

**GENERAL AGREEMENT
ON TARIFFS AND TRADE**

RESTRICTED

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ADMINISTRATIVE AND FINANCIAL QUESTIONS

Activities of the common system bodies in 1993

Note by the Secretariat

1. The Committee is informed from time to time of the Activities of the International Civil Service Commission (ICSC) and of the United Nations Joint Staff Pension Board (UNJSPB), and of the decisions of the United Nations General Assembly on personnel matters. The present note brings the Committee up to date.
2. In 1993, the ICSC and the Pension Board had as their main item of business the conclusion of the study, begun in 1991, of the pensionable remuneration and consequent pensions of the General Service category.
3. The Committee will recall that in 1992 the General Assembly had put off taking action on recommendations put to it on this matter by the ICSC because it did not have an agreed recommendation from the Pension Board. In 1993, however, the Board was able to agree on a recommendation, which the ICSC later endorsed. Having an agreed recommendation from the Board is important because it is a tripartite body which includes representatives of member-states, administrations and staff.
4. The General Assembly has thus approved a methodology for determining pensionable remuneration for the General Service category, and their consequent pensions, as follows:
 - a) To use the income replacement approach to determine pensionable remuneration, as was done for the Professional and higher categories;
 - b) To take as a basis of calculation for pensionable remuneration 66.25% of net remuneration (as opposed to 100% at present);
 - c) To adjust pensionable remuneration in between major reviews in the same proportion as net remuneration was adjusted;
 - d) To implement this procedure on the occasion of the first salary adjustment after 1 April 1994 (in Geneva, as things stand now, this would mean implementation on 1 January 1995);
 - e) To develop, by 1996, a common staff assessment scale for both categories of staff. It is the existence of different scales of staff assessment for the Professional and higher categories and for the General Service category which has contributed to the problems that have been addressed during the review.

Other action

5. The General Assembly approved a recommendation of the ICSC that the net base salary scale of the Professional and higher categories of staff be increased by 3.6%, with effect from 1 March 1994. This would be done by consolidating 3.6 points of post adjustment into the net base pay. In Geneva, the effect on remuneration is neutral, however, as salary will go up at the same time as post adjustment goes down correspondingly (the "no gain, no loss" method).

6. Submitted for information