

ABOLISHED



UNITED NATIONS

SECRETARIAT



ST/AI/209  
5 January 1972

ADMINISTRATIVE INSTRUCTION

To: Members of the staff  
From: The Director of Personnel

Subject: PENSIONABLE REMUNERATION ON PROMOTION TO  
THE PROFESSIONAL CATEGORY

1. When a staff member in the General Service category is promoted to the Professional category, the promotion, in some cases, may result in a reduction in his pensionable remuneration, inasmuch as an important element of basic emoluments after promotion, i.e., post adjustment, is not pensionable. In order to ensure that the social security of such staff is maintained, it has been agreed among the organizations participating in the United Nations common system that where a promotion to the Professional category would result in such a reduction, pensionable remuneration may be maintained by the organization at its previous level until it is overtaken in due course by the level of pensionable remuneration in the Professional category established normally. The contributions of the staff member and of the organization to the Joint Staff Pension Fund would continue accordingly at the levels in effect immediately before promotion and would remain at those levels until pensionable remuneration at the grade and step after promotion becomes greater.

2. With effect from 1 January 1972, therefore, where a promotion from the General Service to the Professional category would result in a reduction of the staff member's pensionable remuneration, the level of pensionable remuneration will be maintained until it is ultimately surpassed by that based on his salary in the Professional category. In such cases, the personnel action (P.5) form authorizing the promotion will record that the level of pensionable remuneration and the contributions of the staff member and of the Organization are being maintained.

3. Staff members in service on 1 January 1972 who were promoted previously from the General Service to the Professional category and whose pensionable remuneration as of that date does not yet equal or exceed their level of pensionable remuneration in effect immediately before promotion will, effective 1 January 1972, have their pensionable remuneration similarly increased to that level until such time as it is surpassed by the level based on their salary in the Professional category. In these cases, the Office of Personnel will issue the necessary personnel action to give effect to the change, and the contributions of the staff member and of the Organization to the Joint Staff Pension Fund will be altered accordingly, with effect from 1 January 1972.

4. A suitable amendment to the Staff Rules will be issued in due course.

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