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INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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29 December 2017

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

From: Wolfgang Stöckl, Vice-Chairman

Subject: **General Assembly resolution 72/255 on the United Nations common system**

1. At its 76th plenary meeting of its seventy-second session held on 24 December 2017, the United Nations General Assembly adopted, without a vote and without amendment, draft resolution A/C.5/72/L.9 under item 143 of its agenda entitled “United Nations Common System: report of the International Civil Service Commission”, which became resolution 72/255. While the full text of the provisional version of the resolution is attached to this circular (see attachment 1)¹, I would like to draw your attention to some of the Assembly’s decisions and requests emanating from that resolution.

2. In its resolution, the General Assembly stressed the importance of the United Nations common system, as established in the statute of the Commission, to ensure unity and parity across the United Nations, and reaffirmed the role of the 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.

Base/floor scale

3. The General Assembly approved a 0.97 per cent adjustment of the unified base/floor scale as recommended by the Commission. The updated unified salary scale effective as of 1 January 2018 is shown in the appendix. 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 and will be

¹ Attachment I to this circular contains the full text of the provisional version of resolution A/C.5/72/L.9 which, after its adoption by the Assembly became resolution 72/255.

posted on our website. In the appendix to this circular you will also find the revised pay points for the previously existing steps and the staff assessment rates which are to be applied.

4. Please note that pensionable remuneration has not changed at this time, since there has been no change to net remuneration in New York. Therefore, the PR scale in force as of 1 February 2017 still applies.

UN/US margin management

5. The 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.

Post adjustment matters

6. The General Assembly requested the Commission to report no later than at the 74th session of the Assembly (i.e. fall of 2019) on the implementation of the Commission's decisions regarding the result of the cost-of-living surveys for 2016, including any financial implications.

7. The Assembly noted the efforts by the Commission to improve the post adjustment system and requested the Commission to continue its effort to improve this system in order to minimize any gaps between the pay indices and the post adjustment indices, and to consider the feasibility of more frequent reviews of post adjustment classifications of duty stations.

8. In addition, the Assembly requested the Commission to review the gap closure measure in the post adjustment system at its next round of cost-of-living surveys.

Diversity, including gender balance and geographical distribution

9. The Assembly requested the Commission to continue to provide it with information on the progress made by organizations of the United Nations common system in the implementation of existing gender policies and measures towards achieving the goal of 50/50 gender balance and strengthening geographical diversity within the common system, including at senior levels.

10. The Assembly also requested the Commission to continue monitoring the age distribution of the workforce and to report thereon.

Use of categories of staff, including General Service, National Professional Officers and Field Service

11. The General Assembly approved the guidelines for the use of the National Professional Officer category as recommended in paragraph 48(a) and annex II of the Commission's Annual

Report for 2017 (A/72/30). The Assembly invited the organizations of the United Nations common system to abide by the existing rules and regulations regarding short-term duty assignments without involving a change of duty station when deploying National Professional Officers outside the country of their employment. The Assembly further underscored the need for the organizations to respect the guidelines for the use of National Professional Officers in the context of short-term duty assignments, and in this regard called upon the organizations to guard against repeated short-term duty assignments of National Professional Officers outside their country of recruitment.

Performance Management and Performance Incentives

12. The General Assembly approved the principles for performance appraisal and management for the recognition of different levels of performance as recommended by the Commission in paragraph 65 and Annex VI of the ICSC Annual Report for 2017. The Assembly recommended the organizations to utilize the aforementioned principles and guidelines for recognizing different levels of performance, including non-cash awards and addressing underperformance.

Danger Pay

13. The Commission decided to update the level of danger pay for locally recruited staff by updating the reference year of the salary scales on which calculations are based to 2016, as of 1 January 2018. We will send the new danger pay rates for locally recruited staff in a separate communication in January, once we have received confirmation on the applicable locations.

I wish to take this opportunity to thank you for your collaboration with me during my time as Vice-Chair of the Commission. I invite you to extend the same kind of collaboration to the incoming Vice-Chair, Mr. Aldo Mantovani, who will take up his new functions on 1 January 2018.

I wish all of you a happy, healthy and productive 2018.

Appendix

A. Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment (effective 1 January 2018)^a

(United States dollars)

<i>Level</i>		<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>LX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>
USG	Gross	194 329												
	Net	143 757												
ASG	Gross	176 292												
	Net	131 853												
D-2	Gross	140 984	144 059	147 133	150 223	153 488	156 750	160 011	163 273	166 535	169 795	—	—	—
	Net	108 189	110 341	112 493	114 647	116 802	118 955	121 107	123 260	125 413	127 565	—	—	—
D-1	Gross	126 150	128 851	131 554	134 257	136 951	139 654	142 356	145 053	147 757	150 483	153 347	156 209	159 074
	Net	97 805	99 696	101 588	103 480	105 366	107 258	109 149	111 037	112 930	114 819	116 709	118 598	120 489
P-5	Gross	108 633	110 930	113 230	115 524	117 824	120 119	122 420	124 716	127 013	129 310	131 609	133 903	136 203
	Net	85 543	87 151	88 761	90 367	91 977	93 583	95 194	96 801	98 409	100 017	101 626	103 232	104 842
P-4	Gross	89 253	91 295	93 337	95 379	97 421	99 462	101 636	103 853	106 069	108 284	110 506	112 717	114 936
	Net	71 332	72 884	74 436	75 988	77 540	79 091	80 645	82 197	83 748	85 299	86 854	88 402	89 955
P-3	Gross	73 225	75 114	77 005	78 893	80 784	82 674	84 563	86 457	88 345	90 234	92 128	94 016	95 908
	Net	59 151	60 587	62 024	63 459	64 896	66 332	67 768	69 207	70 642	72 078	73 517	74 952	76 390
P-2	Gross	56 542	58 233	59 922	61 612	63 304	64 996	66 688	68 375	70 067	71 757	73 446	75 139	76 828
	Net	46 472	47 757	49 041	50 325	51 611	52 897	54 183	55 465	56 751	58 035	59 319	60 606	61 889
P-1	Gross	43 792	45 106	46 419	47 734	49 046	50 395	51 829	53 264	54 699	56 134	57 568	59 001	60 437
	Net	36 347	37 438	38 528	39 619	40 708	41 800	42 890	43 981	45 071	46 162	47 252	48 341	49 432

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 beyond the maximum salaries on the unified salary scale (effective 1 January 2018)

(United States dollars)

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	117 154	119 373
	Net	91 508	93 061
P-3	Gross	97 796	99 686
	Net	77 825	79 261
P-2	Gross	78 520	—
	Net	63 175	—
P-1	Gross	61 871	—
	Net	50 522	—



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PROVISIONAL

Seventy-second session
Fifth Committee
Agenda item 143
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, 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, and 71/264 of 23 December 2016 and its decision 67/551 of 24 December 2012,

Having considered the report of the International Civil Service Commission for 2017,¹

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-second Session, Supplement No. 30 (A/72/30), and Corr.1.

Emphasizing the obligation of all organizations of the United Nations common system to consult and cooperate fully and swiftly with the International Civil Service Commission on matters relating to remuneration and conditions of service,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;
2. *Takes note* of the report of the Commission for 2017;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. *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. *Stresses* the importance of the United Nations common system, as established in the statute of the Commission, to ensure unity and parity across the United Nations;
6. *Notes with serious concern* that some organizations have decided not to implement the decisions of the Commission regarding the results of the cost-of-living surveys for 2016 and mandatory age of separation;
7. *Calls upon* the United Nations common system organizations and staff to fully cooperate with the Commission in the application of the post adjustment system, and implement its decisions regarding the results of the cost of living surveys and mandatory age of separation without undue delay;
8. *Reminds* executive heads and governing bodies of the United Nations common system that failure to fully respect the decisions taken by the General Assembly on the Commission's recommendations could prejudice claims to enjoy the benefits of participation in the common system, including organizations' participation in the United Nations Joint Staff Pension Fund, as stated in article 3(b) of the Fund's regulations;
9. *Requests* the Commission to recommend appropriate measures to deal with those organizations which do not co-operate fully with the Commission and to report by no later than at the seventy-fourth session of the General Assembly;
10. *Invites* the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to ensure that decisions of the General Assembly are implemented in full and without undue delay across the common system.

² Resolution 3357 (XXIX), annex.

I

Conditions of service applicable to both categories of staff

A. Use of categories of staff, including General Service, National Professional Officer and Field Service

1. *Approves* the guidelines for the use of the National Professional Officer category as recommended by the Commission in paragraph 48(a) and annex II of its report;

2. *Invites* the organizations of the United Nations common system to abide by existing rules and regulations regarding short-term duty assignments without involving a change of duty station when deploying National Professional Officers outside the country of their employment;

3. *Underscores* the need for the organizations to respect the guidelines for the use of National Professional Officers in the context of short-term duty assignments, and in this regard calls upon the organizations to guard against repeated short-term duty assignments of National Professional Officers outside their country of recruitment.

B. Study on performance management and proposals on performance incentives

Recalling its resolution 70/244 by which it requested the Commission to review its recommendation contained in annex III of its Annual Report for 2015³ and to study budgetary and administrative arrangements necessary,

1. *Approves* the proposed principles and guidelines for performance appraisal and management for the recognition of different levels of performance as recommended in paragraph 65 and Annex VI of its report;

2. *Recommends* the organizations to utilize the aforementioned principles and guidelines for recognizing different levels of performance, including non-cash awards and addressing underperformance.

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

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 2018, as recommended by the Commission in paragraph 97 of its report, the revised unified base/floor scale for staff in the Professional and higher categories, as contained in annex VII (A) and (B) 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 2017 is 113.7;

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. Post adjustment issues

1. *Notes* the efforts by the Commission to improve the post adjustment system;
2. *Requests* the Commission to report no later than at the seventy-fourth session of the General Assembly on the implementation of decisions of the Commission regarding the results of the cost-of-living surveys for 2016, including any financial implications;
3. *Requests* the Commission to continue its efforts to improve the post adjustment system in order to minimize any gap(s) between the pay indices and the post adjustment indices, and, in this context, to consider the feasibility of more frequent reviews of post adjustment classifications of duty stations;
4. *Requests* the Commission to review the gap closure measure in the post adjustment system at its next round of cost-of-living surveys.

D. Report on diversity, including gender balance and geographical distribution in the United Nations common system

1. *Requests* the Commission to continue providing information to the General Assembly on the progress made by organizations of the United Nations common system in the implementation of existing gender policies and measures towards achieving the goal of 50/50 gender balance and strengthening geographical diversity within the common system, including at senior levels;
2. *Requests* the Commission to continue monitoring the age distribution of workforce and to report thereon to the General Assembly.