

Ref.: 68th Council
Sal/gS/sal

Geneva, 16 April 2015

FICSA

Dear Sir/Madam,

I have the honour to share with you FICSA resolution 68/1 calling for the International Civil Service Commission (ICSC) to apply its own methodology and lift the unjustified freeze on allowances for General Service staff and retroactively compensate those who have been affected. This Resolution was unanimously adopted by the members of the Federation of International Civil Servants' Associations (FICSA) attending the 68th session of the Council at the FAO in Rome from 2 to 6 February 2015.

The FICSA Council therefore requests your full support in ensuring that the above issue is properly addressed by the Commission and the Fifth Committee and in making sure that the decision is reversed. The Federation looks forward to your continued collaboration concerning fair conditions of service for all staff.

Yours sincerely,



Diab El Tabari
President

Encl.

Executive heads of FICSA member organizations

cc. FICSA member Associations/Unions
FICSA Executive Committee

Federation of International
Civil Servants' Associations

Fédération des associations
de fonctionnaires
internationaux

GENEVA

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**FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS
(FICSA)**

Resolution 68/1

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 68th session (Rome, 2 to 6 February 2015),

Noting with concern that when discussing the results of the salary survey in Madrid at its 78th session in March 2014, the ICSC decided not to recommend any adjustments to the levels of the dependency and other allowances for General Service staff,

Disagreeing with the ICSC interpretation of UN General Assembly Resolution 68/253 requesting the Commission not to increase any of the allowances under its purview until the comprehensive review decided in Resolution 67/257 had been submitted to the General Assembly for its consideration,

Noting that Resolution 67/257 refers exclusively to staff in the Professional and higher categories,

Recalling that the compensation package of the General Service and other locally-recruited categories had been carefully scrutinized during the review conducted by the ICSC pursuant to Resolutions 63/251 and 64/231 prior to the promulgation in July 2011 of the revised methodologies for the conduct of salary surveys (ICSC/72/R.10 and R.11),

Noting further that Article 101 of the Charter of the United Nations stipulates that "the conditions of service, including both paid remuneration and other basic elements of compensation, are to be among the best in the locality..."

Moreover, given the unprecedented nature of the ICSC decision to change its approach at the midpoint in a round of surveys, as a result of which those duty stations surveyed prior to the Madrid survey will have been treated differently to those duty stations to be surveyed following the Madrid survey,

1. Demands that the ICSC apply its own methodology and lift the unjustified freeze on dependency and other allowances for General Service staff and retroactively compensate those who have been affected;

2. Instructs the FICSA Executive Committee to:

(a) Transmit this resolution to the UN Secretary-General, the CEB, the ICSC, the executive heads of FICSA member organizations and sister staff federations;

(b) Cooperate with the other federations in developing joint advocacy activities on this issue at the next ICSC session and other high level meetings; and

(c) Assist FICSA members wishing to lodge an appeal against the implementation by their organisations of the ICSC freeze on dependency and other allowances for General Service staff.
