

FICSA CIRCULAR



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To: Chairs, Member Associations/Unions
Members of the Executive Committee
Chairs, Members with Associate Status
Chairs, Associations with Consultative Status
Presidents, Federations with Observer Status
Chairs and Vice-Chairs of Standing Committees

From: Brett Fitzgerald, General Secretary

*****REVISION*****

FICSA SUMMARY OF RECENT UN GENERAL ASSEMBLY DECISIONS

It is recalled that document FICSA/CIRC/1182 reported on the Federation's advocacy activities which took place during the 69th session of the United Nations General Assembly (GA).

We would now like, through this present FICSA Circular, to inform our members of recent decisions adopted by the GA at its 77th plenary meeting of its sixty-ninth session held on 29 December 2014, and to provide indications, where possible, regarding their implementation.

The decisions are grouped as follows:

1. Conditions of service applicable to staff in both the General Service and Professional categories;
2. Conditions of service for staff in the Professional and higher categories; and
3. Conditions of service for staff in the General Service and other locally recruited categories.

Conditions of service applicable to both categories of staff

A. Cost-sharing of health insurance premiums

The GA approved the recommendation of the International Civil Service Commission (ICSC) to maintain at their existing ratios the current apportionment of health insurance premiums between the organizations and both active and retired staff in the United States and non-United States health insurance plans.

B. Mandatory age of separation

The GA took note of the analysis undertaken by the ICSC as well as the impact the proposed change might have on workforce and succession planning.

It decided to raise the mandatory age of separation to 65 for staff recruited before 1 January 2014, taking into account the acquired rights of staff, and it requested the ICSC to revert to the GA with an implementation date at its earliest opportunity but no later than the GA's seventy-first session (autumn 2016). This means that, once implemented, colleagues recruited before 1 January 2014 will have the possibility to choose whether they wish to retain the age of 60 (or 62 as the case may be) as their mandatory retirement age or work until the age of 65.

Conditions of service for staff in the Professional and higher categories

A. ICSC comprehensive review of the common system compensation package for Professional and higher categories

The GA noted the ongoing work of the ICSC on the comprehensive review of the total compensation package and decided that it would consider the results of this exercise at its seventieth session (autumn 2015).

The ICSC was requested to provide an informal briefing on the progress of the comprehensive review of the compensation package at the GA's resumed sixty-ninth session (March 2015).

B. Gender balance in the United Nations common system

The GA expressed its disappointment with regard to the lack of progress made with respect to achieving the goal of 50/50 gender balance in the UN common system, especially at the Professional and higher categories. It also requested the ICSC to encourage the organizations of the common system to fully implement existing gender balance policies and measures and to continue to monitor progress.

C. Diversity in the United Nations common system

The GA requested the ICSC to carry out measures that would be more favourable to diversity.

D. Base/floor salary scale

The GA approved the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories applicable as of 1 January 2015.

E. Evolution of the margin and margin management around the desirable midpoint

The GA reaffirmed that the range of 110 to 120, for the margin between 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 (the United States federal civil service), should continue to apply. It also noted that the estimated margin between net remuneration of

the United Nations staff in grades P-1 to D-2 in New York as compared to equivalent positions in the United States federal service in Washington D.C. for the period from 1 January 2014 to 31 December 2014 was 117.4, and that its five- year average (2010 to 2014) stands at 116.4, which is above the desirable midpoint of 115.

Consequently the GA requested the ICSC to continue bringing the calendar year margin around the midpoint, and to examine matters related to margin management during its current comprehensive review of compensation.

F. Post adjustment matters

The GA took note of the ICSC's decisions to review the post adjustment classifications of headquarters and other group I duty stations once a year, on the anniversary date of the post adjustment classification review for New York. It also noted the ICSC's decision to refer the issue of the continued use of the 5 per cent rule for group I duty stations to the Advisory Committee on Post Adjustment Questions (ACPAQ) for consideration during its review of the operational rules of the post adjustment system.

Conditions of service for the General Service and other locally recruited categories

- The GA noted the intention of the ICSC to review the compensation package for the General Service and National Professional Officer categories of staff after the current review for the Professional and higher categories is finished.
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