The following Resolution was adopted by the fifteenth session of the General Assembly (document No. A/RES/1561 (XV)):

"The General Assembly,

Having considered the report of the expert group appointed by the Secretary-General to undertake a comprehensive review of the United Nations Joint Staff Pension Fund in accordance with General Assembly Resolution 1310 (XIII) of 10 December 1958, the report of the United Nations Joint Staff Pension Board\(^2\) and the proposals made by the Secretary-General, as a result of those reports, in conjunction with the executive heads of the other member organizations and in co-operation with the Board\(^3\),

Agrees that the expert group has accomplished a difficult task with skill and thoroughness, and places on record its warm appreciation of the services of the group;

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Pensionable Remuneration of the Staff

1. Decides that, for the purposes of contributions payable to the United Nations Joint Staff Pension Fund, the pensionable remuneration of the staff with effect from 1 April 1961 shall be established as follows:

(a) Base pensionable remuneration

(i) For staff who are subject to the Staff Assessment Plan under staff regulation 3.3, the base pensionable remuneration shall be the annual rate of the United Nations gross salary, expressed in United States dollars or such other currency as may be agreed between the United Nations Joint Staff Pension Board and the organization, applicable to the grade and step (including any language allowances) of the official, less one half of the amount of staff assessment deductible from such gross salary under the Staff Assessment Plan:

\(^1\text{A/4427 and Corr.1 and 2} \quad ^2\text{A/4467} \quad ^3\text{A/4468}\)
(ii) For staff who have been exempted from staff assessment under the provisions of paragraph (a) of staff regulation 3.3, base pensionable remuneration shall be the annual rate of salary, expressed in United States dollars or such other currency as may be agreed between the Board and the organization, applicable to the grade and step (including any language allowance) of the official;

(b) Adjustments to the base pensionable remuneration

(i) There shall be added to the base pensionable remuneration, calculated as above, the net amount of any non-residence allowance which may be payable, expressed in United States dollars or such other currency as may be agreed between the Board and the organization;

(ii) In the case of staff in the Professional category or above, who are subject to the post adjustment system under annex I of the Staff Regulations, the base pensionable remuneration shall be adjusted in multiples of 5 per cent whenever the weighted average of the post adjustment classifications of the headquarters and regional offices of the member organizations varies by 5 per cent measured from 1 January 1956; such adjustment shall be effective from the 1 January following the date on which each 5 per cent variation in the weighted average was accomplished.

2. Decides that, for the purposes of benefits payable to participants leaving the Fund after 31 March 1961, final average remuneration shall, subject to the option granted under Article X.4 of the Regulations of the Fund set out in section II of the present Resolution, be calculated as though the pensionable remuneration of such participants had been established in accordance with paragraphs 1(a) and 1(b) above from the date of entry into the Fund; in the case of staff subject to paragraph 1(b)(ii) above, the base pensionable remuneration shall be deemed to have been increased by 5 per cent with effect from 1 January 1959;

3. Recommends that, in the interest of maintaining the common system of salaries, allowances and conditions of service, the other member organizations in the Fund take appropriate action to ensure that the pensionable remuneration of their staffs be increased to the same extent as that of United Nations staff.

4. It will be noted that the new level of pensionable remuneration is defined in terms of the Staff Assessment Plan of the United Nations, but was recommended by the Review Group for application in all the member organizations of the Fund. However, the fact that the Staff Assessment Plan was enforced in only two of the member organizations precluded the incorporation of the
definition of base pensionable remuneration in the Regulations of the Fund. Accordingly, paragraph 1 of Part I of the Resolution quoted above applies the new levels of pensionable remuneration to the staff of the United Nations, and paragraph 3 recommends that in the interests of maintaining the common system of salaries, allowances and conditions of service, the other member organizations in the Fund take appropriate action to ensure that the pensionable remuneration of their staffs be increased to the same extent as that of the United Nations staff.

5. Considering that the Staff Assessment Plan is not being applied to ICITO/GATT staff, and after consultation with the specialized agencies in a similar position, the Executive Secretary, in pursuance of the recommendation of the General Assembly, recommends to the CONTRACTING PARTIES that for ICITO/GATT participants in the United Nations Joint Staff Pension Fund, the pensionable remuneration shall, with effect from 1 April 1961, be determined as follows for the purpose of payments of contributions to the Fund:

(a) for staff in the General Service category, the Professional category and above and for full-time maintenance personnel who are participants or associate participants in the United Nations Joint Staff Pension Fund, the base pensionable remuneration shall be the mid-point between the net base annual salary rate applicable to the participant's grade and step (including any language allowance but excluding any non-resident's allowance) and the corresponding United Nations gross salary rate;

(b) in the case of staff in the General Service category there shall be added to the base pensionable remuneration determined as in sub-paragraph (a) any non-resident's allowance which may be payable to the staff member;

(c) in the case of staff in the Professional category and above who are eligible for post adjustments, the base pensionable remuneration determined as in sub-paragraph (a) shall be adjusted in multiples of 5 per cent whenever the weighted average of the post adjustment classifications of the headquarters and regional offices of all the member organizations of the Fund varies by 5 per cent measured from 1 January 1956, the adjustment operative at 1 April 1961 being plus 5 per cent. The 5 per cent notional increase in the net pensionable remuneration of the staff members, which was introduced by Decision of the General Assembly at its thirteenth session will cease as from 1 April 1961.
6. The Executive Secretary further recommends to the CONTRACTING PARTIES that the additional cost to the 1961 Budget estimated at US$6,200.- should be financed from savings, or if this proves impossible, by a withdrawal from the Working Capital Fund subject to reimbursement in accordance with the procedure laid down by the CONTRACTING PARTIES.

POINTS FOR DECISION

Paragraph 5
Paragraph 6