Resolution adopted by the General Assembly

[on the report of the Fifth Committee (A/55/709)]

55/223. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the report of the International Civil Service Commission for the year 2000\(^1\) and the statement submitted by the Secretary-General on the administrative and financial implications of the decisions and recommendations contained in the report of the Commission,\(^2\)

Reaffirming its commitment to a single unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument to secure staff of the highest standards of efficiency, competence and integrity for the international civil service, as stipulated under the Charter of the United Nations,

Reaffirming the central role of the Commission in the regulation and coordination of the conditions of service of the United Nations common system,

Reaffirming also the statute of the Commission,

I

Conditions of service applicable to both categories of staff

A. Framework for human resources management


1. Welcomes with appreciation the work of the Commission with regard to the integrated framework for human resources management, which would assist organizations of the common system to carry forward human resources management reforms;


\(^2\) A/55/629.
2. Endorses the conclusions of the Commission as contained in paragraph 19 of its report;¹

3. Requests the Commission to use the integrated framework as a guide to its future programme of work as contained in paragraph 18 of its report;¹

4. Encourages the organizations of the United Nations common system to use the integrated framework as a basis for their future work in human resources policies and procedures and to bring it to the attention of their governing bodies;

B. Standards of conduct for the international civil service

Recalling its resolutions 52/252 of 8 September 1998 and 54/238,

Takes note of the decisions of the Commission contained in paragraph 31 of its report,¹ urges organizations to reach consensus on the draft standards of conduct for the international civil service in sufficient time so as to enable the Commission to finalize the text to be submitted to the General Assembly at its fifty-sixth session, and emphasizes that the proposed standards should ensure that the staff uphold the principles of integrity, impartiality and independence;

C. Review of pay and benefits system

Recalling its resolutions 51/216, 52/216 and 53/209,

1. Takes note of the work of the Commission in respect of the review of the pay and benefits system in the context of the integrated framework for human resources management;

2. Takes note also of the decision of the Commission to move forward with the review of the pay and benefits system in accordance with the modalities described in annex III to its report;¹

D. Recognition of language knowledge

Recalling section II.E of its resolution 48/224 of 23 December 1993 and section II.B of its resolution 53/209,

Takes note of the decision of the Commission to address the issue of recognition of language knowledge within the context of the comprehensive review of the pay and benefits system;

E. Education grant

Recalling section III.C of its resolution 54/238, by which it requested the Commission to complete the review of the methodology for the education grant and report the results to the General Assembly at its fifty-fifth session,

1. Takes note of the decisions and recommendations of the Commission in respect of the review of the methodology for the education grant as contained in paragraph 81 of its report;¹

2. Urges the organizations of the United Nations common system to harmonize their rules and regulations to ensure that the education grant is treated as a benefit payable to internationally recruited staff with expatriate status only;
3. Approves increases in the maximum reimbursement levels in five currency areas, as well as other adjustments to the management of expenses under the education grant, as contained in paragraph 93 of its report;¹

4. Takes note of the decisions of the Commission as contained in paragraphs 94 and 95 of its report;¹

F. Common scale of staff assessment

Recalling its resolutions 48/225 of 23 December 1993 and 51/216, Takes note of the decisions of the Commission as contained in paragraph 102 of its report;¹

II

Conditions of service of staff in the Professional and higher categories

A. Noblemaire principle and its application

Recalling its resolution 44/198 of 21 December 1989 and other relevant resolutions,

1. Reaffirms the continued application of the Noblemaire principle;

2. Also reaffirms the need to continue to ensure the competitiveness of the conditions of service of the United Nations common system;

B. Grade equivalencies between the United States federal civil service and the United Nations common system

Recalling section I.A of its resolution 50/208 of 23 December 1995,

1. Takes note of the updated grade equivalency study undertaken in 2000 by the Commission with the United States federal civil service;

2. Also takes note of the decisions of the Commission in respect of the grade equivalency study undertaken in 2000 with the comparator civil service as contained in paragraph 149 of its report;¹

C. Evolution of the margin

Recalling section I.B of its resolution 52/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as “the margin”),

Recalling also section IX, paragraph 3, of its resolution 46/191 A of 20 December 1991, in which it requested the Commission to include in its work a review of the differences between the United Nations and the United States net remuneration at individual grade levels,
1. *Notes* that the margin between the net remuneration of United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service for 2000 is 113.3, based on the results of the grade equivalency study between the United Nations and the United States carried out in 2000;

2. *Also notes* from annex V to the report of the Commission that the United Nations/United States remuneration ratios range from 119.9 at the P-2 level to 105.5 at the D-2 level, and considers that this imbalance should be addressed in the context of the overall margin considerations established by the General Assembly;

**D. Base/floor salary scale**

*Recalling* section I.H of its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

1. *Approves*, with effect from 1 March 2001, the revised base scale of gross and net salaries for staff in the Professional and higher categories, contained in the annex to the present resolution;

2. *Requests* the Commission, in the context of the review of the pay and benefits system, to review the firm linkage between the base/floor salary scale and the mobility and hardship allowance;

**E. Dependency allowances**

*Recalling* section II.F, paragraph 2, of its resolution 47/216 of 23 December 1992, in which it noted that the Commission would review the level of dependency allowances every two years,

*Recalling also* section I.F, paragraph 4, of its resolution 53/209, in which it requested the Commission to examine the methodology, rationale and scope of the allowances,

*Noting* that the review of dependency allowances carried out by the Commission reflected relevant changes in tax abatement and social legislation at the seven headquarters duty stations since 1998,

1. *Takes note* of the decision of the Commission with regard to the methodology, rationale and scope of the allowances;

2. *Approves*, with effect from 1 January 2001, an increase of 11.89 per cent in the children’s allowance, including that for disabled children, and in the secondary dependant’s allowance;

3. *Takes note* of the updated list of hard-currency duty stations for which the allowances are specified in local currency, as contained in annex VIII to the report of the Commission;

4. *Notes* that dependency allowances payable to eligible United Nations common system staff should be reduced by the amount of any direct payments received from a Government in respect of dependants;
F. Post adjustment matters

Recalling its request in section II.G of its resolution 48/224 regarding the conduct of place-to-place surveys at headquarters duty stations,

1. Welcomes the review of the operation of the post adjustment system carried out by the Commission;

2. Takes note of the decisions reached by the Commission as contained in paragraph 157 of its report.\(^1\)

III

Conditions of service of the General Service and other locally recruited categories

A. Survey of best prevailing conditions of employment in New York and Montreal

Recalling section II.A of its resolution 52/216, in which it reaffirmed that the Flemming principle should continue to serve as the basis for determining the conditions of service of the General Service and related categories and endorsed the revised methodology for surveys of best prevailing conditions of employment for these categories,

Takes note of the results of the salary surveys conducted in New York and Montreal, as reported in chapter V of the report of the Commission.\(^1\)

B. Review of the headquarters salary survey methodology: decisions of the International Labour Organization Administrative Tribunal regarding the phasing out of the language factor in Rome and Vienna

Recalling section III, paragraph 2, of its resolution 47/216 and section II.E of its resolution 48/224,

Takes note of the decision of the Commission with regard to the treatment of the language factor, as contained in paragraph 192 of its report.\(^1\)

IV

Strengthening the international civil service

Decides to defer consideration of the reports of the Secretary-General\(^3\) with a view to taking a decision on strengthening the international civil service at the first part of its resumed fifty-fifth session.

89th plenary meeting
23 December 2000

\(^3\) A/55/526 and A/54/483.
### Annex

**Salary scale for staff in the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment**

(United States dollars)

**Effective 1 March 2001**

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

* This scale will be implemented in conjunction with a consolidation of 5.1 per cent of post adjustment. There will be consequential adjustments in post adjustment indices and multipliers at all duty stations effective 1 March 2001. Thereafter, changes in post adjustment classifications will be implemented on the basis of the movements of the consolidated post adjustment indices.