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INTERNATIONAL CIVIL SERVICE
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REF: ICSC/CIRC/GEN/05/2024

30 December 2024

TO: Executive Heads/Human Resources Directors
and Staff Representatives

FROM: Larbi Djacta
Chairman, ICSC

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

SUBJECT: **General Assembly resolution 79/252 on the United Nations common system**

1. On 24 December 2024, the United Nations General Assembly adopted, without a vote and without amendment, draft resolution A/C.5/79/L.23 – subsequently designated as Resolution 79/252 – 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 its role 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 and also recalled that members of the Commission shall perform their functions in full independence and with impartiality. It noted with concern that some organizations have not yet accepted and implemented the amendments to the statute and requested the Commission to recommend appropriate measures to deal with those organizations which do not fully cooperate with it. It reminded the executive heads and governing bodies 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.

3. The Assembly welcomed the Commission’s decisions on geographical diversity in para 167 of its annual report. It also welcomed the inclusion of multilingualism of the workforce in the programme of work of the Commission and noted that the language incentive will be considered as a measure to promote multilingualism in the common system. It encouraged the Commission to achieve a higher

response rate and increase the representativeness of the staff responses in global staff surveys. It also requested the Commission to provide information on the policies of the organizations on flexible working arrangements.

4. Regarding the comprehensive review of compensation package, the General Assembly looked forward to the timely completion and publication of the review for consideration of the General Assembly in its eighty-first session. The Assembly underlined the importance of comprehensive oversight of the common system in a holistic manner and noted the importance of the premise of overall cost containment and sustainability, as well as the agreed criteria of competitiveness and flexibility of the compensation package. It requested the Commission to consider the totality of the benefits package and present proposals to the General Assembly that encompass all the agreed-upon parameters, objectives, criteria, and overall premises as agreed by the General Assembly for the review.

5. The General Assembly requested the Commission to explore options for non-financial incentives in its next report and continue to monitor trends in the organizations regarding the age distribution of the workforce and encouraged the common system organizations to foster and support rejuvenation of the workforce.

6. The General Assembly approved a 9.5 per cent adjustment of the unified base/floor scale as recommended by the Commission. The updated salary scale effective as of 1 January 2025, together with the revised pay protection points for previously existing steps, are attached to this memorandum (see Attachment 2). The memorandum announcing the corresponding new post adjustment multipliers will be sent out separately in the middle of January and will be posted on the ICSC website.

7. The Assembly maintained the children's and secondary dependant's allowances and the education grant at their current levels.

8. The General Assembly approved the continuation of the pilot programme for payment of amount in lieu of settling-in grant at category D and E duty stations that are not designated as non-family until the conclusion of the comprehensive review and requested that any recommendation thereon in the context of the review be substantiated by cost data.

9. Finally, under the same agenda item, the General Assembly considered the report of the Secretary-General on data on system-wide compensation costs (A/79/497) and the related report of the Advisory Committee on Administrative and Budgetary Questions (A/79/607). It took note of the Secretary-General's report and endorsed the conclusions and recommendations of the Advisory Committee.

10. I wish all of you a happy, healthy and productive 2025.

Encl. (2)