UNITED NATIONS NATIONS UNIES

INTERNATIONAL CIVIL SERVICE COMMISSION

COMMISSION DE LA FONCTION PUBLIQUE INTERNATIONALE

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Office of the Chairman

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ICSC/CIRC/GEN/1/2020

3 January 2020

To: Executive Heads/Human Resources Directors and Staff Federations

From: Larbi Djacta, Chairman

Subject: **General Assembly resolutions 74/255A and 74/255B on the United Nations common system**

1. At its 52nd plenary meeting of its seventy-fourth session held on 27 December 2019, the United Nations General Assembly adopted, without a vote and without amendment, draft resolutions A/C.5/74/L.3 and A/C.5/74/L.4 under item 142 of its agenda entitled "United Nations Common System", which became resolution 74/255A and 74/255B, respectively. While the full text of the resolutions is attached to this circular, I would like to draw your attention to some of the Assembly's decisions and requests emanating from those resolutions.

2. In its resolution 74/255A, the General Assembly reaffirmed the authority of the International Civil Service Commission (ICSC) to continue to establish post adjustment multipliers for duty stations, under Article 11(c) of the Commission's Statute. In this context, the Assembly expressed its concern over the inconsistencies in the application of the 2016 post adjustment results in Geneva and urged 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.

Base/floor salary scale

3. In its resolution 74/255B, the General Assembly approved a 1.21 per cent adjustment of the unified base/floor scale as recommended by the Commission. The updated salary scale effective as of 1 January 2020, together with the revised pay points for previously existing steps is attached to this memorandum. This is a no-loss/no-gain adjustment of the scale. The memorandum announcing the

corresponding new post adjustment multipliers will be sent out, shortly, separately in the middle of January and will be posted on our website.

UN/US margin management

4. The General 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.

Hardship allowance

5. The General Assembly took note of the Commission's decision to increase the hardship allowance by 2 per cent, effective 1 January 2020. The new amounts can be found in Annex VII of the Commission's Annual Report for 2019, but are also attached to this circular, for ease of reference.

Mobility incentive

6. The Assembly took note of the Commission's decision to increase the amounts of the mobility incentive, effective 1 January 2020. The new amounts can be found in paragraph 142 of the ICSC annual report but are also reproduced in the annex to this circular.

7. The Assembly also urged the Commission to conduct a thorough review of the purpose, effectiveness and efficiency of the current mobility incentive programme in encouraging mobility of staff to field duty stations, and to provide a detailed outcome of the review in its annual report for 2021.

Performance management

8. The General Assembly urged the organizations to continue to abide by the principles and guidelines for performance appraisal and management for the recognition of different levels of performances, which the Assembly had approved in its resolution 72/255, and requested the Commission to report on their implementation to the Assembly at its seventy-fifth session.

Education grant

9. The General Assembly decided to defer its consideration of the Commission's recommendation concerning the sliding reimbursement scale and the boarding lump sum under the education grant scheme and requested the Commission to provide a detailed review on these items, taking into account a maximum amount per household, in its next annual report for 2020.

10. I wish all of you a happy, healthy and productive 2020.

RES/74/255 A

United Nations A/C.5/74/L.3

General Assembly

Distr.: Limited
27 December 2019

Original: English

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,

Recalling its resolutions 3042 (XXVII) of 19 December 1972, 3357 (XXIX) of 18 December 1974, 44/198 of 21 December 1989, 45/259 of 3 May 1991, 48/224 of 23 December 1993, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 54/238 of 23 December 1999, 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, 71/264 of 23 December 2016, 72/255 of 24 December 2017 and 73/273 of 22 December 2018 and its decision 67/551 of 24 December 2012,

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,

Please recycle

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.

RES/74/255 B

United Nations A/C.5/74/L.4

General Assembly

Distr.: Limited
27 December 2019

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PROVISIONAL

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,

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, 54/238 of 23 December 1999, 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, 71/264 of 23 December 2016, 72/255 of 24 December 2017, 72/255 of 24 December 2017 and 73/273 of 22 December 2018 and its decision 67/551 of 24 December 2012,

Having considered the report of the International Civil Service Commission for the year 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]

[1] *Official Records of the General Assembly, Seventy-fourth Session, Supplement No. 30* (A/74/30).
[2] Resolution 3357 (XXIX), annex.

Please recycle

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 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 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 organizations of the United Nations common system face the challenge of having two independent administrative tribunals with concurrent jurisdiction among the organizations of the United Nations common system, as highlighted in the report of the Commission,[1] 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 United Nations Common System, submit information on findings and proffer 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 undertake every effort to ensure that decisions of the General Assembly are implemented in full and without undue delay across the 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 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 annual report, the revised base/floor scale and pay protection points for staff in the Professional and higher categories, as contained in annex IV 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 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 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. Education grant

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

D. Hardship allowance

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

F. Mobility incentive

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

2. *Notes* paragraph 144 of the annual report of the Commission on its plan for 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 mobility of staff to field duty stations and provide detailed outcome of the review in its report in 2021;

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

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment (effective 1 January 2020)[a]

(United States dollars)

Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*
USG	**Gross**	**200 998**												
	Net	148 159												
ASG	**Gross**	**182 411**												
	Net	135 891												
D-2	**Gross**	**145 717**	**148 886**	**152 179**	**155 542**	**158 906**	**162 270**	**165 629**	**168 992**	**172 353**	**175 714**	–	–	–
	Net	111 502	113 720	115 938	118 158	120 378	122 598	124 815	127 035	129 253	131 471	–	–	–
D-1	**Gross**	**130 429**	**133 211**	**135 999**	**138 784**	**141 560**	**144 347**	**147 130**	**149 910**	**152 861**	**155 811**	**158 762**	**161 711**	**164 665**
	Net	100 800	102 748	104 699	106 649	108 592	110 543	112 491	114 437	116 388	118 335	120 283	122 229	124 179
P-5	**Gross**	**112 374**	**114 743**	**117 113**	**119 477**	**121 847**	**124 213**	**126 584**	**128 950**	**131 319**	**133 684**	**136 054**	**138 419**	**140 790**
	Net	88 162	89 820	91 479	93 134	94 793	96 449	98 109	99 765	101 423	103 079	104 738	106 393	108 053
P-4	**Gross**	**92 126**	**94 232**	**96 336**	**98 441**	**100 591**	**102 876**	**105 164**	**107 449**	**109 733**	**112 016**	**114 304**	**116 584**	**118 870**
	Net	73 516	75 116	76 715	78 315	79 914	81 513	83 115	84 714	86 313	87 911	89 513	91 109	92 709
P-3	**Gross**	**75 608**	**77 557**	**79 504**	**81 450**	**83 400**	**85 346**	**87 293**	**89 245**	**91 191**	**93 138**	**95 089**	**97 037**	**98 986**
	Net	60 962	62 443	63 923	65 402	66 884	68 363	69 843	71 326	72 805	74 285	75 768	77 248	78 729
P-2	**Gross**	**58 414**	**60 157**	**61 897**	**63 639**	**65 383**	**67 128**	**68 872**	**70 609**	**72 354**	**74 095**	**75 837**	**77 582**	**79 322**
	Net	47 895	49 219	50 542	51 866	53 191	54 517	55 843	57 163	58 489	59 812	61 136	62 462	63 785
P-1	**Gross**	**45 133**	**46 487**	**47 841**	**49 195**	**50 599**	**52 079**	**53 557**	**55 037**	**56 514**	**57 995**	**59 472**	**60 950**	**62 429**
	Net	37 460	38 584	39 708	40 832	41 955	43 080	44 203	45 328	46 451	47 576	48 699	49 822	50 946

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.

Pay protection points for staff whose salaries are higher than the maximum salaries on the unified salary scale (effective 1 January 2020)

(United States dollars)

Level		*Pay protection point 1*	*Pay protection point 2*
P-4	**Gross**	**121 159**	**123 444**
	Net	94 311	95 911
P-3	**Gross**	**101 011**	**103 126**
	Net	80 208	81 688
P-2	**Gross**	**81 064**	-
	Net	65 109	-
P-1	**Gross**	**63 908**	-
	Net	52 070	-

Revised annual amounts of the hardship allowance (effective 1 January 2020)

(United States dollars)

Hardship category of duty station	*Group 1 (P-1 to P-3)*	*Group 2 (P-4 and P-5)*	*Group 3 (D-1 and above)*
A	–	–	–
B	5 930	7 110	8 300
C	10 680	13 040	15 410
D	14 230	16 610	18 960
E	17 790	21 340	23 720

Proposed new amounts for the mobility incentive (effective 1 January 2020)

(United States dollars)

Assignment number	*Group 1 (P-1 to P-3)*	*Group 2 (P-4 to P-5)*	*Group 3 (D-1 and above)*
2 to 3	6 700	8 375	10 050
4 to 6	8 375	10 469	12 563
7+	10 050	12 563	15 075