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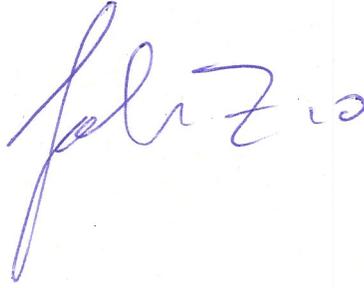
Date: 27 May 2011

Reference: 2011-UNHQ-010249

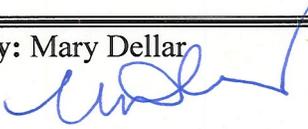
TO: All CMS and DMS ATTN: INFO: Ms. Malcorra Mr. LeRoy Mr. Pascoe Mr. Starr Mr. Pillay Mr. Banbury Ms. Pollard FSU IOTs	FROM: Fabrizio Hochschild Director, Field Personnel Division Department of Field Support
FAX NO: TEL NO:	FAX NO: (212) 963-0664 TEL NO:
SUBJECT: Guidelines for the Implementation of General Assembly Resolution 65/248 on Harmonization of Conditions of Service	
Total number of transmitted pages including this page:	
<p><i>Dear Colleagues,</i></p> <p>Further to our fax message of 11 March 2011 on the Harmonization of Conditions of Service effective 1 July 2011, I am pleased to provide the attached comprehensive guidelines to the implementation of General Assembly resolution 65/248 approving the recommendations of the ICSC to harmonize conditions of service in the field.</p> <p>The guidelines, which have been prepared in consultation with OHRM and staff representatives, provide further clarification and information for both staff and mission managers on policies and procedural application of General Assembly resolution 65/248. Please note that these guidelines are provisional and may be superseded by the future issuance of revised staff rules and/or administrative issuances.</p> <p>While the guidelines will be posted in the "its for real" intranet</p>	

(<https://itsforreal.un.org>), we would be grateful if missions could make the guidelines widely available to staff in your respective missions. Please continue to share with us any questions that staff may have which may also be submitted to unstaff-servingasone@un.org.

Warm regards,



Drafted by: Mary Dellar



Through:

Authorized by: Ms. Mercedes Gervilla,
Deputy Director / Chief
Field Personnel Specialist Support Service,
FPD/DFS

