



## TWELFTH ITEM ON THE AGENDA

### **Decisions of the United Nations General Assembly on the report of the International Civil Service Commission**

1. At the Governing Body's 279th Session (November 2000), the Director-General informed the Programme, Financial and Administrative Committee<sup>1</sup> of the principal recommendations made by the International Civil Service Commission (ICSC) in its annual report for 2000 to the United Nations General Assembly (UNGA)<sup>2</sup> and their financial implications concerning officials' conditions of service
2. On the recommendation of the Committee, the Governing Body accepted the recommendations of the ICSC, subject to their approval by the UNGA, concerning increases in salary scales (as well as consequential increases in related allowances/payments) for staff in the Professional and higher categories, to take effect on 1 March 2001. Subject to their approval by the UNGA, the Governing Body authorized the Director-General to give effect to these measures by appropriate changes to the Staff Regulations.<sup>3</sup> In accordance with the practice established by the Governing Body at its 192nd Session (February-March 1974), the Director-General will report to the Governing Body on these amendments at its 282nd Session (November 2001).
3. The present paper reports on the decisions taken by the UNGA at its Fifty-fifth Session in 2000 (resolution 55/223 of 22 December 2000) concerning the more important recommendations contained in the ICSC report.

<sup>1</sup> GB.279/PFA/14.

<sup>2</sup> General Assembly, Official Records, Fifty-fifth Session, Supplement No. 30 (A/55/30).

<sup>3</sup> GB.279/10/2(Corr.)

## Conditions of service of staff in the Professional and higher categories

### (a) *Base/floor salary scale*

4. The UNGA approved an increase of 5.1 per cent in the base/floor salary scale for staff in the Professional and higher categories, with effect from 1 March 2001. This salary adjustment will be made by consolidating post adjustment points into the base salary on a “no loss, no gain” basis. It will also result in a proportional increase in the basis for the calculation of the mobility and hardship allowance and separation payments. In approving this increase, the UNGA requested the ICSC, in the context of the review of the pay and benefits system, to review the linkage between the base/floor salary scale and the mobility and hardship allowance.

### (b) *Family allowances for staff in the Professional and higher categories*

5. The UNGA approved an increase of 11.89 per cent in the children’s allowance, including the allowance for disabled children, and in the secondary dependant’s allowance.

### (c) *Education grant*

6. Proposed increases in the maximum reimbursement levels in five currency areas were also approved by the UNGA, to take effect from the school year in progress on 1 January 2001.

## Other issues

7. The UNGA welcomed with appreciation the work of the ICSC as regards the preparation of an *integrated framework for human resources management*, which it considered would assist organizations of the common system to carry forward human resources management reforms.
8. The ICSC’s decision to move forward during 2001-02 with a review of *the pay and benefits system* applying within the common system was noted by the General Assembly.
9. As regards the ICSC’s work on *revised standards of conduct* for international civil servants, the UNGA urged the organizations to reach consensus on the standards in sufficient time to enable the ICSC to finalize the text to be submitted to the General Assembly at its Fifty-sixth Session. It also emphasized that the proposed standards should ensure that common system staff should uphold the principles of integrity, impartiality and independence.

Geneva, 12 February 2001.