



London, 3 August 2013

BREAKING NEWS

77TH ICSC RECOMMENDS RAISING THE MANDATORY AGE OF SEPARATION (MAS) FOR CURRENT STAFF TO AGE 65 WITHOUT PREJUDICE TO ACQUIRED PENSION RIGHTS

The delegations of CCISUA, FICSA and UNISERV to the 77th session of the International Civil Service Commission (ICSC), which met at the International Maritime Organization (IMO) in London from 22 July to 2 August 2013, are pleased to inform their respective constituencies that, after an intense and prolonged debate:

The ICSC decided to recommend to the General Assembly to raise the mandatory age of separation to age 65 for current staff members effective 1 January 2016.

The Commission reiterated that **the acquired rights** of current staff to retire at the normal age of retirement they were subject to at their entry on duty **would be preserved**, i.e. current staff members would avail themselves the option to stay in service until age 65 without prejudice to their current pension entitlements.

Having considered the facts in the relevant report¹, and having heard the views of the representatives of the organizations and staff, the ICSC **agreed to recommend 1 January 2016 as the date of promulgation in order to provide the organizations of the UN common system enough time to revise the assumptions underlying their strategic planning**. After promulgation, the option MAS 65 would become available to all staff, including those who are currently subject to MAS 60/62.

Earlier this year, on 12 April 2013, the UN General Assembly (UNGA) adopted resolution 67/257 on the United Nations common system, which *inter alia*:

"(...) Endorsed the Commission's decision to support the recommendation of the United Nations Joint Staff Pension Board to raise the mandatory age of separation to age 65 for new staff of member organizations of the Pension Fund, effective no later than 1 January 2014, and welcomed the strategic review being undertaken by ICSC in consultation with organizations and staff representatives of the implications of applying the increased mandatory age of 65 to current staff members and looked forward to considering the outcome of the review at its sixty- eighth session²(...)".

The recommendation will be considered at the next session of the UNGA in the fall of this year. Representatives of the staff federations will follow the developments in the Fifth Committee and inform.

The three staff Federations strenuously supported and welcomed this recommendation. It brings the UN into line with global longevity trends. It will eventually bring equity of treatment to staff and help the sustainability of the Pension Fund. Finally, it will be beneficial to the organizations, as it would result in improved retention of institutional knowledge and experience, allowing sufficient time to manage succession planning and handover to younger generations of staff.

¹ ICSC/77/R.4 – Mandatory Age of Separation for Existing Staff, 24 May 2013.

² Our emphasis.