United Nations common system

The General Assembly,


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,

Reiterating its call for all organizations of the United Nations common system to cooperate with the International Civil Service Commission on matters relating to salaries, allowances and conditions of service,

Expressing its concern over the inconsistencies in the application of the 2016 post adjustment results at the Geneva duty station of the United Nations common system,
1. 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;¹

2. Recalls that, in its resolutions 44/198 and 45/259, it abolished the post adjustment scales mentioned in article 10 (b) of the statute of the Commission, and reaffirms the authority of the Commission to continue to take decisions on the number of post adjustment multiplier points per duty station, under article 11 (c) of its statute;

3. 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 as early as practicable;

4. Recalls its resolution 41/207 of 11 December 1986, and reaffirms the importance of ensuring that the governing organs of the specialized agencies do not take, on matters of concern to the common system, positions conflicting with those taken by the General Assembly;

5. Also recalls its resolution 48/224, reiterates its request that the executive heads of organizations of the common system consult with the Commission in cases involving recommendations and decisions of the Commission before the tribunals in the United Nations system, and once again urges the governing bodies of the organizations to ensure that the executive heads comply with that request.

¹ Resolution 3357 (XXIX), annex.
Seventy-fourth session
Fifth Committee
Agenda item 142
United Nations common system

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

United Nations common system

The General Assembly,


Having considered the report of the International Civil Service Commission for 2019,¹

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,

1. Takes note with appreciation of the work of the International Civil Service Commission;

2. Welcomes the report of the Commission for 2019;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

² Resolution 3357 (XXIX), annex.
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. Notes with concern that with regard to the mandatory age of separation for staff having joined the organizations prior to 1 January 2014, while many of the organizations have implemented the mandatory age of separation as approved, some organizations have decided to use different implementation dates;

6. Reiterates its request to the Commission to recommend measures to address non-compliance with the decisions and recommendations of the Commission, and requests the Commission to report thereon to the General Assembly at its seventy-fifth session;

7. Expresses concern at the application of two concurrent post adjustment multipliers in the United Nations common system at the Geneva duty station, urges the Commission and member organizations to uphold the unified post adjustment multiplier for the Geneva duty station under article 11 (c) of the statute of the Commission as a matter of priority, and requests the Commission to report on the matter to the General Assembly at its seventy-fifth session;

8. Notes with concern that the organizations of the United Nations common system face the challenge of having two independent administrative tribunals with concurrent jurisdiction among the organizations of the common system, as highlighted in the report of the Commission, and requests the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to conduct a review of the jurisdictional setup of the common system and submit the findings of the review and recommendations to the General Assembly as soon as practicable;

9. 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;

10. Invites the Commission to carry out a needs assessment for its communication and legal expertise functions within its secretariat and in relation to its work and engagement with all relevant stakeholders and to present proposals in its next report;

I
Conditions of service applicable to both categories of staff

Reaffirming paragraph 1 of section I.B of its resolution 72/255, in which it approved the principles and guidelines for performance appraisal and management for the recognition of different levels of performance,

Urges the organizations of the United Nations common system to continue to abide by these principles and guidelines, and requests the Commission to report on their implementation to the General Assembly at its seventy-fifth session;

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 2020, as recommended by the Commission
in paragraph 63 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;

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”),

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 2019 is 113.4;

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. Education grant

Decides to defer consideration of the recommendations of the Commission on
the revised sliding reimbursement scale and the boarding lump sum, and requests the
Commission to provide in its next report a detailed review on the scale and the level
of the boarding lump sum, taking into consideration a maximum amount per
household;

D. Hardship allowance

Notes the decision of the Commission, in accordance with article 11 (b) of its
statute, to increase the amount of hardship allowance by 2 per cent with effect from
1 January 2020;

E. Mobility incentive

1. Notes the decision of the Commission, in accordance with article 11 (b) of
its statute, to set the lower limit of the mobility incentive to 6,700 United States
dollars per year and apply the resulting matrix, as outlined in paragraph 142 of the
report of the Commission, with effect from 1 January 2020;

2. Also notes paragraph 144 of the report of the Commission on its plan for
a review of the mobility incentive in 2021, and urges the Commission to conduct a
thorough review of the purpose, effectiveness and efficiency of the current mobility
incentive programme in encouraging the mobility of staff to field duty stations and to report in detail on the outcome of the review in its report for 2021;

3. Encourages the organizations of the United Nations common system to consider the application of alternative administrative measures, including non-financial incentives, to promote staff mobility.