

UNITED NATIONS



NATIONS UNIES

INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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ICSC/CIRC/GEN/02/2014

30 December 2014

To: Members of the Commission
Executive Heads/Human Resources Directors
FICSA, CCISUA and UNISERV Staff Representatives

From: Kingston Rhodes

A handwritten signature in black ink, appearing to be 'KR' followed by a flourish.

Subject: General Assembly resolution 69/251 on the United Nations common system

1. At its 77th plenary meeting of its sixty-ninth session held on 29 December 2014, the United Nations General Assembly adopted, without a vote and without amendment, draft resolution A/C.5/69/L.12 under item 139 of its agenda entitled “United Nations common system: report of the International Civil Service Commission”, which became resolution A/RES/69/251. While the full text is attached to this circular (see attachment 1), I would like to draw your attention to the Assembly’s decisions and requests emanating from that resolution.

2. The General Assembly noted with appreciation the work of ICSC and, *inter alia*:

(a) **Comprehensive Review of the common system compensation package:**

- *Looked forward* to considering the results of the review at its seventieth session (Autumn 2015) and *requested* the ICSC to provide, at the first part of the Assembly’s resumed sixty-ninth session (March 2015), an informal briefing on the progress of the comprehensive review of compensation;

(b) **Health insurance:**

- *Approved* the Commission’s recommendation to maintain the current apportionment of health insurance premiums;

(c) **Mandatory age of separation:**

- *Decided* to raise the mandatory age of separation to 65 for staff recruited before 1 January 2014, taking into account their acquired rights;
- *Requested* the ICSC to revert with an implementation date at the earliest opportunity but no later than the Assembly’s seventy-first session (Autumn 2016) after consultations with all the common system organizations;

(d) **Base/floor salary scale:**

- *Approved*, with effect from 1 January 2015, the revised base/floor salary scale for the Professional and higher categories as recommended by the ICSC (see attachment 2);

(e) **Evolution of the margin and margin management around the desirable midpoint:**

- *Requested* the Commission to continue action to bring the calendar year margin around the desirable midpoint, without prejudice to any future decision of the Assembly;
- *Requested* the Commission to further examine margin management issues in the context of the comprehensive review of compensation;

(f) **Gender balance in the United Nations common system:**

- *Noted with disappointment* the insufficient progress made with regards to achieving the goal of 50/50 gender balance and *requested* the Commission to encourage the organizations to fully implement existing gender balance policies and measures and *further encouraged* the ICSC to continue to monitor progress in achieving gender balance and to report thereon;

(g) **Diversity in the United Nations common system:**

- *Requested* the Commission to continue recommending measures that would be more favourable to diversity and *encouraged* it to continue periodic reviews and reports of all diversity-related issues in the common system;

(h) **Post Adjustment matters:**

- *Took note* of the Commission's decisions:
 - to review the post adjustment classifications of group I duty stations once a year on the anniversary date of the post adjustment classification review for New York;
 - to refer the question of the continued use of the 5 per cent rule for group I duty stations to ACPAQ in the context of its review of operational rules governing the post adjustment system;

(i) **Conditions of service of the General Service and other locally recruited categories:**

- *Noted* the intention of ICSC to review the compensation package for the General Service and National Professional Officer categories once the review of the Professional and higher categories was completed.

3. May I take this opportunity to wish all of you a happy, healthy and productive 2015.