	52 552									
Net S	45 376	46 297	47 228	48 175									
<b>Principal Officer</b>													
P-1 Gross	59 373	60 972	62 551	64 140	65 739	67 340	68 895						
Net D	43 461	44 453	45 432	46 417	47 393	48 354	49 287						
Net S	40 039	40 934	41 819	42 708	43 585	44 440	45 270						
<b>Senior Officer</b>													
S-3 Gross	57 918	54 003	55 261	56 511	57 778	59 023	60 276	61 521	62 775	64 016			
Net D	39 290	40 112	40 912	41 687	42 472	43 244	44 021	44 793	45 571	46 340			
Net S	36 282	37 019	37 736	38 436	39 146	39 843	40 545	41 242	41 944	42 639			
<b>First Officer</b>													
F-4 Gross	42 356	43 575	44 795	46 038	47 313	48 518	49 718	50 918	52 178	53 455	54 686	55 901	
Net D	32 605	33 409	34 215	35 014	35 830	36 602	37 369	38 137	38 944	39 761	40 549	41 308	
Net S	30 282	31 009	31 738	32 455	33 185	33 876	34 563	35 251	35 973	36 705	37 410	38 095	
<b>Second Officer</b>													
S-2 Gross	34 329	35 480	36 625	37 736	38 877	40 040	41 202	42 340	43 377	44 398	45 448	46 500	47 573
Net D	27 294	28 067	28 822	29 556	30 309	31 077	31 843	32 594	33 279	33 953	34 637	35 310	35 997
Net S	25 475	26 177	26 860	27 523	28 205	28 899	29 593	30 272	30 891	31 501	32 117	32 719	33 334
<b>Associate Officer</b>													
A-2 Gross	27 608	28 533	29 451	30 382	31 337	32 284	33 239	34 181	35 136	36 117	37 082		
Net D	22 675	23 323	23 965	24 610	25 259	25 903	26 553	27 193	27 840	28 487	29 124		
Net S	21 259	21 853	22 443	23 031	23 623	24 209	24 800	25 383	25 971	26 557	27 133		
<b>Assistant Officer</b>													
A-1 Gross	20 953	21 816	22 690	23 542	24 408	25 282	26 192	27 056	27 905	28 725			
Net D	17 936	18 557	19 187	19 800	20 424	21 047	21 684	22 289	22 883	23 458			
Net S	16 906	17 477	18 056	18 620	19 193	19 766	20 350	20 905	21 450	21 976			

D = Rate applicable to staff members with a dependent spouse or child.  
S = Rate applicable to staff members with no dependent spouse or child.