



**Governing Council
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OTHER MATTERS

MATTERS RESULTING FROM THE FORTY-FIRST SESSION OF THE GENERAL ASSEMBLY

Effective date for the implementation of the results of the job
classification exercise for the General Service and related
categories in the United Nations Development Programme and the
United Nations Fund for Population Activities

Note by the Administrator

I. BACKGROUND

1. At the special session of the Governing Council in February 1986, the Administrator presented detailed information on the various technical, administrative and legislative steps and requirements with which UNDP had complied during the preceding three years in connection with the job classification exercise for the General Service and related categories in New York.

2. At that time, the Administrator requested authorization to proceed with the implementation of the job classification with effect from 1 January 1985. The request was based on the following reasons:

(a) The classification of General Service jobs in UNDP was completed at an early stage without the long delays experienced in the United Nations;

(b) In 1985, the Advisory Committee on Administrative and Budgetary Questions endorsed the results of the job classification exercise in UNDP and offered no objection to UNDP implementing its classification with effect from 1 January 1985, without waiting for the United Nations;

(c) The International Civil Service Commission, in recognition of the delays being experienced in the United Nations, had formally requested the Administrator to proceed with the implementation of the job classification, without waiting for the United Nations;

(d) The General Assembly had deferred the implementation of the results in the United Nations pending the recommendations of ACABQ and ICSC, two bodies which had already endorsed the results in UNDP;

(e) The General Assembly had established the effective date of 1 January 1985.

3. In making the request, the Administrator sought the Governing Council's agreement to amend its decision 85/35 that had authorized: "the Administrator to implement the results of the job classification exercise and the new salary scale for General Service staff of the United Nations Development Programme at headquarters when such results are implemented by the Secretary-General for the United Nations General Service and with the same effective date." 1/

4. Upon considering the issue at its February 1986 session, the Governing Council, by its decision 86/11, decided to "authorize the Administrator to implement the results of the classification exercise, effective 1 January 1986, and to revert to the matter, if necessary, in the future, upon the finalization of the exercise in the United Nations." 2/

5. At its forty-first session, the General Assembly considered reports of the Secretary-General (A/C.5/41/30) and ACABQ (A/41/7/Add.8). The report of the Secretary-General provided information on the additional reviews which had been undertaken by the United Nations Secretariat in relation to the finalization of the job classification exercise and presented the financial implications for the implementation of the results with effect from 1 January 1985. ACABQ, in its report, provided its observations on the report of the Secretary-General.

6. The General Assembly, by its resolution 41/209, decided to approve "the proposals of the Secretary-General relating to the job classification of the General Service and related categories in New York and in Geneva".

7. With the recent endorsement of the General Assembly, the job classification exercise in the United Nations Secretariat will be implemented with effect from 1 January 1985. Therefore, in view of Governing Council decision 85/35, it would seem appropriate to revert to the Governing Council on this matter.

II. RECOMMENDATION FOR REVISING THE EFFECTIVE DATE OF IMPLEMENTATION OF THE JOB CLASSIFICATION TO 1 JANUARY 1985

8. As the United Nations General Assembly has approved the results of the job classification exercise in the United Nations Secretariat with effect from 1 January 1985, the Administrator considers it appropriate to request the same effective date for UNDP. It should be noted that the necessary funds (totalling

approximately \$329,000, of which \$284,000 is chargeable to the UNDP biennial budget and \$45,000 is chargeable to UNDP-administered trust funds) were obligated in 1985 and have been set aside in reserve, pending review by the Governing Council.

9. The Governing Council is therefore requested to authorize the Administrator to revise the date of implementation of the results of the job classification from 1 January 1986 to 1 January 1985. For this purpose, the Council may wish to consider the following draft decision:

"The Governing Council,

Recalling its decision 86/11 of 21 February 1986 on the job classification exercise for the General Service posts in New York,

Taking note of General Assembly resolution 41/209 approving the proposals of the Secretary-General relating to the job classification of the General Service and related categories in New York and Geneva, which include an implementation date of 1 January 1985,

Having considered the note of the Administrator on this subject (DP/1987/62),

Authorizes the Administrator to revise the date of implementation of the results of the job classification exercise for the General Service and related categories in New York from 1 January 1986 to 1 January 1985."

Notes

1/ Official Records of the Economic and Social Council, 1985, Supplement No. 11 (E/1985/32), annex I.

2/ Official Records of the Economic and Social Council, 1986, Supplement No. 9 (E/1986/29), annex I.
