



FIFTEENTH ITEM ON THE AGENDA

**Decisions of the United Nations
General Assembly on the report
of the International Civil Service
Commission****1. Report of the International Civil Service
Commission (ICSC)**

1. On the recommendation of the Committee, the Governing Body accepted the recommendations of the ICSC, subject to their approval by the United Nations General Assembly (UNGA), concerning increases in salaries (as well as consequential increases in related allowances/payments) for staff in the Professional and higher categories, to take effect on 1 January 2003. Subject to their approval by the UNGA, the Governing Body authorized the Director-General to give effect to these measures by appropriate changes to the Staff Regulations.¹ In accordance with the practice established by the Governing Body at its 192nd Session (February-March 1974), the Director-General will report to the Governing Body on these amendments at its 288th Session (November 2003).
2. The present paper reports on the decisions taken by the UNGA at its 57th session in 2002 (A/RES/285) concerning the more important recommendations contained in the ICSC report.

Evolution of the margin and base/floor salary scale

3. The UNGA noted the margin of 109.3 for the period 1 January to 31 December 2002, and reaffirmed its position that the range of 110 to 120 between 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 the desirable mid-point of 115 over a period of time.

¹ GB.285/10/2.

4. While agreeing with the ICSC's proposal for a differentiated real increase of the base/floor salary scale to address the low level of the margin particularly at the higher grades, the UNGA did not approve the scale proposed by the ICSC. It did, however, approve differentiated increases, for implementation with effect from 1 January 2003, for grades P.4 and above, ranging from 1.3 per cent at P.4 to 9.2 per cent at D.1 (6.3 per cent at D.2). No increases were granted at the P.1 to P.3 grades.
5. The UNGA reiterated its request to the ICSC to review in the context of the review of the pay and benefit system the existing linkage between the base/floor salary scale and the mobility and hardship allowance.

Other issues

6. In considering the ICSC's report on the review of the pay and benefits system, the UNGA took note of the progress made. It also noted that the Commission would be examining the issue of contractual arrangements in the United Nations system organizations in this context. The General Assembly requested the Commission to review the decisions it had taken on the implementation of a senior management service, and submit a further report for consideration by the Assembly at its 58th session. The ICSC was also requested to conduct a review of grade equivalency between the United Nations and the United States federal service, and to report thereon to the Assembly at its 59th session.
7. As regards the ICSC's study of the question of mobility, the UNGA requested the Committee to continue to develop its study and to report to the General Assembly at its 58th session.
8. The UNGA approved the recommendations of the ICSC concerning increases in the levels of maximum education grant and maximum admissible expenses at certain duty stations, to take effect from the school year in progress on 1 January 2003.
9. The General Assembly requested the Commission to reconsider its decisions on the level of hazard pay granted to locally recruited staff.

2. Field security

10. As requested by resolution No. 56/255, section VIII, of 24 December 2001, the Secretary-General submitted to the 57th session of the UNGA a report proposing the establishment of a mechanism of accountability and responsibility in respect of security and safety in the field.² The report was welcomed by both the Advisory Committee on Administrative and Budgetary Questions (ACABQ) and the General Assembly, which has adopted a decision³ on the matter as follows: "The GA takes note of the report of the SG entitled 'Inter-organizational security measures: Framework for accountability for the United Nations field security management system' and concurs with the recommendations made by the ACABQ in that regard".

² Doc. A/57/365.

³ Decision A/C.5/57/L.17.

11. For its part, the ACABQ in its report A/57/7/Add.11,⁴ inter alia, requested the Secretary-General to transmit the framework for accountability to the Executive Heads of the specialized agencies so it may be made available to the legislative bodies of those organizations.

Geneva, 27 January 2003.

Submitted for information.

⁴ See: <http://www.un.org/ga/57/document.htm#51>.