

IV

INVESTMENTS OF THE FUND

1. *Requests* the Secretary-General to submit to the General Assembly at its thirtieth session a report on investments by the United Nations Joint Staff Pension Fund, such report to deal, *inter alia*, with the following subjects:

- (a) Investment policy;
- (b) Machinery used for making investments;
- (c) Types of investment;
- (d) Profile of the investment portfolio as at 31 December 1974;
- (e) Statement of profit and loss from the sale of securities as at 31 December 1974;
- (f) Reasons for the loss resulting from the sale of securities;
- (g) Currencies and countries in which investments were made and amounts thereof;
- (h) Effects of inflation and monetary instability on the real situation of the Fund;

The information provided shall be considered within the context of article 19 of the Regulations of the United Nations Joint Staff Pension Fund;

2. *Endorses* the recommendation in paragraph 74 of the report of the United Nations Joint Staff Pension Board that special attention should be paid to suitable investment opportunities in developing countries and requests the Secretary-General to report on the matter to the General Assembly at its thirtieth session;

V

JOINT INSPECTION UNIT

1. *Requests* the United Nations Joint Staff Pension Board to consider, at its twentieth session, the possibility of including the members of the Joint Inspection Unit among those eligible to participate in the United Nations Joint Staff Pension Fund and, if necessary, of proposing amendments to the Regulations of the Fund accordingly;

2. *Authorizes* the Secretary-General, in collaboration with the other members of the Administrative Committee on Co-ordination, to explore alternative methods of providing coverage for the Inspectors and to report thereon to the General Assembly at its thirtieth session, taking into account also the results of the consideration of the question by the United Nations Joint Staff Pension Board in accordance with paragraph 1 above;

VI

1. *Endorses* the observations and recommendations of the Advisory Committee on Administrative and Budgetary Questions in paragraphs 20 and 42 to 45 of its report;

2. *Also endorses* the observations of the Advisory Committee in paragraph 22 of its report, provided that the United Nations Joint Staff Pension Board shall commence the review of the existing scheme of pension adjustment early in 1975 and shall make an interim report thereon to the General Assembly at its thirtieth session;

3. *Further endorses* the observations of the Advisory Committee in paragraph 30 of its report, provided

that the maximum amount to which the Board shall be authorized to supplement voluntary contributions to the Emergency Fund⁴⁶ shall be set at \$100,000.

2324th plenary meeting
18 December 1974

3355 (XXIX). Translation of some official documents of the General Assembly and of resolutions of the Security Council and the Economic and Social Council into the German language⁴⁷

The General Assembly,

Having considered the question of the translation of some official documents of the General Assembly and of resolutions and decisions of the Security Council and the Economic and Social Council into the German language,

1. *Notes with appreciation* the assurances given by Austria, the German Democratic Republic and the Federal Republic of Germany that they are prepared, until further review, to contribute collectively to cover the cost resulting from the present resolution;

2. *Decides* that, pursuant to rule 57 of the rules of procedure of the General Assembly, the resolutions and decisions of the General Assembly, as well as the other supplements to its official records, and the resolutions and decisions of the Security Council and the Economic and Social Council shall be issued in the German language as from 1 July 1975.

2324th plenary meeting
18 December 1974

3357 (XXIX). Statute of the International Civil Service Commission⁴⁸

The General Assembly,

Recalling its resolution 3042 (XXVII) of 19 December 1972, by which it established, in principle, an International Civil Service Commission and laid down basic principles regarding its functions and composition and the method of appointment of its members,

Noting that the aforementioned resolution provided for the participation of the organizations of the United Nations common system in the development of the statute of the Commission and the choice of its members,

Taking into account the comments and recommendations of the Secretary-General contained in his reports of 20 September 1973,⁴⁹ 1 October 1974⁵⁰ and 22 October 1974⁵¹ and the observations and recommendations contained in the reports of the Advisory Committee on Administrative and Budgetary Questions of 30 November 1973⁵² and 29 November 1974,⁵³

1. *Approves* the statute of the International Civil Service Commission as set out in the annex to the present resolution;

⁴⁶ See *Official Records of the General Assembly, Twenty-eighth Session, Supplement No. 9 (A/9009 and Corr.1)*, vol. I, chap. IV, paras. 41 and 42.

⁴⁷ See also p. 140, item 106.

⁴⁸ See also p. 140, item 82.

⁴⁹ A/9147 and Corr.1.

⁵⁰ A/9738.

⁵¹ A/9738/Add.1 and Add.1/Corr.1.

⁵² A/9370.

⁵³ A/9891.

2. *Endorses* the administrative and budgetary arrangements proposed for 1975 by the Secretary-General,⁵¹ subject to the recommendations of the Advisory Committee on Administrative and Budgetary Questions;⁵³

3. *Requests* the International Civil Service Commission to review, as a matter of priority, the United Nations salary system in accordance with the decision in paragraph 5 of General Assembly resolution 3042 (XXVII), and to submit a progress report to the Assembly at its thirtieth session;

4. *Invites* the organizations members of the United Nations common system to participate in and contribute to the work of the International Civil Service Commission and requests the Secretary-General, as Chairman of the Administrative Committee on Co-ordination, to report on relevant developments to the General Assembly at its thirtieth session.

*2325th plenary meeting
18 December 1974*

ANNEX

Statute of the International Civil Service Commission

CHAPTER I

ESTABLISHMENT

Article 1

1. The General Assembly of the United Nations establishes, in accordance with the present statute, an International Civil Service Commission (hereinafter referred to as the Commission) for the regulation and co-ordination of the conditions of service of the United Nations common system.

2. The Commission shall perform its functions in respect of the United Nations and of those specialized agencies and other international organizations which participate in the United Nations common system and which accept the present statute (hereinafter referred to as the organizations).

3. Acceptance of the statute by such an agency or organization shall be notified in writing by its executive head to the Secretary-General.

CHAPTER II

COMPOSITION AND APPOINTMENT

Article 2

The Commission shall consist of fifteen members appointed by the General Assembly, of whom two, who shall be designated Chairman and Vice-Chairman respectively, shall serve full-time.

Article 3

1. The members of the Commission shall be appointed in their personal capacity as individuals of recognized competence who have had substantial experience of executive responsibility in public administration or related fields, particularly in personnel management.

2. The members of the Commission, no two of whom shall be nationals of the same State, shall be selected with due regard for equitable geographical distribution.

Article 4

1. After appropriate consultations with Member States, with the executive heads of the other organizations and with staff representatives, the Secretary-General, in his capacity as Chairman of the Administrative Committee on Co-ordination, shall compile a list of candidates for appointment as Chairman, Vice-Chairman and members of the Commission and

shall consult with the Advisory Committee on Administrative and Budgetary Questions before consideration and decision by the General Assembly.

2. In the same way, the names of candidates shall be submitted to the General Assembly to replace members whose terms of office have expired or who have resigned or otherwise ceased to be available.

Article 5

1. The members of the Commission shall be appointed by the General Assembly for a term of four years and may be reappointed. Of the members initially appointed, however, the terms of five members shall expire at the end of three years, and the terms of five other members at the end of two years.

2. A member appointed to replace a member whose term of office has not expired shall hold office for the remainder of his or her predecessor's term.

3. A member of the Commission may resign on giving three months' notice to the Secretary-General.

Article 6

1. The Commission shall be responsible as a body to the General Assembly. Its members shall perform their functions in full independence and with impartiality; they shall not seek or receive instructions from any Government, or from any secretariat or staff association of an organization in the United Nations common system.

2. No member of the Commission may participate in the deliberations of any organ of the organizations on any matter within the competence of the Commission unless the Commission has requested him or her to do so as its representative. Nor shall a member of the Commission serve as an official or consultant of any such organization during his or her term of office or within three years of ceasing to be a member of the Commission.

Article 7

1. No appointment of a member of the Commission can be terminated unless, in the unanimous opinion of the other members, he or she has ceased to discharge the duties in a manner consistent with the provisions of the present statute.

2. Notification thereof to the Secretary-General by the Commission shall make the place vacant.

Article 8

1. The Chairman shall direct the work of the Commission and its staff.

2. If the Chairman is unable to act, the Vice-Chairman shall act as Chairman.

3. For the purposes of the Convention on the Privileges and Immunities of the United Nations, the Chairman and the Vice-Chairman of the Commission shall have the status of officials of the United Nations.

CHAPTER III

FUNCTIONS AND POWERS

Article 9

In the exercise of its functions, the Commission shall be guided by the principle set out in the agreements between the United Nations and the other organizations, which aims at the development of a single unified international civil service through the application of common personnel standards, methods and arrangements.

Article 10

The Commission shall make recommendations to the General Assembly on:

(a) The broad principles for the determination of the conditions of service of the staff;

(b) The scales of salaries and post adjustments for staff in the Professional and higher categories;

(c) Allowances and benefits of staff which are determined by the General Assembly;*

(d) Staff assessment.

Article 11

The Commission shall establish:

(a) The methods by which the principles for determining conditions of service should be applied;

(b) Rates of allowances and benefits, other than pensions and those referred to in article 10 (c), the conditions of entitlement thereto and standards of travel;

(c) The classification of duty stations for the purpose of applying post adjustments.

Article 12

1. At the headquarters of duty stations and such other duty stations as may from time to time be added at the request of the Administrative Committee on Co-ordination, the Commission shall establish the relevant facts for, and make recommendations as to the salary scales of, staff in the General Service and other locally recruited categories.

2. Notwithstanding the provisions of paragraph 1 above, the executive head or heads concerned, after consultation with the staff representatives, may request the Commission to determine the salary scales at a particular duty station instead of making a recommendation. The salary scales so determined shall apply to all staff in the same category at the duty station.

3. In exercising its functions under paragraphs 1 and 2 above, the Commission shall, in accordance with article 28, consult executive heads and staff representatives.

4. The Commission shall determine the date or dates on which it can assume the functions set out in this article.

Article 13

The Commission shall establish job classification standards for all categories of staff in fields of work common to several of the organizations. It shall advise the organizations on the development of consistent job classification plans in other fields of work.

Article 14

The Commission shall make recommendations to the organizations on:

(a) Standards of recruitment;

(b) The development of recruitment sources, including the establishment of central rosters of qualified candidates, particularly at junior entrance levels;

(c) The organization of competitive examinations or alternative selection procedures;

(d) Career development, staff training programmes, including interorganization programmes, and evaluation of staff.

Article 15

The Commission shall make recommendations to the organizations on the development of common staff regulations.

Article 16

The Commission may, after appropriate consultations, make such recommendations to the organizations on other matters as it may consider necessary to achieve the purposes of the present statute.

Article 17

The Commission shall submit an annual report to the General Assembly including information on the imple-

mentation of its decisions and recommendations. The report shall be transmitted to the governing organs of the other organizations, through their executive heads, and to staff representatives.

Article 18

1. The Commission shall establish policies and shall formulate guidelines with respect to all matters for which it has responsibility under this statute. In particular, it shall formulate recommendations under article 10 concerning the system of salaries and allowances and conditions of service; adopt the annual report under article 17; propose its budget estimates under article 21; and adopt its rules of procedure under article 29.

2. Within the aforesaid policies and guidelines, the Commission may delegate to its Chairman, Vice-Chairman or to any other member or members, responsibility for carrying out specific functions under the statute other than those enumerated above. The Chairman, Vice-Chairman or the member or members concerned shall be responsible to the Commission for the discharge of the functions delegated to them and shall report to the Commission thereon.

CHAPTER IV

ADMINISTRATIVE, BUDGETARY AND FINANCIAL ARRANGEMENTS

Article 19

1. The conditions of service of the Chairman and the Vice-Chairman of the Commission shall be determined by the General Assembly.

2. Other members of the Commission shall be entitled only to travel and subsistence expenses in accordance with the rules established by the General Assembly for members of organs and subsidiary organs of the United Nations serving in their individual capacity.

Article 20

1. The Commission shall have a staff as provided in the budget approved by the General Assembly.

2. The staff, selected in accordance with the provisions of Article 101, paragraph 3, of the Charter of the United Nations, shall be appointed by the Secretary-General after consultation with the Chairman of the Commission and, as regards senior staff, with the Administrative Committee on Co-ordination. All staff shall be appointed after appropriate selection procedures. In carrying out their duties, they shall be responsible to the Chairman and shall be removable only after consultation with him or her.

3. Subject to paragraph 2 above, the staff of the Commission shall be regarded for administrative purposes as officials of the United Nations, which shall provide the necessary administrative facilities for them.

4. Within the relevant budgetary provisions, the Commission may employ such experts and auxiliary staff as it may deem necessary.

Article 21

1. The Secretary-General shall provide such office and conference facilities as the Commission may require.

2. The budget of the Commission shall be included in the regular budget of the United Nations. The budget estimates shall be established by the Secretary-General, after consultation with the Administrative Committee on Co-ordination, on the basis of proposals by the Commission.

3. The expenditure on the Commission shall be shared by the organizations in a manner to be agreed by them.

Article 22

The seat of the Commission shall be New York, United States of America.

* Dependency allowances and language incentives for staff in the Professional and higher categories, education grant, home leave, repatriation grant and termination indemnity.

CHAPTER V

PROCEDURE

Article 23

1. The Commission shall meet at least once every year.
2. The meetings of the Commission shall be held in private.

Article 24

1. Recommendations of the Commission under article 10 shall be communicated by the Secretary-General of the United Nations to the executive heads of the other organizations.

2. The decisions taken thereon by the General Assembly shall be communicated by the Secretary-General to the executive heads of the other organizations for action under their constitutional procedures.

3. The executive head of each organization shall inform the Commission of all relevant decisions taken by the governing organ of his organization.

4. The recommendations under paragraph 1 above shall be communicated to staff representatives.

Article 25

1. Decisions of the Commission shall be promulgated under the signature of the Chairman and transmitted to the executive heads of the organizations concerned. If they affect the interests of the staff, they shall also be transmitted to staff representatives.

2. The organization concerned shall be notified of the principal reasons for each decision.

3. The decisions shall be applied by each organization concerned with effect from a date to be determined by the Commission.

Article 26

The Commission, in making its decisions and recommendations, and the executive heads, in applying them, shall do so without prejudice to the acquired rights of the staff under the staff regulations of the organizations concerned.

Article 27

The Commission may, with the approval of the General Assembly, establish subsidiary bodies for the purpose of carrying out particular tasks within its competence. The Commission may make arrangements with one or more of the organizations whereby they will carry out, on its behalf, functions of fact finding and analysis.

Article 28

1. The Commission shall be given such information as it may require from the organizations for the consideration of any matter under examination by it. It may request from any organization or from staff representatives written information, estimates or suggestions in regard to such matters.

2. Executive heads of the organizations and staff representatives shall have the right, collectively or separately, to present facts and views on any matter within the competence of the Commission. The manner in which this right shall be exercised shall be set out, after consultations with executive heads and staff representatives, in the rules of procedure established under article 29.

Article 29

Subject to the provisions of the present statute, the Commission shall establish its rules of procedure.

CHAPTER VI

OTHER PROVISIONS

Article 30

The present statute may be amended by the General Assembly. Amendments shall be subject to the same acceptance procedure as the present statute.

Article 31

1. An organization may not withdraw its acceptance of the statute unless it has given to the Secretary-General of the United Nations two years' notice of its intention to do so.

2. The Secretary-General shall bring any such notice to the attention of the General Assembly and, through the executive heads concerned, to that of the legislative organs of the other participating organizations.

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At its 2325th plenary meeting, on 18 December 1974, the General Assembly, in pursuance of article 2 and article 5, paragraph 1, of the annex to the above resolution, appointed the fifteen members of the International Civil Service Commission.

The General Assembly decided that Mr. Raúl QUIJANO and Mr. A. L. ADU would serve as Chairman and Vice-Chairman of the Commission, respectively, for a term of four years.

The General Assembly then decided by the drawing of lots that Mr. Pascal FROCHAUX, Mr. Jiří NOSEK and Mr. Doudou THIAM would serve as members of the Commission for a term of four years, Mr. Toru HAGIWARA, Mr. Robert E. HAMPTON, Mr. A. H. M. HILLIS, Mr. Antonio Fonseca PIMENTEL and Mr. Jean-Louis PLIHON for a term of three years and Mr. Amjad ALI, Mr. Michael O. ANI, Mr. A. S. CHISTYAKOV, Mr. P. N. HAKSAR and Mrs. Halima WARZAZI for a term of two years.

3358 (XXIX). Salaries and allowances of staff in the Professional and higher categories: amendments to the Staff Regulations of the United Nations

A

The General Assembly,

Having considered the report of the International Civil Service Advisory Board⁵⁴ and the note by the Secretary-General,⁵⁵ together with the report of the Advisory Committee on Administrative and Budgetary Questions,⁵⁶

Decides that, with effect from 1 January 1975:

(a) The net base salaries of Professional and higher categories shall be increased by 6 per cent;

(b) The dependency allowance in respect of a child payable to staff in the Professional and higher categories shall be increased from \$300 to \$450 a year;

(c) The rates of assignment allowance shall be revised as recommended by the International Civil Service Advisory Board in paragraph 61 of its report.

*2325th plenary meeting
18 December 1974*

B

The General Assembly

Decides that, with effect from 1 January 1975:

(a) Paragraphs 1 and 3 of annex I to the Staff Regulations of the United Nations and regulation 3.4 of the Staff Regulations shall be amended as shown in the annex to the present resolution;

(b) The amounts of post adjustment for each 5 per cent variation in the cost of living above or below the new base level shall, at all the main headquarters

⁵⁴ *Official Records of the General Assembly, Twenty-ninth Session, Supplement No. 30 (A/9630).*

⁵⁵ A/9709.

⁵⁶ A/9919.