

FEDERATION  
des ASSOCIATIONS d'ANCIENS FONCTIONNAIRES INTERNATIONAUX  
(F.A.A.F.I.)

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FEDERATION  
of ASSOCIATIONS of FORMER INTERNATIONAL CIVIL SERVANTS  
(F.A.F.I.C.S.)

Compte 285 161 00M/60 R  
Union de Banques Suisse  
Genève

Palais des Nations  
CH-1211 Genève 10

Geneva,  
1 May 1985.

To: All Member Associations of FAFICS

Record of Decisions of the Twelfth Session of  
the Council of FAFICS

1. Amendments have been received to paragraphs 6, 7, 11  
and 21 as indicated below.

From FFOA/Rome: para. 6

Lines 2 and 3 should read as follows: "... Mr. E.S. Abensour,  
founder member and past President of FFOA, and Honorary President  
and founder member of FAFICS. ...".

From AFICS/New York: para. 7

Lines 8-10. Replace by the following text: "future. She  
stressed the importance of FAFICS presenting a united front if  
its actions were to be effective. For this reason ...".

Para. 11

Lines 1 and 2. Replace the first sentence by the following  
text: "The Council was unanimous in expressing its concern for  
the implications of the decisions taken by the General Assembly."

Para. 21

Replace this paragraph by the following text: "On a proposal  
put forward by AFICS(New York), it was agreed that Member Associa-  
tions should explore the possibility of establishing a 'Panel of  
Legal Consultants' composed of former staff members with the  
necessary legal background who might be interested in advising  
FAFICS members on legal matters, which might include the question  
of appeals to the Tribunal."

2. If no objections to these amendments, or further amendments  
thereto, have been received by the Secretariat of FAFICS at Geneva  
by 30 June 1985, the Record of Decisions of the Twelfth Session of  
the Council of FAFICS shall be deemed to have been adopted, as  
amended.

  
Angela Butler,  
Secretary of the Federation.

ORIGINAL

FEDERATION  
des ASSOCIATIONS d'ANCIENS FONCTIONNAIRES INTERNATIONAUX  
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FEDERATION  
of ASSOCIATIONS of FORMER INTERNATIONAL CIVIL SERVANTS  
(F.A.F.I.C.S.)

Compte 285 161 00M/60 R  
Union de Banques Suisse  
Genève

Palais des Nations  
CH-1211 Genève 10

Geneva,  
28 January 1985.

To: All Member Associations of FAFICS

Record of Decisions of the Twelfth Session of  
the Council of FAFICS

1. You will find attached the draft Record of Decisions of the Twelfth Session of the Council of FAFICS, which was held at the Palais des Nations, Geneva, on 18 and 19 January 1985.
2. Following the procedure adopted by the Council at its Eighth Session, Member Associations are requested to send any comments on, or amendments to, the draft Record of Decisions to the Chairman of the Council (Mr. A.J.A. Elliott, Paddock End, Buristead Road, Great Shelford, Cambridge CB2 5EJ, United Kingdom) within the next three months, i.e. by the end of April 1985. Please, at the same time, send a copy of any such communication to the Secretary of the Federation at Geneva.
3. If no amendments have been received by the Secretariat by 30 April 1985, the draft Record of Decisions will then be considered to have been adopted by the Member Associations of the Federation.



~~Angela Butler;~~  
Secretary of the Federation.

Enc.

DRAFT

Record of Decisions of the Twelfth Session  
of the Council of the Federation of Associa-  
tions of Former International Civil Servants

(Geneva, 18-19 January 1985)

1. The Twelfth Session of the Council of the Federation of Associations of Former International Civil Servants (FAFICS) was held on Friday and Saturday, 18 and 19 January 1985, at the Palais des Nations, Geneva.

Participants

2. Mr. A. Elliott (Chairman of the Council of FAFICS), Miss A. Butler (Secretary of FAFICS) and Miss E. Vanbraecken (Treasurer of FAFICS) were present at the Session in their official capacity, and the following Member Associations were represented:

AAFI/AFICS (Geneva)	Mr. J. Dittert Mr. H. Gosschalk Mr. S. Grabe Mr. F. Gutteridge Mr. D. Miron Mr. R. Petit
AFICS (New York)	Mrs. M. Bruce
BAFUNCS (London)	Mr. S. Finning Mr. R. Neath
FFOA (Rome)	Mr. P. Montanaro
NAFICS (Copenhagen)	Miss I. Poulsen
UNESCO Committee of former officials (Paris)	Mr. A. Chakour

3. Mr. Jean-Didier Sicault (Reader in international civil service law, University of Law, Economics and Social Sciences, Paris, and member of the Paris Bar), engaged by the Federation of International Civil Servants Associations (FICSA) to prepare a study and analysis of the "legal elements for a common strategy of appeal against decisions to reduce pension benefits", was invited to attend the meeting to present his paper and conclusions.

4. There was some discussion on the opportuneness of inviting a representative of FICSA to the Council session, particularly in view of the helpful attitude of FICSA in enabling FAFICS Member Associations to benefit from the study and analysis prepared by Maître Sicault. However, it was pointed out that, while fully

appreciating the help received from FICSA, there was no provision in FAFICS' Statutes, or in past practice, for observer status with respect to participation in Council sessions, and the proposal was not acted upon (see also, para. 17 below).

#### Opening of the Session

5. Mr. R. Petit, President of AAFI/AFICS (Geneva), welcomed the participants and expressed his good wishes for the success of the session.
6. Mr. P. Montanaro (FFOA/Rome) informed the participants of the recent death of Mr. E. S. Abensour, past President of FFOA and Honorary President and founder member of FAFICS. With his death both FAFICS and FFOA had been deprived of a leading personality and a friend. The Council asked Mr. Montanaro to convey its expressions of sympathy to Mr. Abensour's family and to the members of FFOA.
7. Before the Council began its work Mrs. Bruce informed the participants that AFICS/New York had carefully considered whether or not to participate in the meeting, in view of both the cost involved for the Association and the fact that they felt the meeting had been called prematurely. Their presence should be interpreted as a demonstration of their concern over the points at issue, and even greater concern over the implications for the future. She strongly believed that there might be some hope of successful action if FAFICS remained united, but none at all if scissions were allowed to develop. For this reason it was essential that, in so far as possible, all Member Associations should be represented at meetings of the Council.

#### Item 1: Adoption of the agenda

8. The<sup>1</sup> proposed draft agenda was adopted, subject to some minor changes.

#### Item 2: FAFICS' position re implementation of General Assembly decisions concerning pensions: general discussion

9. The Council listened with great interest to the analysis that Maître Sicault made of the legal validity of the changes in the pension adjustment system adopted by the General Assembly at its Thirty-ninth Session (1984). Maître Sicault had concluded from his analysis that all three of the elements in the General Assembly decision that directly concerned pensioners could be challenged, with some considerable chance of success, with reference to "acquired rights" (article 49(b) of the Regulations of the UNJSPF) and to article 26 ("deficiency payments"). These elements

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<sup>1</sup> Cf. Appendix I: document D. 1(Rev.)

were: (1) the extension of the period between COL adjustments from 6 to 12 months (with a trigger point lowered from 5% to 3%, and a high inflation barrier at 10%); (2) the "capping" of the local currency equivalent on the "dollar track"; (3) the reduction of the first COL adjustment after 1 January 1985 by 1.5 percentage points.<sup>1</sup>

9.1 Maître Sicault informed the Council that FICSA might ask him to prepare letters of appeal, which might be used by staff members and, as appropriate, by pensioners. He emphasised that the time-limit for appeals to be made to the UN Administrative Tribunal was a mere one month after receipt of notice of action. This would mean that the COL adjustment limitation would have to be appealed in the month of April 1985 in countries where a COL adjustment would be due on 1 April; the dollar track limitation would have to be appealed within one month after receipt of personal notification of the option to withdraw proof of residence; the once-a-year-only adjustment would have to be appealed in October 1985, once it could be established that no adjustment had been made for COL increases by 1 October.

10. A number of questions were asked so as to clarify the situation and the grounds for appeal suggested by Maître Sicault.

Item 3: FAFICS support for persons having recourse to the Tribunal

11. The Council were unanimous in regretting the decisions taken by the General Assembly. Attention was drawn, in particular, to paragraphs 8, 9 and 10 in Section I of the General Assembly Resolution in which the Board was instructed to explore -- in the light of the actuarial valuation to be made this year (as at 31 December 1984) -- further possibilities for reducing or eliminating the actuarial imbalance, and to study other aspects of the system to avoid, if possible, any need for increasing the rates of contributions.<sup>2</sup>

12. Only a few among the Member Associations had yet had any opportunity to study the issues. Some members of the Council urged that the largest possible number of pensioners should appeal the decisions in so far as these concerned them individually. Other members reserved their position pending further study by their respective governing bodies and specialised committees of both the legal and the political issues involved; they questioned some of the assumptions made by Maître Sicault, especially his interpretation that the principle of acquired rights could be applied to a specific form of pension adjustment. In this context, some members also felt that generating mass appeals could needlessly cause serious worries among pensioners, who might not always understand

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<sup>1</sup> Cf. Appendix II: document D. 2.

<sup>2</sup> For the text of Section I, cf. Appendix III.

the technicalities involved. It was also recognised, however, that a test-case approach might not necessarily lead to immediate benefits to all persons who might find themselves in identical situations.

13. In concluding the debate, the Council agreed to leave to the Member Associations the decision concerning possible encouragement of appeals. Each Association would inform the others -- through the FAFICS secretariat -- of the position or action it had taken in the matter.

Item 4: FAFICS' position concerning representation of pensioners on bodies taking decisions relevant to pensioners

14. It was pointed out that this item concerned the representation of pensioners not only in the UNJSPB but also in the local Pension Committees from which, in some instances, pensioners were excluded (e.g. in New York) while in others they were both represented and had the right to speak. Representation in the Board could mean several things: separate representation, a practice that was already operative in many countries but one which destroyed the currently accepted "tripartite structure"; the recognition of passive participants in the same way as active participants (with right to vote); special observer status, with a level of participation that gave the right to speak as well as to participate in any sub-groups that might be established, and the right to have FAFICS' opinions noted in the report of the Board to the General Assembly.

15. The Council were unanimous in their dissatisfaction with the present situation and on the need to improve the representation of pensioners both on the Board and in the local Pension Committees. There was some difference of opinion on the urgency of the question and on the best way of getting positive action. Basically, FAFICS could wait for, and then react to, any paper on the question that might be produced by the Secretary of the Fund for consideration by the Board in pursuance of Section IX of the General Assembly Resolution<sup>1</sup>; Or it could take advance action -- by correspondence, the preparation of a paper with concrete proposals, direct contacts, or otherwise -- with a view to influencing the Secretary of the Fund before he drafted his proposals to the Board.

16. It was agreed that the FAFICS delegation to the forthcoming session of the Standing Committee (30-31 January and 1 February 1985) should take advantage of the opportunity to meet with the Secretary of the Fund in order to express FAFICS' dissatisfaction with the present situation, to sound out his views and discuss alternatives with him, pressing, in particular, for representation of pensioners in local Pension Committees and a clear definition of pensioners' observer status in the Board and its Standing Committee. Further action could be taken in the light of his reactions on the various points.

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<sup>1</sup> Section IX requests the UNJSPB "taking into account the views expressed in the Fifth Committee, to review its composition and to submit recommendations thereon to the General Assembly at its Fortieth session".

Item 5: Co-ordination with representatives  
of active staff

17. The Council noted that it had never yet had occasion to debate this question. It was relatively complex because of the multiplicity of the organisations/associations/unions involved. The Council recognised, and was grateful for, the flow of information that was received from many of these bodies, including FICSA, at various of the duty stations, and expressed, in particular, the appreciation of the co-operation and support received from that organisation by AAFI/AFICS at Geneva and by FFOA in Rome. It was agreed that the over-all question of co-ordination with representatives of active staff should be taken up at a future session of the Council.

Item 6: Economy measures under FAFICS' budget

18. It was agreed that no action need be taken under this item.

Item 7: Representation of FAFICS at the Standing  
Committee of the UNJSPB (New York, 30 and  
31 January and 1 February 1985)

19. It was agreed that FAFICS should be represented by the following: Mrs. M. Bruce (AFICS/New York), Mr. S. Grabe (AAFI/AFICS, Geneva), Mr. P. Montanaro (FFOA/Rome), Mr. R. Smith (AFFICS/New York), and Mrs. P. Tsien (AFICS/New York).

Item 8: Other business

20. It was agreed that the cost of travel and one day's per diem for Maitre Jean-Didier Sicault should be borne by FAFICS.

21. On a proposal put forward by AFICS/New York, it was agreed that Member Associations should explore the possibility of establishing a "panel of legal consultants" on pensions questions (e.g. in the matter of appeals) and look into possible nominations.

22. It was agreed that decision on the date and place of the next session of the Council should be deferred till after the forthcoming meeting of the Standing Committee.

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FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL  
CIVIL SERVANTS

Twelfth Session of the Council, Geneva, 18-19 January 1985

Document FICSA/C/38/3/Add.1(Annex V)**SUMMARY TABLE OF POSSIBLE LEGAL ACTIONS TO BE TAKEN IN THE FRAMEWORK  
OF A COMMON STRATEGY OF APPEAL AGAINST ADVERSE DECISIONS RECENTLY  
ADOPTED BY THE GENERAL ASSEMBLY OF THE UNITED NATIONS**List of Abbreviations

AR	acquired rights
COL	cost of living
CS	contributory service
FAR	final average remuneration
GS	general service category
ILOAT	ILO Administrative Tribunal
LC	local currency
P	professional and higher categories
PB	periodical benefit
PCS	period of contributory service
PR	pensionable remuneration
REG	regulations of the Fund
RULE	administrative Rules of the Fund
RPAS	revised pension adjustment system
SOB	statement of benefits
SSR	statement of settlement of rights
UNAT	United Nations Administrative Tribunal

Prepared by Jean-Didier Sicault  
Reader in international civil service law  
University of Law, Economics and  
Social Sciences, Paris  
Member of the Paris Bar



#	First decision to challenge	FIRST POSSIBLE DATE FOR SUCH DECISION	ADM. AGAINST WHICH TO FILE APPLICATION	COMPETENT TRIBUNAL
1	calculation of lump sum on basis of 4%, 4.5% and 6.5% discount rates for PCS after 31 December 1978, 1982 and 1984 respectively	20 January 1985 or immediately in case of extension.	Fund	UNAT
2	SCR showing 3% reduction factor applied as from 1 January 1985	16 January 1985	"	"
3C main	SOB showing PB not adjusted in accordance with system in force up to 31 December 1982	either date of remittance of SOB for the second quarter of 1985  or, if earlier, date of payment of PB for April 1985 (2)	"	"
3C subsidiary	SOB showing parts of PB for PCS prior to 1 January 1985 not adjusted in accordance with systems in force up to 31 December 1982 and 31 December 1984 respectively		"	"
4C main	SOE showing \$US amount capped to 120% LC amount		"	"
4C subsidiary	SOE showing \$US amount capped to 120% LC amount for entire PE and not only for part of PE for PCS after 31 December 1984		"	"
5C main	SOB showing reduction of 1.5 percentage points in first COL adjustment applied to PE		"	"
5C subsidiary	SOB showing reduction of 1.5 percentage points in first COL adjustment applied to entire PB and not only to part of PE for PCS after 31 December 1984	"	"	"
6 main	either failure of the Fund to pay PB at beginning of month or earlier announcement of payment of PE at end of month	1 January 1985	"	"
6 subsidiary	either failure of the Fund to pay part PB for PCS before 1 January 1985 at beginning of month or earlier announcement of payment of PE at end of month	1 January 1985	"	"
9 subsidiary	SCR showing \$US base amount of part of PE for PCS prior to 1 January 1985 not calculated on basis of FAF determined in accordance with art. 54 b. of REG in force up to 31 December 1984	"	"	"
10 main	pay slip showing lower deduction for contribution to Fund based on new unfavourable scale of PF (3)	date of remittance of pay slip of January 1985	any organization having recognized ILOAT jurisdiction.	ILOAT
10 subsidiary	pay slip showing lower deduction for contribution to Fund based on new scale of PF not in accordance with Staff Regulations and/or Rules (3)	"	FAO, ILO, ICAO and others?	ILOAT or UNAT
3B main	SOB showing PB not adjusted in accordance with system in force up to 31 December 1982	remittance SOB for first quarter 1985 or earlier date of payment of PB for January 1985	Fund	UNAT
3B subsidiary	SOB showing PB not adjusted in accordance with system in force up to 31 December 1984	see 3C	"	"
4B	Letter of Secretary of Board giving option to withdraw proof of residence outside US (5)	1 January 1985	"	"
5B	SOB showing reduction of 1.5 percentage points in first COL adjustment applied to PB	see 5C	"	"

POTENTIAL CLAIMANTS	LEGAL GROUNDS	ACTION TO EXHAUST INTERNAL RECOURSE PROCEDURE	LOGISTICS
Subject to RULE J.4, retired GS + F separating on or after 2400 15 January 1984 (1)	violation of art. 26 of REG	delivery to the Secretary of the Board within 30 days of receipt of notification of disputed decision, of written request for review, in accordance with RULE K.5	immediate info. to persons concerned
the same with PCS 25 or more but less than 30 years	"	"	prompt info. to persons concerned
retired GS + P in country where the new adjustment system yields lower PE than with application of system in force up to 31 December 1984 or of prorated systems in force up to 31 December 1982 and 31 December 1984 respectively, separating on or after 2400 31 December 1984	"	"	prompt info. to persons concerned
	violation of AR	"	constantly monitor relevant index
retired GS + P in a country where the \$US track exceeds, at a given moment, the local track by more than 20%, separating on or after 2400 31 December 1984	violation of art. 26 of REG	"	prompt info. to persons concerned
	violation of AR	"	
retired GS + P separating on or after 2400 31 December 1984, except those drawing minimal PB or PE adjusted under section E or F of RFAS	violation of art. 26 of REG	"	require from Fund express mention
	violation of AR	"	
retired GS + P separating on or after 2400 31 December 1984	violation of art. 26 of REG	"	immediate, info. to persons concerned
	violation of AR	"	write to the Secretary of Board letter (4)
	violation of AR	"	prompt info. to persons concerned
P3 and above	violation of AR	appeal to Executive head of organization within time limit specified by Staff Regulations and/or Rules	prompt info. to persons concerned
P3 and above	violation of Staff Regulations and/or Staff Rules		
retired GS + P on or before 0000 31 December 1984 in a country where the new adjustment system yields lower PE than with application of system in force up to 31 December 1982	violation of art. 26 of REG and of AR	delivery to the Secretary of the Board within 30 days of receipt of notification of disputed decision, of written request for review, in accordance with RULE K.5	immediate info. to persons concerned
as above, but yielding lower PE than with application of system in force up to 31 December 1984	"		constantly monitor relevant index
retired GS + P on or before 0000 31 December 1984, having submitted proof of residence outside US	"		prompt info. to persons concerned
retired GS + P on or before 0000 31 December 1984, except those drawing minimal PB or PE adjusted under sections E or F of RFAS	"		immediate info. to persons concerned
			prompt info. to persons concerned
			require from Fund express mention

Footnotes

- (1) Possible extension of plea invoking calculation on basis of 4% and 4.5% discount rates only, to all recently retired GS + P, subject to receivability of request for review.
- (2) End of February for 4C and 5C (main and subsidiary) when \$22 RPAS applies.
- (3) The question could be raised whether P1 and P2 likely to retire at P3 or above could take legal action against such a decision since they pay more now for lower pensions later. Answer is no because the prejudice is hypothetical not real; they may take action once they have reached P3.
- (4) To ask whether the delay is due only to file-processing or also to the decision to pay the PB at the end of the month and to lodge precautionary appeal simultaneously in event answer to be yes.
- (5) Also decision identical to 4C in case of retired GS + P on or before 0000 31 December 1984, submitting, after that date, proof of residence outside US.

## III. RECOMMENDATIONS OF THE FIFTH COMMITTEE

9. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Report of the United Nations Joint Staff Pension Board

The General Assembly,

Recalling its resolution 38/233 of 20 December 1983,

Having considered the report of the United Nations Joint Staff Pension Board for 1984 to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund, 3/ chapter II of the report of the International Civil Service Commission 4/ and the related report of the Advisory Committee on Administrative and Budgetary Questions, 5/

## I

## ACTUARIAL SITUATION OF THE FUND

Recalling that in resolution 38/233 it indicated that a co-operative effort by member organizations, participants and beneficiaries is required if the actuarial imbalance is to be reduced or eliminated, thereby securing an adequate level of benefits under the United Nations Joint Staff Pension Fund,

Noting the proposals made by the United Nations Joint Staff Pension Board in response to the request addressed to it in section II of General Assembly resolution 38/233,

1. Approves the following measures which will result in an improvement of the actuarial balance of the United Nations Joint Staff Pension Fund:

(a) For participants taking early retirement between the ages of 55 and 60 after 25 years or more but less than 30 years of contributory service, the reduction factor shall be increased from 2 per cent for every year below age 60 to 3 per cent for service performed as from 1 January 1985;

(b) The periodicity of adjustment of benefits in payment for changes in the cost of living shall be reduced from twice a year to once a year subject to the modalities set out in annex X of the report of the United Nations Joint Staff Pension Board;

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3/ Official Records of the General Assembly, Thirty-ninth Session, Supplement No. 9 (A/39/9 and Corr.1).

4/ Ibid., Supplement No. 30 (A/39/30 and Corr.1).

5/ A/39/608.

A/39/846

English

Page 4

(c) On the first occasion after 1 January 1985 when a benefit in payment is to be adjusted for a change in the cost of living, the adjustment shall be reduced by 1.5 percentage points, except as specified in paragraph 4 below;

(d) In the case of participants to whom the two-track adjustment system is applicable, the adjusted amount of the United States dollar benefit, when converted into the local currency, shall be limited to 120 per cent of the adjusted local currency benefit, subject to the transitional measures described in annex X of the report of the Pension Board;

(e) The periodic benefits of participants who separate from service on or after 31 December 1984 shall be paid at the end of the month to which they relate;

(f) Organizations' monthly contributions to the Fund should be remitted during the first two working days of the month following the month to which they relate;

(g) The interest rate used for purposes of lump-sum commutation shall be raised from 4.5 to 6.5 per cent as stated in paragraph 20 of the report of the Pension Board;

2. Defers action on the question of changing the statutory age of separation;

3. Amends, with effect from 1 January 1985, and without retroactive effect, article 29, paragraph (b) (ii), of the Regulations of the United Nations Joint Staff Pension Fund as set out in the annex hereto;

4. Approves with effect from 1 January 1985, and without retroactive effect the changes in the system of adjusting benefits in payment, set out in annex X of the report of the United Nations Joint Staff Pension Board except that the one-time reduction of the cost-of-living adjustment by 1.5 percentage points shall not apply to the minimum benefits under the Regulations of the Fund and to the benefits under sections E and F of the Pension Adjustment System;

5. Requests the United Nations Joint Staff Pension Board, with the assistance of the Committee of Actuaries, to review the method of calculating the lump-sum commutation of benefits using a uniform discount rate and to make recommendations thereon to the General Assembly at its fortieth session;

6. Requests the Pension Board to keep under review the question of the determination of the lump sum in net equivalent terms;

7. Further requests the Pension Board to re-examine the question of the imposition of a ceiling on the highest levels of pensions and to make recommendations thereon, and also on the imposition of a ceiling on the amount that may be paid to a participant by way of lump-sum commutation of part of his periodic benefit, to the General Assembly at its fortieth session;

8. Requests the Pension Board to re-examine the operation of the two-track pension adjustment system in countries where the adjusted United States dollar amount, when converted into local currency, yields a larger benefit in local currency units than the adjusted local currency amount and to report to the General Assembly at its fortieth session on further limiting the resultant excess benefits;

9. Requests the Pension Board, in the light of the results of the actuarial valuation of the Fund as at 31 December 1984, to consider additional measures, with a view to avoiding, if possible, further increases in the rate of contribution of member organizations and participants to the Fund, and to report thereon to the General Assembly at its fortieth session;

10. Requests the Pension Board to consider measures for the fair and equitable treatment of all participants, whatever their dates of entry into contributory service or of separation, and to submit such consequential amendments to the Regulations of the Fund and to the pension adjustment system as may be required;

## II

### PENSIONABLE REMUNERATION FOR THE PROFESSIONAL AND HIGHER CATEGORIES

Recalling section III of its resolution 38/233 of 20 December 1983,

Having considered chapter II, section B, of the report of the International Civil Service Commission 4/ and chapter III, section B, of the report of the United Nations Joint Staff Pension Board, 3/

1. Decides that the upward adjustment by 5.4 per cent of the scale of pensionable remuneration for the Professional and higher categories, which became due as of 1 October 1984 on the basis of article 54 (b) of the Regulations of the United Nations Joint Staff Pension Fund but the implementation of which had been deferred in accordance with section III, paragraph 4, of resolution 38/233, shall be implemented and shall be applicable during the three-month period from 1 October to 31 December 1984;

2. Approves, for implementation with effect from 1 January 1985 for all staff members in the Professional and higher categories in the member organizations of the Fund, the scale of pensionable remuneration which was recommended by the International Civil Service Commission and which is reproduced in the appendix to the annex hereto; and amends the first sentence of article 54 (b) of the Regulations of the Fund as set forth in the said annex;

3. Requests the United Nations Joint Staff Pension Board to consider, taking into account, inter alia, the legal aspects of the question, any compensatory or interim measures regarding participants whose pensionable remuneration has been higher than it will be as of 1 January 1985, and to make appropriate recommendations to the General Assembly at its fortieth session, it being understood that such recommendations will also address the question

FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL CIVIL  
SERVANTS

Twelfth Session of the Council, Geneva, 18-19 January 1985

Agenda

<u>Item No.</u>		<u>Relevant paper</u>
1.	Adoption of the Agenda	D.1
2.	FAFICS' Position re implementation of General Assembly decisions concerning pensions: general discussion	D.2
3.	FAFICS support for persons having recourse to Tribunal	
4.	FAFICS' position concerning representation of pensioners on bodies taking decisions relevant to pensioners	
5.	Co-ordination with representatives of active staff	
6.	Economy measures under FAFICS' budget	
7.	Representation of FAFICS at the Standing Committee of the UNJSPB, New York, 30-31 January and 1 February 1985	
8.	Any other business	