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INTERNATIONAL CIVIL SERVICE
COMMISSION

NATIONS UNIES
COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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REF: ICSC/CIRC/GEN/05/2021

30 December 2021

TO: Executive Heads/Human Resources Directors
and Staff Representatives

FROM: Larbi Djacta
Chairman

SUBJECT: General Assembly resolution 76/240 on the United Nations common system

1. On 24 December 2021, the United Nations General Assembly adopted, without a vote and without amendment, draft resolution A/C.5/76/L.14 – subsequently designated as resolution 76/240 - under its agenda item entitled “United Nations Common System.” While the full text of the resolution in its draft format is attached to this circular (see Attachment 1), I would like to draw your attention to some of the Assembly’s decisions and requests emanating from this resolution.
2. The General Assembly reaffirmed the authority of the International Civil Service Commission in continuing to establish post adjustment multipliers for all duty stations, under Article 11(c) of the Commission’s statute and underlined the importance of the effective and efficient implementation of the new cost of living surveys to re-establish a unified common system, stressing the need for regular surveys with changes based firmly on reliable data, including verified external data and requested that the Commission complete the current round of surveys as scheduled.
3. The Assembly also expressed its concern at the continued application of two concurrent post adjustment multipliers at the Geneva duty station and urged the member organizations of the United Nations common system to cooperate fully with the Commission in line with its statute and to apply a single multiplier per duty station after the baseline cost-of-living surveys at headquarters are implemented in 2022.
4. The Assembly further requested that the Commission conduct a study on the feasibility and impact of establishing a separate post adjustment as well as a General Service salary scale for Bern and to analyse the possibility of using external data for staff expenditure surveys and other pertinent items in the next round of cost-of-living surveys.

5. The General Assembly underlined the importance for the Assembly to maintain a comprehensive oversight of the common system compensation package and consider its components in a holistic manner and invited the Commission to undertake a comprehensive assessment and review of the compensation package for the United Nations common system on a five-year cycle, taking into due consideration the previously agreed objectives of the exercise as well as the context both in Member States and the United Nations common system. In this respect, the General Assembly requested the Commission to present at the Assembly's eighty-first session (*i.e.*, in 2026), a comprehensive assessment and review of the compensation system, including a detailed analysis on its cost effectiveness, attractiveness and impact on the workforce, and proposals for updating parameters and comparators.

6. The Assembly requested the Secretary-General, in his capacity as Chair of the United Nations Chief Executive Board for Coordination, to provide annually, starting from the seventy-eight session (in 2023) comprehensive data on system-wide compensation costs for all staff categories, including all compensation package components and, in this regard, acknowledged the importance of timely submission by the organizations to the Commission of necessary information in order to ensure that the decisions and recommendation of ICSC are based on updated and reliable data. It further requested the Secretary-General to intensify his efforts in this regard.

7. In the context of the General Service salary survey methodology review, the Assembly requested ICSC to conduct a pilot application of external data, taking into account the opinions of all the parties concerned.

8. The General Assembly approved a 0.92 per cent adjustment of the unified base/floor salary scale as recommended by the Commission. The updated salary scale effective as of 1 January 2022, together with the revised pay protection points for previously existing steps, are attached to this circular (see Attachment 2). A circular announcing the corresponding new post adjustment multipliers will be sent out separately and will be posted on our website in mid-January.

9. The General Assembly also requested the Commission to report in 2022 the impact of the adjustment to the base/floor scale on expenditures on post resources, including separation payment, post adjustment and pension contributions from the organizations.

10. The General Assembly reaffirmed its understanding that the net remuneration margin would be maintained at a level around the desirable midpoint of 115 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.

11. The General Assembly decided to adjust the education grant declining reimbursement scale upward by 14 per cent and to increase the boarding lump sum to \$5,300 for implementation as from the academic year in progress on 1 January 2022. The revised sliding scale is attached to this circular (Attachment 3). The Assembly also requested the Commission to consider providing a review of the education grant scheme, including detailed analysis of the methodology of the sliding reimbursement scale and the level of boarding lump sum.

12. The General Assembly recalled section III concerning conditions of service in the field at duty stations with extreme hardship conditions of its resolution 73/273 and decided to continue the pilot project of granting \$15,000 annually for staff members who opt not to install eligible dependents in category E duty stations not designated as non-family and to undertake a pilot of granting \$14,000 annually for eligible staff members in category D duty stations not designated as non-family through to 31 December 2024. The payment will be granted only to the eligible staff members when they physically report to their normal duty stations. The General Assembly requested the Commission to submit to the General Assembly at its seventy-ninth session (*i.e.*, in 2024) a recommendation on this payment, based on a thorough review of the impact thereof, including workforce planning, in different categories of duty stations, including non-family duty stations, and the actual cost to the organizations.

13. The Assembly requested that the Commission review the scope and parameters of the non-family service allowance, in particular the eligibility of staff without dependents, and report thereon at the General Assembly's seventy-eighth session (*i.e.*, in 2023).

14. On monitoring of the geographical diversity and age distribution, the General Assembly noted the lack of formal guidance for geographical distribution in 19 member organizations and the high average age of staff members in the United Nations common system. In this respect, it encouraged the Commission to identify good practice and provide advice to common system organizations on ways to promote geographical diversity and rejuvenation, including by measures such as programmes to support internship candidates from developing countries. The Assembly also noted the Commission's request to the organizations to establish clear indicators to track progress in this regard. In addition, the General Assembly invited the Commission to include the issue of multilingualism of the workforce in its programme of work for 2022-2023.

15. I wish all of you a happy, healthy and productive 2022.

**General Assembly**

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PROVISIONAL

Seventy-sixth session

Fifth Committee

Agenda item 145

United Nations common system

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

United Nations common system

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 54/238 of 23 December 1999, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011, 66/235 B of 21 June 2012, 67/257 of 12 April 2013, 68/253 of 27 December 2013, 69/251 of 29 December 2014, 70/244 of 23 December 2015, 71/264 of 23 December 2016, 72/255 of 24 December 2017, 73/273 of 22 December 2018, 74/255 A, 74/255 B of 27 December 2019, 75/245 A of 31 December 2020 and 75/245 B of 16 April 2021 and its decision 67/551 of 24 December 2012,

Having considered the report of the International Civil Service Commission for the year 2021,¹

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,

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

¹ *Official Records of the General Assembly, Seventy-sixth Session, Supplement No. 30 (A/76/30).*

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1. *Takes note* with appreciation of the work of the International Civil Service Commission;
 2. *Takes note* of the report of the Commission for 2021;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
 4. *Stresses* the independence and impartiality of the Commission in accordance with its statute;
 5. *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;
 6. *Reaffirms* the authority of the 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;
 7. *Underlines* the importance of the effective and efficient implementation of the new cost of living surveys to re-establish a unified common system, stresses the need for regular surveys with changes based firmly on reliable data, including verified external data, and in this regard requests the *Commission* to complete the current round of surveys as scheduled;
 8. *Recalls* paragraph 6 of its resolution 74/255 B, expresses concern at the continued application of two concurrent post adjustment multipliers in the United Nations common system at the Geneva duty station, urges the member organizations of the United Nations common system to cooperate fully with the Commission in line with its statute and apply a single multiplier per duty station after the cost-of-living surveys are completed in 2022;
 9. *Requests* the Commission to conduct a study on the feasibility and impact of establishing a separate post adjustment index and General Service salaries for Beme;
 10. *Recalls* its resolution 75/245 B and requests the Secretary-General, upon consultations with the Commission, to review legal expertise available to the International Civil Service Commission and to report thereon at the seventy-seventh session of the General Assembly;

² Resolution 3357 (XXIX), annex.

11. *Looks forward* to receiving the review of the jurisdictional setup of the common system at its seventy-seventh session, as requested in paragraph 8 of its resolution 74/255B, and paragraphs 8 and 9 of its resolution 75/245B, and invites the Sixth Committee to consider the legal aspects of the report to be submitted by the Secretary-General, without prejudice to the role of the Fifth Committee as the Main Committee entrusted with responsibilities for administrative and budgetary matters;

12. *Recalls* paragraph 57, part III, of its resolution 70/244, underlines the importance for the General Assembly to maintain a comprehensive oversight of the common system compensation package and consider its components in a holistic manner, and invites the Commission to undertake a comprehensive assessment and review of the compensation package for the United Nations common system on a five-year cycle, taking into due consideration the previously agreed objectives of the exercise³ as well as the context both in Member States and the United Nations common system;

13. *Requests* the Commission to present for the consideration of the General Assembly at its eighty-first session this comprehensive assessment and review of the compensation system, including a detailed analysis on its cost effectiveness, attractiveness and impact on the workforce, proposals for updating parameters and comparators;

14. *Requests* the Secretary-General to provide to the Member States on an annual basis starting at the seventy-eighth session comprehensive data on system-wide compensation costs for all staff categories, including all compensation package components⁴, and in this regard acknowledges the importance of timely submission by the United Nations common system organizations to the Commission of necessary information in order to ensure that the decisions and recommendations of the Commission are based on updated and reliable data and requests the Secretary-General, in his capacity as Chair of the United Nations Chief Executive Board for Coordination, to intensify his efforts in this regard;

15. *Requests* the Commission to analyze the possibility of using external data for staff expenditure surveys and other pertinent items in the next round of cost-of-living surveys, taking stock of the relevant exercise in the 2022 round, and to report thereon to the General Assembly at its seventy-eighth session;

16. *Requests* the Commission to conduct a pilot application of external data for salary surveys, taking into account the opinions of all the parties concerned;

17. *Notes* the lack of formal guidelines for geographical distribution in 19 member organizations and the high average age of staff members in the United Nations common system, and encourages the Commission to identify good practice and provide advice to common system organizations on ways to promote geographical diversity and rejuvenation, including by measures proposed in paragraph 144 of its report such as programmes to support internship candidates from developing countries, and notes the Commission's request to establish clear indicators to track progress in this regard;

18. *Requests* the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to review job classification

³ Official Records of the General Assembly, Seventieth Session, Supplement No. 30 (A/70/30), chap. VI, sect. A.

⁴ As currently reflected in «United Nations Common System of Salaries, Allowances and Benefits» from the ICSC, February 2021, available at: <https://icsc.un.org/Resources/SAD/Booklets/sabeng.pdf>

practices across the United Nations common system and to propose recommendations for ensuring adherence to and consistent application of classification standards of the Commission;

19. *Invites* the Commission to include the issue of multilingualism of the workforce in its programme of work for 2022-2023;

20. *Notes* that the Commission will consider the standards of accommodation for air travel and report to the General Assembly at its seventy-seventh session;

21. *Requests* the Commission to review the scope and parameters of the non-family service allowance, in particular the eligibility of staff without dependents, and report thereon to the General Assembly at its seventy-eighth session;

I

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),

1. *Approves*, with effect from 1 January 2022, as recommended by the Commission in paragraph 24 of its report, the revised unified base/floor scale and updated pay protection points for staff in the Professional and higher categories, as contained in annex II to the report;

2. *Requests* the Commission to report to the General Assembly at its seventy-seventh session on the impact of such revision on the expenditures on post resources for 2022, including separation payments, post adjustment payments and pension contributions from member organizations;

B. Evolution of the margin and margin management around the desirable midpoint

Recalling section I.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”),

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;

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 2021 is 113.3;

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;

Notes the decision of the Commission 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: review of scale and level of boarding lump sum

Decides, for implementation as from the academic year in progress on 1 January 2022, to maintain the reimbursement rates of the seven brackets and adjust the revised sliding reimbursement scale upward by 14 per cent on the basis of the scale approved by the General Assembly at its resolution 70/244, and to increase the boarding lump sum to the amount of 5,300 United States dollars, and requests the Commission to consider providing a review of the education grant scheme including detailed analysis of the methodology of the sliding reimbursement scale and the level of boarding lump sum;

D. Payment of amount in lieu of settling-in grant at category E duty stations that are not designated as non-family

Recalls section III concerning conditions of service in the field at duty stations with extreme hardship conditions of its resolution 73/273, decides to continue the pilot project of granting 15,000 United States dollars on annual basis for staff members who opt not to install eligible dependents in category E duty stations not designated as non-family, and to undertake a pilot of granting 14,000 United States dollars on annual basis for eligible staff members in category D duty stations not designated as non-family through to 31 December 2024, on the understanding that the payment will be granted only to the eligible staff members when they physically report to their normal duty stations, and requests the Commission to submit to the General Assembly at its seventy-ninth session a recommendation on this payment, based on a thorough review of the impact thereof, including workforce planning, in different categories of duty stations, including non-family duty stations, and the actual cost to the organizations.

Attachment 2

A. Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment (effective 1 January 2022)^a

(United States dollars)

Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	Gross	207,368											
	Net	152,363											
ASG	Gross	188,253											
	Net	139,747											
D-2	Gross	150,252	153,708	157,164	160,623	164,082	167,539	170,994	174,455	177,911	181,367	-	-
	Net	114,666	116,947	119,228	121,511	123,794	126,076	128,356	130,640	132,921	135,202	-	-
D-1	Gross	134,514	137,376	140,243	143,107	145,961	148,827	151,792	154,824	157,864	160,897	163,933	166,965
	Net	103,660	105,663	107,670	109,675	111,673	113,679	115,683	117,684	119,690	121,692	123,696	125,697
P-5	Gross	115,949	118,384	120,821	123,253	125,690	128,123	130,561	132,994	135,430	137,863	140,300	142,730
	Net	90,664	92,369	94,075	95,777	97,483	99,186	100,893	102,596	104,301	106,004	107,710	109,411
P-4	Gross	94,871	97,036	99,200	101,481	103,830	106,180	108,533	110,883	113,231	115,579	117,933	120,277
	Net	75,602	77,247	78,892	80,537	82,181	83,826	85,473	87,118	88,762	90,405	92,053	93,694
P-3	Gross	77,884	79,887	81,891	83,892	85,897	87,899	89,901	91,908	93,909	95,911	97,918	99,921
	Net	62,692	64,214	65,737	67,258	68,782	70,303	71,825	73,350	74,871	76,392	77,918	79,440
P-2	Gross	60,203	61,993	63,784	65,575	67,370	69,163	70,958	72,743	74,537	76,328	78,120	79,914
	Net	49,254	50,615	51,976	53,337	54,701	56,064	57,428	58,785	60,148	61,509	62,871	64,235
P-1	Gross	46,413	47,806	49,198	50,646	52,164	53,688	55,207	56,729	58,249	59,771	61,291	62,811
	Net	38,523	39,679	40,834	41,991	43,145	44,303	45,457	46,614	47,769	48,926	50,081	51,236

Abbreviations: ASG, Assistant Secretary-General; USG, Under-Secretary-General.

^a 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.

B. Pay protection points for staff whose salaries are higher than the maximum salaries on the unified salary scale (effective 1 January 2022)

(United States dollars)

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	124,981	127,331
	Net	96,987	98,632
P-3	Gross	104,263	106,437
	Net	82,484	84,006
P-2	Gross	83,495	-
	Net	66,956	-
P-1	Gross	65,851	-
	Net	53,547	-

Attachment 3

Education Grant: revised sliding scale and boarding lump sum (as of school year in progress on 1 Jan 2022):

a) Revised sliding scale:

<i>Claim amount bracket (United States dollars)</i>	<i>Reimbursement rate (percentage)</i>
0 - 13,224	86
13,225 - 19,836	81
19,837 - 26,448	76
26,449 - 33,060	71
33,061 - 39,672	66
39,673 - 46,284	61
46,285 - and above	-

b) Revised boarding lump sum: US\$5,300 per year.