



### **UPDATE no. 3**

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## **GOOD NEWS FROM NEW YORK: UNGA RESOLUTION ON COMMON SYSTEM FINALLY ADOPTED NO CHANGE IN POST ADJUSTMENT AND THE MARGIN... ...FOR THE TIME BEING.**

FICSA informs its membership that, after a week of exhausting discussions on the draft proposed by some Member States, suggesting a 10 percent cut in the margin, the Fifth Committee of the 66<sup>th</sup> United Nations General Assembly adopted yesterday a resolution (A/C.5/66/L.27) on the *United Nations common system*.

#### **Paragraph B.1 of the resolution, “Post adjustment matters”, quotes:**

*“[The General Assembly], Recalls paragraphs 103 and 123 of the ICSC report, and paragraph 2 of section I subsection A of resolution 51/216, and requests the Commission to explore the feasibility and suitability of possible measures to reflect in the administration of the post adjustment the pay freeze of the comparator civil service; to determine whether the implementation of such measures falls under its authority; to exercise such authority as appropriate, and to report thereon to the General Assembly at its sixty-seventh session;”*

#### **Paragraph B.3 of the resolution, “Evolution of the margin”, quotes:**

*“[The General Assembly], Recalling section 1.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington D.C. (referred to as “the margin”),*

*1. Reaffirms that the range of 110 and 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable position in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable mid-point of 115 over a period of time;*

*2. Notes that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington D.C., for the period from 1 January to 31 December 2011 is estimated at 114.9 and that the average margin level for the past five years (2007-2011) stands at 114.1; (...)”*

**In a few words, the drastic cut in the margin, as originally proposed, did not get through: in this respect, the wording in paragraph B.3 is sufficiently clear and reassuring. So far so good. However, the open-ended wording in paragraph B.1 (“...requests the Commission to explore the feasibility and suitability of possible measures to reflect in the administration of the post adjustment the pay freeze of the comparator civil service...”) leaves the door open to any sort of interpretation. So, let’s stay alert and ready to act, depending on the developments during the year ahead.**

**FICSA wishes to thank all those who have opposed a measure which would have put the cohesion of the United Nations common system at risk.**

**FICSA will continue to be vigilant and monitor developments. No doubt the forthcoming 65<sup>th</sup> Council, hosted in WHO/EURO in Copenhagen, from 13 to 17 February 2012, will be called upon to formulate a strategic plan of action on this matter. See you there!**

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