To: Chairs, Member Associations/Unions
   Members of the Executive Committee
   Chairs, Members with Associate Status
   Chairs, Associations with Consultative Status
   Presidents, Federations with Observer Status
   Chairs and Vice-Chairs of Standing Committees
   Participants and Guests of the 73rd FICSA Council

From: Evelyn Kortum, General Secretary

Dear colleagues,

Please take due note of the above-mentioned resolutions from the United Nations General Assembly (UN GA) reproduced below including the communication of the ICSC Chair, Larbi Djacta.
General Assembly resolutions 74/255A and 74/255B on the United Nations common system

1. At its 52nd plenary meeting of its seventy-fourth session held on 27 December 2019, the United Nations General Assembly adopted, without a vote and without amendment, draft resolutions A/C.5/74/L.3 and A/C.5/74/L.4 under item 142 of its agenda entitled “United Nations Common System”, which became resolution 74/255A and 74/255B, respectively. While the full text of the resolutions is attached to this circular, I would like to draw your attention to some of the Assembly’s decisions and requests emanating from those resolutions.

2. In its resolution 74/255A, the General Assembly reaffirmed the authority of the International Civil Service Commission (ICSC) to continue to establish post adjustment multipliers for duty stations, under Article 11(c) of the Commission’s Statute. In this context, the Assembly expressed its concern over the inconsistencies in the application of the 2016 post adjustment results in Geneva and urged the member organizations of the United Nations common system to cooperate fully with the Commission in line with its Statute to restore consistency and unity of the post adjustment system as a matter of priority and as early as practicable.

Base/floor salary scale

3. In its resolution 74/255B, the General Assembly approved a 1.21 per cent adjustment of the unified base/floor scale as recommended by the Commission. The updated salary scale effective as of 1 January 2020, together with the revised pay points for previously existing steps is attached to this memorandum. This is a no-loss/no-gain adjustment of the scale. The memorandum announcing the
corresponding new post adjustment multipliers will be sent out, shortly, separately in the middle of January and will be posted on our website.

**UN/US margin management**

4. The General Assembly reaffirmed its understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time and recalled its decision that the Commission should take appropriate action through the operation of the post adjustment system if the margin trigger levels of 113 or 117 were breached.

**Hardship allowance**

5. The General Assembly took note of the Commission’s decision to increase the hardship allowance by 2 per cent, effective 1 January 2020. The new amounts can be found in Annex VII of the Commission’s Annual Report for 2019, but are also attached to this circular, for ease of reference.

**Mobility incentive**

6. The Assembly took note of the Commission’s decision to increase the amounts of the mobility incentive, effective 1 January 2020. The new amounts can be found in paragraph 142 of the ICSC annual report but are also reproduced in the annex to this circular.

7. The Assembly also urged the Commission to conduct a thorough review of the purpose, effectiveness and efficiency of the current mobility incentive programme in encouraging mobility of staff to field duty stations, and to provide a detailed outcome of the review in its annual report for 2021.

**Performance management**

8. The General Assembly urged the organizations to continue to abide by the principles and guidelines for performance appraisal and management for the recognition of different levels of performances, which the Assembly had approved in its resolution 72/255, and requested the Commission to report on their implementation to the Assembly at its seventy-fifth session.

**Education grant**

9. The General Assembly decided to defer its consideration of the Commission’s recommendation concerning the sliding reimbursement scale and the boarding lump sum under the education grant scheme and requested the Commission to provide a detailed review on these items, taking into account a maximum amount per household, in its next annual report for 2020.

10. I wish all of you a happy, healthy and productive 2020.
United Nations common system

The General Assembly,


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,

Emphasizing the importance of, and benefits derived from, maintaining a coherent and unified United Nations common system,

Reiterating its call for all organizations of the United Nations common system to cooperate with the International Civil Service Commission on matters relating to salaries, allowances and conditions of service,

Expressing its concern over the inconsistencies in the application of the 2016 post adjustment results at the Geneva duty station of the United Nations common system,
1. Reaffirms the authority of the International Civil Service Commission to continue to establish post adjustment multipliers for duty stations in the United Nations common system, under article 11 (c) of the statute of the Commission;¹

2. Recalls that, in its resolutions 44/198 and 45/259, it abolished the post adjustment scales mentioned in article 10 (b) of the statute of the Commission, and reaffirms the authority of the Commission to continue to take decisions on the number of post adjustment multiplier points per duty station, under article 11 (c) of its statute;

3. Urges the member organizations of the United Nations common system to cooperate fully with the Commission in line with its statute to restore consistency and unity of the post adjustment system as a matter of priority and as early as practicable;

4. Recalls its resolution 41/207 of 11 December 1986, and reaffirms 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;

5. Also recalls its resolution 48/224, reiterates its request that the executive heads of organizations of the common system consult with the Commission in cases involving recommendations and decisions of the Commission before the tribunals in the United Nations system, and once again urges the governing bodies of the organizations to ensure that the executive heads comply with that request.

¹ Resolution 3357 (XXIX), annex.
Seventy-fourth session
Fifth Committee
Agenda item 142
United Nations common system

Draft resolution submitted by the Chair of the Committee following informal consultations

United Nations common system

The General Assembly,


Having considered the report of the International Civil Service Commission for the year 2019,1

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,

1. Takes note with appreciation of the work of the International Civil Service Commission;

2. Welcomes the report of the Commission for 2019;¹

3. Reaffirms the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;²

² Resolution 3357 (XXIX), annex.
4. Recalls articles 10 and 11 of the statute of the Commission, and reaffirms the central role of the Commission in regulating and coordinating conditions of service and entitlements for all staff serving in the organizations of the United Nations common system;

5. Notes with concern that with regard to the mandatory age of separation for staff having joined the organizations prior to 1 January 2014, while many of the organizations have implemented the mandatory age of separation as approved, some organizations have decided to use different implementation dates;

6. Reiterates its request to the Commission to recommend measures to address non-compliance with the decisions and recommendations of the Commission and to report thereon to the General Assembly at its seventy-fifth session;

7. Expresses concern at the application of two concurrent post adjustment multipliers in the United Nations common system at the Geneva duty station, urges the Commission and Member organizations to uphold the unified post adjustment multiplier for the Geneva duty station under Article 11(c) of the statute as a matter of priority, and requests the Commission to report on the matter to the General Assembly at its seventy-fifth session;

8. Notes with concern that organizations of the United Nations common system face the challenge of having two independent administrative tribunals with concurrent jurisdiction among the organizations of the United Nations common system, as highlighted in the report of the Commission,1 and requests the Secretary-General, in his capacity as chair of the United Nations System Chief Executives Board for Coordination, to conduct a review of the jurisdictional setup of the United Nations Common System, submit information on findings and proffer recommendations to the General Assembly as soon as practicable;

9. Invites the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to undertake every effort to ensure that decisions of the General Assembly are implemented in full and without undue delay across the common system;

10. Invites the Commission to carry out a needs assessment for its communication and legal expertise functions within its secretariat and in relation to its work and engagement with all relevant stakeholders and to present proposals in its next report;

I

Conditions of service applicable to both categories of staff

Reaffirming paragraph 1 of section I.B of its resolution 72/255, in which it approved the principles and guidelines for performance appraisal and management for the recognition of different levels of performance, urges the organizations to continue to abide by these principles and guidelines, and requests the Commission to report on their implementation to the General Assembly at its seventy-fifth session;

II

Conditions of service of staff in the Professional and higher categories

A. Base/floor salary scale

Recalling 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),

Approves, with effect from 1 January 2020, as recommended by the Commission in paragraph 63 of its annual report, the revised base/floor scale and pay protection points for staff in the Professional and higher categories, as contained in annex IV to that report;
B. Evolution of the margin and margin management around the desirable midpoint

Recalling section 1.B of its resolution 51/216 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"),

1. Reaffirms that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. Notes that the margin between net remuneration of the 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 in Washington, D.C., for the period from 1 January to 31 December 2019 is 113.4;

3. Recalls its decision contained in resolution 70/244 that, if the margin trigger levels of 113 or 117 are breached, the Commission should take appropriate action through the operation of the post adjustment system;

4. Notes the Commission’s decision to continue monitoring the level of the margin and to take the necessary corrective action under the operation of the post adjustment system should the trigger levels of 113 or 117 be breached;

C. Education grant

Decides to defer the consideration of the recommendations of the International Civil Service Commission on the sliding reimbursement scale and the boarding lump sum and requests the Commission to provide a detailed review on the scale and the level of the boarding lump sum, taking into consideration a maximum amount per household, in its next report;

D. Hardship allowance

Notes the decision of the Commission, in accordance with article 11 (b) of the statute of the Commission, to increase the amount of hardship allowance by 2 per cent with effect from 1 January 2020 in accordance with article 11 (b) of the statute of the Commission;

F. Mobility incentive

1. Notes the decision of the Commission, in accordance with article 11 (b) of the statute of the Commission, to set the lower limit of the mobility incentive to 6,700 dollars per year and apply the resulting matrix as outlined in paragraph 142 of the annual report, with effect from 1 January 2020;

2. Notes paragraph 144 of the annual report of the Commission on its plan for review of the mobility incentive in 2021 and urges the Commission to conduct a thorough review of the purpose, effectiveness and efficiency of the current mobility incentive programme in encouraging mobility of staff to field duty stations and provide detailed outcome of the review in its report in 2021;

3. Encourages organizations of the United Nations common system to consider the application of alternative administrative measures to incentivize staff mobility, including non-financial incentives, to promote staff mobility.
Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment (effective 1 January 2020)*

(Unit Goods dollars)

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<tr>
<th>Level</th>
<th>Gross</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
<th>VI</th>
<th>VII</th>
<th>VIII</th>
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<th>X</th>
<th>XI</th>
<th>XII</th>
<th>XIII</th>
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<td></td>
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<tr>
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<td>158</td>
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<td>94</td>
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<td>79</td>
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<td>923</td>
<td>65</td>
<td>402</td>
<td>66</td>
<td>884</td>
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<td>P-2</td>
<td>Gross</td>
<td>58</td>
<td>414</td>
<td>60</td>
<td>157</td>
<td>61</td>
<td>897</td>
<td>63</td>
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<td>191</td>
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<td>133</td>
<td>46</td>
<td>487</td>
<td>47</td>
<td>841</td>
<td>49</td>
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<td>599</td>
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<td>832</td>
<td>41</td>
<td>955</td>
<td>43</td>
<td>080</td>
<td>44</td>
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Abbreviations: ASG, Assistant Secretary-General; USG, Under-Secretary-General.
* The normal qualifying period for in-grade movement between consecutive steps is one year. The shaded steps in each grade require two years of qualifying service at the preceding step.
Pay protection points for staff whose salaries are higher than the maximum salaries on the unified salary scale (effective 1 January 2020)

(United States dollars)

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<td>Gross</td>
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<td>95 911</td>
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<td>Gross</td>
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<td>80 208</td>
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<td>P-2</td>
<td>Gross</td>
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<td>Net</td>
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<tr>
<td>P-1</td>
<td>Gross</td>
<td>63 908</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Net</td>
<td>52 070</td>
<td>-</td>
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</table>
Revised annual amounts of the hardship allowance  
(effective 1 January 2020)

(United States dollars)

| Hardship category of duty station | Group 1  
(P-1 to P-3) | Group 2  
(P-4 and P-5) | Group 3  
(D-1 and above) |
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<td>B</td>
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<td>8 300</td>
</tr>
<tr>
<td>C</td>
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<td>13 040</td>
<td>15 410</td>
</tr>
<tr>
<td>D</td>
<td>14 230</td>
<td>16 610</td>
<td>18 960</td>
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<tr>
<td>E</td>
<td>17 790</td>
<td>21 340</td>
<td>23 720</td>
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Proposed new amounts for the mobility incentive  
(effective 1 January 2020)

(United States dollars)

| Assignment number | Group 1  
(P-1 to P-3) | Group 2  
(P-4 to P-5) | Group 3  
(D-1 and above) |
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<tr>
<td>2 to 3</td>
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