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NATIONS UNIES

INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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Office of the Chairman

Bureau du Président

REF: *ICSC/CIRC/GEN/2/2021*

4 January 2021

TO: Executive Heads/Human Resources Directors
and Staff Representatives

FROM: Larbi Djacta
Chairman

A handwritten signature in black ink, appearing to be 'Larbi Djacta', written over a circular stamp or seal.

SUBJECT: **General Assembly resolution on the United Nations common system**

1. At its 48th plenary meeting of its seventy-fifth session held on 31 December 2020, the United Nations General Assembly adopted, without a vote and without amendment, draft resolution A/C.5/75/L.12 under item 148 of its agenda entitled “United Nations Common System”, the edited version of which with a final resolution number is being issued shortly. While the full text of the resolution in its draft format is attached to this circular, I would like to draw your attention to some of the Assembly’s decisions and requests emanating from it.
2. In its resolution, 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 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 to restore consistency and unity of the post adjustment system as a matter of priority.
3. The Assembly further reiterated to the executive heads and governing bodies that failure to fully respect post adjustment decisions taken by the Commission under Article 11 (c) of its statute could prejudice claims to enjoy the benefits of participation in the common system, and jeopardize organizations’ participation in the United Nations Joint Staff Pension Fund, as stated in article 3 (b) of the Fund’s regulations.

Base/floor salary scale

4. In its above resolution, the General Assembly approved a 1.9 per cent adjustment of the unified base/floor scale as recommended by the Commission. The updated salary scale effective as of 1 January 2021, together with the revised pay protection points for previously existing steps, are 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 separately, in document ICSC/CIRC/GEN/01/2021, which will also be posted on our website.

UN/US margin management

5. 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.

Danger pay

6. The General Assembly took note of the Commission's decision to increase the level of danger pay for internationally recruited staff to US\$ 1,645 per month, effective 1 January 2021, and to update the monthly level of danger pay for locally-recruited staff by updating the reference year of the salary scales on which the calculations are based, from 2016 to 2019, effective 1 January 2021, and applying 30 per cent of the net midpoint of the latest General Service salary scales in effect in 2019, divided by 12.

Children's and secondary dependents allowances

7. The Assembly took no action on the increase of dependency allowances, recommended by the Commission. Accordingly, the current levels of these allowances remain unchanged.

Miscellaneous

8. The General Assembly recalled Section III "Conditions of service in the field: duty stations with extreme hardship conditions" of its Resolution 73/273, and decided to continue the pilot project of granting 15,000 US dollars for staff members with eligible dependents in duty stations with E hardship classification conditions in 2021, with the understanding that the payment will be granted only to the eligible staff members when they actually report to their normal duty stations, and requested the Commission to submit to the General Assembly at its seventy-sixth session (ie. in fall 2021) a recommendation on this payment, including on its continuation, based on a 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.

9. In addition, the General Assembly welcomed the decision of the Commission to establish a working group to review the implementation of the current contractual framework by the organizations and any possible improvements within the current framework.

10. I wish all of you a happy, healthy and productive 2021.

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment (effective 1 January 2021)^a

(United States dollars)

Level		Steps																			
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII							
USG	Gross	205 264																			
	Net	150 974																			
ASG	Gross	186 323																			
	Net	138 473																			
D-2	Gross	148 744	152 092	155 517	158 944	162 371	165 798	169 221	172 650	176 074	179 498										
	Net	113 621	115 881	118 141	120 403	122 665	124 927	127 186	129 449	131 709	133 969										
D-1	Gross	133 164	136 000	138 840	141 679	144 507	147 347	150 194	153 198	156 211	159 217	162 224	165 229	168 239							
	Net	102 715	104 700	106 688	108 675	110 655	112 643	114 628	116 611	118 599	120 583	122 568	124 551	126 538							
P-5	Gross	114 767	117 181	119 596	122 006	124 420	126 831	129 247	131 659	134 071	136 483	138 897	141 306	143 723							
	Net	89 837	91 527	93 217	94 904	96 594	98 282	99 973	101 661	103 350	105 038	106 728	108 414	110 106							
P-4	Gross	93 964	96 109	98 254	100 433	102 760	105 089	107 420	109 749	112 076	114 401	116 734	119 057	121 386							
	Net	74 913	76 543	78 173	79 803	81 432	83 062	84 694	86 324	87 953	89 581	91 214	92 840	94 470							
P-3	Gross	77 132	79 117	81 103	83 086	85 072	87 055	89 039	91 028	93 011	94 995	96 984	98 968	101 036							
	Net	62 120	63 629	65 138	66 645	68 155	69 662	71 170	72 681	74 188	75 696	77 208	78 716	80 225							
P-2	Gross	59 612	61 387	63 161	64 936	66 713	68 491	70 268	72 038	73 816	75 589	77 366	79 143	80 917							
	Net	48 805	50 154	51 502	52 851	54 202	55 553	56 904	58 249	59 600	60 948	62 298	63 649	64 997							
P-1	Gross	45 990	47 370	48 749	50 142	51 647	53 157	54 662	56 170	57 676	59 184	60 689	62 196	63 703							
	Net	38 172	39 317	40 462	41 608	42 752	43 899	45 043	46 189	47 334	48 480	49 624	50 769	51 914							

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.

**Pay protection points for staff whose salaries are higher
than the maximum salaries on the unified salary scale
(effective 1 January 2021)**

(United States dollars)

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	123 719	126 047
	Net	96 103	97 733
P-3	Gross	103 189	105 343
	Net	81 732	83 240
P-2	Gross	82 692	—
	Net	66 346	—
P-1	Gross	65 209	—
	Net	53 059	—



General Assembly

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PROVISIONAL

Seventy-fifth session
Fifth Committee
Agenda item 148
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-B of 27 December 2019 and its decision 67/551 of 24 December 2012,

Having considered the report of the International Civil Service Commission for the year 2020,¹

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. *Takes note with appreciation* of the work of the International Civil Service Commission;
2. *Takes note* of the report of the Commission for 2020;¹

¹ Official Records of the General Assembly, Seventy-fifth Session, Supplement No. 30 (A/75/30).

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. *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. *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;

6. *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 to restore consistency and unity of the post adjustment system as a matter of priority, and further requests the Commission to recommend measures to the General Assembly to address non-compliance with the decisions and recommendations of the Commission in the context of its next report;

7. *Reiterates* to the executive heads and governing bodies of the United Nations common system that failure to fully respect post adjustment decisions taken by the Commission under Article 11 (c) of its statute could prejudice claims to enjoy the benefits of participation in the common system, and jeopardize organizations' participation in the United Nations Joint Staff Pension Fund, as stated in article 3 (b) of the Fund's regulations;

8. *Requests* the Secretary-General to consult with the Pension Fund Board to review whether all participating organizations are observing the common system of salaries, allowances and other conditions of service and include the results of this review in his next report to the General Assembly;

9. *Recalls* paragraph 8 of its resolution 74/255 B, and invites the Commission to provide its comments on the review of the jurisdictional setup of the common system;

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

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 2021, as recommended by the Commission in paragraph 55 of its report, the revised unified base/floor salary scale and updated pay protection points for staff in the Professional and higher categories, as contained in annex IV to the report;

² Resolution 3357 (XXIX), annex.

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 2020 is 113.0;
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 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. Danger pay: review of level

Expresses appreciation for the valuable work done under hazardous conditions by the international and local field staff of the Organization and in that regard takes note of the decision of the Commission as reflected in paragraph 135 of its report to increase danger pay effective 1 January 2021;

D. Miscellaneous

1. *Recalls* paragraph 8 of the report of the Advisory Committee, takes note of the response from the Commission, provided in paragraphs 150 to 159 of its annual report³, to General Assembly resolution 74/255 B in which the Assembly invited “the Commission to carry out a needs assessment for its communication and legal expertise functions within the ICSC secretariat and in relation to its work and engagement with all relevant stakeholders and to present proposals in its next report”, and requests the Commission to observe due process under Article 21 of its statute in its submissions to the General Assembly for its consideration;
2. *Welcomes* the decision of the Commission to establish a working group to review the implementation of the current contractual framework by the organizations and any possible improvements within the current framework;

³ A/75/30

3. *Recalls* Section III “Conditions of service in the field: duty stations with extreme hardship conditions” of its Resolution 73/273, decides to continue the pilot project of granting 15,000 US dollars for staff members with eligible dependants in duty stations with E hardship classification conditions in 2021, with the understanding that the payment will be granted only to the eligible staff members when they actually report to their normal duty stations, and requests the Commission to submit to the General Assembly at its seventy-sixth session a recommendation on this payment, including on its continuation, based on a 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 organisations.
