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INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

10th Floor, Two United Nations Plaza, New York, NY 10017
Fax: (212) 963-0159 / 963-1717, Tel: (212) 963-8464

Office of the Chairman

Bureau du Président

**ITEM 141: ADDENDUM TO THE REPORT OF THE INTERNATIONAL
CIVIL SERVICE COMMISSION FOR 2011 (A/66/30/Add/1)**

**INTRODUCTORY STATEMENT BY THE CHAIRMAN
OF THE INTERNATIONAL CIVIL SERVICE COMMISSION
MR. KINGSTON P. RHODES,
TO THE FIFTH COMMISSION OF THE GENERAL ASSEMBLY
NEW YORK, 30 MAY 2012**

**Mr. Chairman,
Distinguished Members of the Fifth Committee,
Ladies and Gentlemen,**

Thank you for the opportunity to introduce an addendum to the thirty-seventh annual report of the International Civil Service Commission.

I would also like to thank the Chairman of the Advisory Committee on Administrative and Budgetary Questions for the report on the administrative and financial implications regarding addendum 1 to the Commission's thirty-seventh annual report.

The present addendum to the Commission's 2011 annual report responds to an urgent and immediate request from organizations of the common system, in particular from the Department of Field Support of the United Nations Secretariat, requesting the Commission to reconsider the rest and recuperation framework proposed in the Commission's annual report for 2011 and approved by the General Assembly in its resolution 66/235, section C.

The present addendum takes into account the recommendations from the United Nations Department of Safety and Security (UNDSS) in regard to danger

pay locations and information from the organizations that had not been available when the General Assembly reached its conclusion on the matter in December 2011.

ICSC made its recommendation on the rest and recuperation framework to the General Assembly in its report for 2011 based on information and data available as of May 2011. The Commission's proposal regarding the 4-week rest and recuperation travel cycle was the following:

4-week cycle: Extreme emergency situations

- *Where danger pay is authorized by the Chair of the International Civil Service Commission*

The Commission noted that based on this criteria, danger pay would apply only in extraordinary situations where staff were at high risk of becoming collateral damage, namely, locations where very dangerous conditions prevailed and in situations where they were direct targets of violence, such as acts of terror committed against staff precisely because of their employment by an organization of the United Nations common system. Given the stricter criteria applied to danger pay versus the former hazard pay, the Commission also believed that the number of duty stations that would meet the criteria for danger pay would be significantly reduced. Furthermore it was not possible at that time to accurately assess potential operational implications and impact on programme delivery of linking a four-week rest and recuperation cycle to locations approved for danger pay.

In deciding upon locations that should receive danger pay, the Chairman of the ICSC under delegated authority from the Commission, relies on the recommendations of UNDSS to make his decision. When the Under Secretary General for Safety and Security forwarded his recommendations to the ICSC in February 2012 on the danger pay locations, the number of duty stations were significantly greater than anticipated. Once the General Assembly reached its conclusion in its resolution 66/235 on the criteria of danger pay in December 2011, UNDSS communicated this decision to Designated Officials, Members of Security Management Teams and its Security Advisors in the field, and, as was the case for Hazard Pay, requested that submissions for danger pay be in strict conformity with the established ICSC criteria, be supported by an updated security risk assessment, a clear list of the areas by name and region with a map delineating

exactly the areas proposed to be covered by danger pay, and a thorough and detailed analysis of the prevailing security situation in those areas.

UNDSS completed its review in February 2012 and made its recommendations to the ICSC on the locations deemed for danger pay which had increased, taking into account the realities on the ground at that time, which had drastically changed since the preliminary assessments were made in May 2011. Unfortunately no one was able to predict that the world would become more volatile since that time. Many new duty stations were affected due to the events in the Spring-Summer of 2011; South Sudan became a new country and new duty stations were created, however as we all know conflicts in that area have increased; the security situation in Syria worsened in late 2011 and the country continues to face serious conflicts. It should be noted however, that the numbers of danger pay locations were still lower than the number of hazard pay locations (a reduction from 18 to 13 countries and from some 180 duty stations to some 140 duty stations).

It should be noted that danger pay locations, as was the case with the former hazard pay, are reviewed every three months. This means the number of affected locations is not static and may again change in July of this year.

The consequence of the above is that the automatic triggering of a 4-week rest and recuperation travel cycle in all duty stations now approved for danger pay presents serious operational implications for field organizations and may have an adverse impact on programme delivery. Therefore at the request of the United Nations and field-based organizations, the Commission decided to delay the implementation of the rest and recuperation framework until 1 July 2012 and is submitting a revised framework to the General Assembly. The proposed rest and recuperation framework would not include a 4-week travel cycle and would not have any linkage to danger pay. However in exceptional cases, a 4-week travel cycle can be approved by the Chair of the International Civil Service Commission outside the framework, upon the recommendation of the United Nations System Chief Executives Board for Coordination Human Resources Network. These cases would be very limited. For example, at present only sixteen duty stations in three countries – Kandahar in Afghanistan; Baghdad, Basra and Kirkuk in Iraq and 12 duty stations in Somalia are under the 4-week rest and recuperation travel cycle.

Up to now there have not been any implications on the linkage of danger

pay to the 4-week rest and recuperation travel cycle as the Commission has postponed the implementation of the framework until 1 July 2012. Should the General Assembly decide not to follow the Commission's recommendation, there would be operational implications for duty stations where danger pay is applicable as of 1 July 2012.

It should be kept in mind that the issue we are bringing to you, is not about danger pay. Danger pay was approved by the General Assembly in its resolution 66/235 and it is based on a solid criteria. The issue is that of the unintended consequences of linking danger pay to the rest and recuperation 4-week travel cycle.

Let me stress in ending my remarks that all of the Commission's recommendations are based on very sound technical information available at the time of its deliberations, in this case from UNDSS, and input from organizations.

In closing, let me say that I look forward to working with all members of this Committee and will be happy to answer your questions and provide any clarifications you may need on this issue. Our secretariat will also be available for any additional information to the Committee during the informal consultations.

Once again, thank you for your continued interest and support.