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Staff Committee circulars

14 Sept. - 16 Dec. 53

STAFF COMMITTEE CIRCULAR

Staff Association of the United Nations, Headquarters, New York

SCC/163

14 September 1953

This circular, in which the Staff Committee reports to the staff on its activities and those of the Council, will henceforward normally be issued each fortnight, on payday, and distributed with the cheques and the 'Secretariat News'. Staff members will thus be enabled to follow developments more closely than before, and to express their views to their representatives, both individually and through unit meetings, on current issues before the Council. Further information and documentation on these issues can usually be obtained from Council members and unit chairmen, and from the Staff Committee office, Room 594, extension 2160.

It is hoped that these facilities will be used freely, in implementation of the expressed desire of the Secretary-General and the Staff Council for fuller participation by the staff in the discussion of our common concerns.

United Nations Staff Day

The following is an extract from a letter sent to the Secretary-General by the Staff Committee last Friday:

"Dear Mr. Hammarskjold:

" Members of the Staff Council have been hearing many appreciative comments upon the very enjoyable and heartening time that we all had together last Tuesday, and the Staff Committee was requested, at yesterday's meeting of the Council, to convey to you the staff's gratitude for the leading part that you played in conceiving this first United Nations Staff Day and making it such a great success.

" Although we know that you must have sensed this general attitude directly, we trust that you will regard the present letter not as a formality, but as an indication of the desire of the staff that the warmth of their response be conveyed to you in the clearest possible terms.

" The Council also placed on record its gratitude to the very eminent artists who entertained the staff so generously and so well. I bring this to your notice in case you consider it appropriate to make reference to it in any further correspondence that you may have with them."

Consultation in the Secretariat

Discussions have already been undertaken in various parts of the Secretariat, both in unit meetings and between supervisors and staff representatives, on the implementation of the programme of round-table consultation

outlined in ST/AFS/SER.A/219 and SCC/160, of 27 July, and launched at last Tuesday's meeting of the staff.

Meetings will of course vary in size, composition and subject, according to the wishes and needs of the unit or units concerned.

The Staff Committee and Council will serve as a clearing house for the exchange of information and ideas on the progress of implementation, in consultation with the Secretary-General and with his representatives in the Joint Advisory Committee. Suggestions from staff members may be made to Council members or unit chairmen, or directly to the Staff Committee.

Sick Leave Administration

The Staff Council has for some time been concerned over the practice of disallowing medical certificates for sick leave and debiting the whole or part of such certified sick leave to the staff member's annual leave when it is considered that the sick leave claim is excessive.

This practice, though it may be followed only occasionally, impairs relations between the staff and the Health Service, and is of doubtful efficacy in preventing abuses of the staff member's right to sick leave.

At its meeting of last Thursday the Council, acting upon a report from its Welfare Sub-Committee, decided to recommend to the Secretary-General that proper certificates from duly qualified medical practitioners should in future be accepted for the purpose of sick leave, and that the primary responsibility for the administration of sick leave, as of other leave, should be borne by supervisors, with the Health Service in the role of consultant for purely medical questions.

It is believed that possible rare cases of repeated or systematic abuse can be detected and effectively dealt with in this way.

Pending Questions

The following subjects are among those to be considered by the Staff Council or Committee in the next few weeks:

1. Policy with regard to the granting of permanent appointments (proposed exception to the normal rule of permanent appointment after two years' satisfactory probation in the case of certain categories of staff);
 2. Promotions policy (Report of Personnel Policies Sub-Committee);
 3. The financing of the Staff Association.
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STAFF COMMITTEE CIRCULAR

Staff Association of the United Nations, Headquarters, New York

SCC/164
30 September 1953

The Cost of Living

The following is taken from a report on this subject received from the Economic Sub-Committee of the Staff Council and considered at last Wednesday's Council meeting:

"The first salary structure for the Secretariat was established in May 1946. Flat increments to meet the rising cost of living were granted in January 1947, June 1947 and October 1948, but did not cover the higher income groups. Broadly speaking, for posts in the higher general service grades and in the professional grades, these increments had by May 1950 constituted a smaller proportionate rise in salaries than the rise in retail prices, so that 'real' incomes fell between May 1946 and May 1950.

"In January 1951 a new salary structure was introduced. Although some staff members gained and others lost, the statement of the former Secretary-General to the Assembly in the following December indicated that on the average there was little change. However, the majority of the staff lost heavily with the subsequent abolition of the expatriation and rental allowances. Meanwhile, prices were rising sharply, the rise between May 1950 and July-October 1951 being 9 1/2%. Explaining why he only proposed a rise of 7 1/2% to meet this rise, the former Secretary-General stated that, apart from trying to achieve a small budget, he took into account the fact 'that citizens of a great many countries are today paying increased income taxes and that the staff of this organisation should not receive preferential treatment'. The adjustment was to be not less than \$300 or more than \$750 gross, i.e. \$255 to \$485 net of staff assessment. Those in the highest grades, therefore, received adjustments which (net of staff assessment) amounted to less than 5 per cent of their salaries. Allowing for the recent increase in subway fares, retail prices in New York have risen by about 12 1/2% since May 1950, while gross salaries have risen, for most of the staff, by 7 1/2%. There has therefore been a further fall in the real value of the salaries of all posts in the past 3 1/2 years.

"Meanwhile, the increases in taxation in the first 18 months of the Korean war, which were the reason for an adjustment of only 7 1/2% being proposed to the Fifth Committee, have widely been reduced or eliminated. Reductions in direct taxation have occurred in several countries, e.g., the United Kingdom, Canada, Sweden, Norway and Australia, and are due in the United States and the Netherlands on January 1st next. In the United States this will take tax rates back to pre-Korean level, and, in some countries, tax rates are already below this level.

"In considering ways of meeting the situation, the Economic Sub-Committee notes that the difference in take-home incomes between single staff members and married staff members is small by comparison with many member countries because the dependency credits allowable in calculating the staff assessment

are only a small proportion of income. The decline in the real value of incomes has therefore been particularly felt by those with families.

"The Sub-Committee believes that salaries should be raised to restore their purchasing power to the pre-Korean level. This would require an increase of about 5-6% in salaries. Even with such a rise, the operation of the staff assessment scheme would still leave the real value of net salaries less than in early 1950, and therefore in most cases a fortiori less than in May 1946. Amongst the ways of achieving this increase are a flat percentage rise in salaries, an increase in children's allowances or a revision of the basis for dependency credits under the staff assessment scheme.

"The Sub-Committee notes the statement of the former Secretary-General to the Fifth Committee last December that 'the necessity to incorporate the cost-of-living adjustment into the actual base salary rates for the General Service category would appear to be inevitable at some reasonably future (sic) date'. It believes that the consolidation of the existing adjustment into basic salary rates would be in the interest of the staff, particularly in view of the hardship which will otherwise be suffered by those who reach pensionable age within the next ten years, for their pensions would be based on 1950 living costs."

The report having received the general approval of the Staff Council, the subject will now be discussed with the representatives of the Secretary-General in the Joint Advisory Committee.

Interrogation of International Civil Servants

The Executive Committee of the Federation of International Civil Servants, to which the United Nations Staff Association is affiliated, adopted at its session in Geneva on 5 and 6 September last a draft of the recommendation, for consideration by its member associations, on the interrogation of international civil servants by agents of national authorities.

Some newspapers, in reporting this decision, conveyed the impression that the draft was a definitive statement of the position of the Federation. This is incorrect. The recommendation of the Executive Committee, according to its own official statement as communicated to the United Nations Headquarters Staff Committee, was adopted "subject to such changes as may be made" in the light of information and comments received from member Staff Associations.

The text of the draft, which was briefly considered by the Staff Council last Thursday, raises some questions which are delicate and difficult, particularly for the staff at Headquarters. The Council considered that since the problem of the conduct of an international civil servant with regard to interrogation of this kind is a part of the wider problem of his general conduct, and since this latter problem is now being carefully studied by the Secretary-

General and will shortly be the subject of consultations between him and the Council, the wisest course will be to abstain from associating the staff with any public pronouncement about it until these consultations have taken place.

The Staff Council has therefore reserved its position on the draft, and has written to urge the Federation to take all possible precautions against a repetition of any such misrepresentation.

Resolution on International Civil Servants

The following resolution, adopted by the World Federation of United Nations Associations at its eighth Plenary Assembly, Paris, 7-13 September, will be of interest to staff members:

"THE EIGHTH PLENARY ASSEMBLY OF WFUNA

REALISING the supreme importance to the development of effective international institutions of a body of civil servants well recruited, highly skilled, trustworthy and above all animated by a truly international spirit,

EXPRESSES its high appreciation of the devoted services of the Secretariats of the United Nations and its Specialised Agencies, often performed in difficult or even dangerous circumstances,

NOTES with concern the adverse effects which 'loyalty' investigations of United States citizens employed in the Secretariats have had upon the position and morale of the whole of the international secretariat,

RECALLS that the Member States, by the terms of the Charter, are bound to respect the exclusively international character of the Secretariat,

URGES the Governments of the Member States and the General Assembly of the United Nations to reaffirm that the officials of the Secretariat and of the Specialised Agencies, in the execution of their duties, are responsible only to the United Nations and must be judged only upon their performance of their United Nations duties, and

HOPES that the studies now being undertaken will lead to an improvement in the situation and will give effect to these purposes."

STAFF COMMITTEE CIRCULAR

SCC/165

16 October 1953

Collections in the Secretariat

The Staff Council returned last week to a question which it has now debated several times, and which has this year been brought forcefully to the attention of many staff members: when should collections be made in the Secretariat for charitable purposes, such as the relief of suffering due to disasters like floods and earthquakes; and how should such collections be organized?

Any major disaster, wherever it occurs, is likely to affect some members of the Secretariat more or less directly and to be of concern to all. Moreover, we are moved to help in relieving distress not only by spontaneous sympathy, but also by the consideration that generous gifts by the Secretariat are desirable from the standpoint of the Organization's public relations. Although, therefore, calls on our purses have been rather frequent of late, we do not wish for a moment to close them to future appeals.

The problem resides not in the fact that we are called upon to give, but in the procedure followed in deciding to make a collection and the manner in which the decision is carried out. The governing principles and procedures do not seem to be clearly established. Collections are felt in some quarters to be semi-official in character, and to be accompanied by a certain amount of pressure, whether intended or not. And their frequency has sometimes caused difficulties.

Apart from the continuance of the present system, which despite its defects is still favoured by some Council members, two alternative systems have been suggested:

1. A "community chest"

Advantages: One voluntary annual contribution (or pay-cheque deductions) instead of a number of special collections; prompt disbursement of funds instead of relief delayed until the worst phase of the emergency is past.

Disadvantages: Some staff members may not wish to contribute to such a general fund, losing direct control of the exact destination of their contributions; allocation of funds would be very difficult, and would be particularly subject to criticism on various grounds; total contributions might be smaller than under the present system (over \$30,000 has already been collected in the current year).

2. Use of collection boxes instead of the present list system, but with a special collection for each disaster as at present.

Advantages: Donations would be more spontaneous, the left hand knowing not what the right hand doeth; even frequent collections of this kind would be less subject to criticism than the present system.

Disadvantages: Total contributions might be smaller than under the present system; funds would not be available for disbursement as promptly as with the community chest system.

The Council being at present rather evenly divided between these three systems and uncertain of the precise views of the staff, members of the Secretariat are asked to express their wishes to their representatives both individually and, where possible, through discussion in unit meetings. It is hoped that this will enable the Council to decide whether to suggest to the representatives of the Secretary-General any improvement in the present system or its replacement by another.

Bye-election Results

The Acting Chairman of the Polling Officers announces the following results of bye-elections held last Friday, 9 October, to fill vacancies on the Staff Council:

Unit 1 - Executive Office of the Secretary-General
with Technical Assistance Board: (Total Vote cast - 16)

Alternate: Brian Urquhart (16)

Unit 6 - Division of Economic Stability and Development, ECA:

(Total Vote cast - 37)

Representative: Dudley Seers (29)

Alternate: Geraldine Williams (8)

Unit 7 - Statistical Office, ECA:

(Total Vote cast - 31)

Representative: Ernst Oppenheim (17)

Alternate: George McColm (14)

Unit 29 - Language Services, English Section, CGS: (Total Vote cast - 24)
Alternate: Gloria Shepard (24)

Unit 33 - Department of Administrative and Financial
Services - Office of Assistant Secretary-General;
Health Service; Headquarters Planning; Field
Operations Service; Inspection Service: (Total Vote cast - 15)
Representative: Basil Payne (12)
Alternate: Robert Tate (2)
Spoiled ballots: (1)

Opinion on the Rights and Obligations of International Civil Servants

At the request of the Federation of International Civil Servants' Associations, Senator Rolin of Belgium, Professor of Public International Law, has made a study of some of the important questions which were dealt with in the report of 30 January 1953 submitted to the General Assembly by the former Secretary-General of the United Nations, and which will also be considered at the present session of the Assembly.

The conclusions reached by Senator Rolin and endorsed by Professor Tomaso Perassi and Professor Charles Rousseau will shortly be issued by the Federation in the form of an Opinion which will be transmitted to the Secretary-General of the United Nations and the Directors-General of the Specialized Agencies.

Through the Mill

The following are the principal subjects at present at various stages of discussion in the Staff Committee or Council, or with the Secretary-General or his representatives:

Promotion Policies;
The Retirement Age;
The Cost of Living;
The Progress of Round-Table Consultations in the Secretariat;
Past Judgments and Future Status of the Administrative Tribunal;
Interrogation of International Civil Servants by National Authorities;
Financing of the Staff Association, and the amendment of its Statutes;
Policy with Regard to Permanent Appointments.

STAFF COMMITTEE CIRCULAR

Staff Association of the United Nations, Headquarters, New York

SCC/166

30 October 1953

Elections to the Staff Committee

Mr. A. Courtois, former First Vice-Chairman of the Staff Committee, has resigned from the Staff Committee owing to prolonged absence from Headquarters, and the Council proceeded last week to replace him in that capacity.

Mr. John Howe, formerly Second Vice-Chairman, was elected to the post of First Vice-Chairman; Mr. W. H. Hindle, formerly Rapporteur, was elected to the post of Second Vice-Chairman; and Miss Elizabeth Colmers, a new member of the Committee, was elected to the post of Rapporteur.

Financing of the Staff Association

On Thursday, 22 October, the Staff Council approved a new system for the financing of the Staff Association, proposed in a report from the Treasurer, Mr. Hylke G. Halbertsma.

It is estimated that normally \$4,500 should be enough to cover necessary annual expenditure. This is based upon the assumption that the following expenses will probably have to be made each year:

Contribution to the Federation of International Civil Servants' Associations, \$1,080; Benevolent Fund, \$500; Staff Day Contribution, \$500; Expert advice to the Council (legal, economic, etc.), \$500; cables, long distance calls, postage, \$120; letterheads, office expense, etc., \$100; Travel expenses, per diem, etc., \$100; Hospitality, \$100; Miscellaneous, \$500; Contingency fund, \$1,000 (to build up a reserve fund of about \$5,000, for use in exceptional circumstances when the regular annual income would be insufficient to finance or support a special project of substantial interest to the staff).

With a view to making contribution by all staff members as easy as possible two improvements upon the present system have been devised. The Bureau of Finance will collect annual dues by means of pay-cheque deductions, subject to the consent of the staff member given in a written pledge; and the following scale of minimum annual contributions to be requested of staff members has been drawn up to take some account of the unequal financial capacity of different categories:

Assistant Secretaries-General, Directors and Principal Officers: \$4; Senior through Associate Officers (P5, P4, P3, P2), \$3; Assistant Officers, Principal through Intermediate level, senior, skilled and semi-skilled manual workers (Pl, G5, G4, G3, M5, M4, M3), \$2; Junior and Messenger level, helper and unskilled labourer (G2, G1, M2, M1), \$1.

Since the work of the Staff Council is of benefit to all staff members and to the Organization, Unit representatives will seek, at the time of distribution of the pledge forms, to persuade all to contribute to the funds of the Association. Contributions being voluntary, however, and human nature and past experience being what they are, it would perhaps be over-optimistic to assume that all will in fact do so (although it should be noted that in 1953 94% of the staff of UNESCO in Paris paid voluntary dues to UNESCO Staff Association). The present scheme, therefore, is based upon the assumption that most of the staff will pay the minimum requested of them, which will yield sufficient revenue to cover the normal annual expenditure of the Association.

It is planned to arrange the pay-cheque deduction for the end of February, 1954. Details about the implementation of the scheme will be circulated well ahead of that date.

The Administration of Sick Leave

SCC/163 of 14 September mentioned a recent decision of the Staff Council, consistent with the stand taken by the last Council on this matter, to recommend to the Secretary-General that every certificate from a medical practitioner should be accepted for the purpose of a staff member's sick leave up to the annual maximum laid down in Staff Rule 106.2.

The Council has long felt that the practice of disallowing part or the whole of what are considered excessive claims for certified sick leave within this limit, while it may discourage a few malingerers, has the serious demerit of provoking in many bona fide claimants resentment at what is either a reflection upon their honesty and that of their physicians or a petty haggling over the number of days needed for recovery from a particular ailment.

This consideration has now been placed once again before the representatives of the Secretary-General, together with the Council's further request that the administration of sick leave, like that of other leave, should be brought more under the control of the supervisor, who is normally in a better position to observe and check abuses than is the medical officer.

It does not at present seem likely that the Administration will agree to allow all certified sick leave claims up to the annual maximum, as is done in some civil services, including that of the United States. On the other hand, the Assistant Secretary-General for Administrative and Financial Services has stated that the number of cases of disallowance of sick leave has for some time been declining sharply, and that he is anxious that reasonable and bona fide claimants should not suffer as a result of the present policy. He also believes that the possibility of reference to an independent medical practitioner in case of marked disagreement between a staff member's physician and the medical officer, as provided for in Staff Rule 106.2, might further alleviate any discontent.

Regarding the role to be played by the supervisors, the Assistant Secretary-General announced his intention of requesting them to concern themselves more actively with the matter. He also undertook to provide the Staff Committee with statistics, now in preparation, which may throw further light on the whole subject of sick leave, certified and uncertified, for the purposes of further discussion.

Meanwhile, Council members will make inquiries within their respective units with a view to determining how far the recent decline in the number of cases of disallowance has eliminated the difficulties referred to above.

Opinion of Senator Rolin

This Opinion, announced in SCC/165 of 16 October, has now been issued by the Federation of International Civil Servants' Associations and communicated to the Secretary-General, the Directors-General of the Specialized Agencies, and the members of the Fifth Committee of the General Assembly.

The Staff Council, unfortunately, was not given an opportunity to study the Opinion before its issuance, and has therefore reserved judgment until a thorough examination of it is possible. Meanwhile, for the information of staff members, we reproduce here the questions posed by FICSA to Senator Rolin and summaries of the replies that he gives to them.

First Question

"To what extent, if any, does derogatory information concerning an applicant for an international civil service position, submitted by his Government to the Secretary-General of the United Nations or the Directors-General of the specialized agencies, limit the Secretary-General or the Directors-General in their decision on the appointment?"

Summary of Reply

"Derogatory information concerning an applicant for an international civil service position submitted by his Government to the Secretary-General of the United Nations or the Directors-General of the specialized agencies does not affect their competence or their responsibility in the matter of appointment.

"They should therefore make an independent assessment of the relevance and accuracy of the information supplied to them. It is the function of the political organs - General Assembly, Executive Boards or Conferences - to ensure that this independence is effectively exercised by those in office and respected by the governments of Member States."

Second Question

"To what extent is mere membership of a political party, legal or otherwise, in the country of the staff member's nationality or his duty station, incompatible with employment as an international civil servant?"

Summary of Reply

"There is no incompatibility between employment as an international civil servant and mere membership of a legal political party in the country of the staff member's nationality; on the other hand a person who is at present a member of an illegal political party can only be employed in an international organization after he has terminated such membership."

Third Question

"To what extent is invoking a constitutional privilege against self-incrimination inconsistent with the status of an international civil servant?"

Summary of Reply

"Invocation of a constitutional privilege against self-incrimination by a staff member interrogated by a State authority is merely the exercise of a right which is unimpaired by his status as an international civil servant; hence, it cannot render him liable to disciplinary measures, without prejudice to any measures which may be necessitated by evidence of the mistrust with which the staff member is regarded by a foreign government - a point which will be considered in our reply to the fourth question."

Fourth Question

"Are accepted rules of evidence consistent with the concept of 'reasonable ground for believing that an international civil servant is likely to engage in subversive activities' and, if so, does this justify termination of employment under the existing United Nations Staff Regulations and the existing staff regulations of the specialized agencies?"

Summary of Reply

"None of the staff rules or regulations of any of the international organizations authorizes dismissal, as a disciplinary measure, of a staff member who is

merely suspected of present or future disloyalty to the organization and has not been found guilty of any violation of his obligations. Nor is there any provision, in such cases, for any action to terminate the appointment, with notice or compensation, except that in certain organizations staff members holding temporary-indefinite appointments may be discharged in the interest of the organization without any other reason being stated.

"Except in this last case, the Administrative Tribunal has no alternative but to rescind a decision to discharge a suspected official.

"Administrative heads can disregard such a judgment of the Tribunal or deliberately challenge it only in cases of exceptional need, after consultation with an appropriate body and subject to the approval of the political organs to which they are responsible.

"Such a need must be determined with reference to the following factors:

(1) The objectivity of the criteria for reasonable suspicion; (2) the absence of any doubt as to the matters of fact on which the suspicion is based (the investigation of the facts must be conducted in accordance with accepted rules of evidence, and the staff member must be assured that his replies to the questions of the Administration will be kept secret); (3) The gravity of the consequences of retaining the suspected staff member in his post; (4) The impossibility of removing the danger by transferring the staff member to another post or duty station."

Fifth Question

"Does the failure of an international civil servant to comply with a summons from a national judicial or other investigating body constitute misconduct under the terms of the staff rules and regulations?"

Summary of Reply

"None of the staff rules or regulations directly provides that international civil servants must comply with the summonses of judicial or other bodies. In certain cases, however, the obligation to do so may follow from their duty to conduct themselves in a manner befitting their status as international civil servants and to keep the interests of their organization in view. Thus, apart from exceptional cases in which the Secretary-General or Director-General concerned feels obliged to invoke the privileges and immunities enjoyed by international organizations in opposition to compliance with a summons, an international civil servant will be committing serious misconduct if, by failing to comply with a summons, he renders himself liable to arrest, which would be injurious to the prestige of his organization.

"On the other hand, it appears that an international civil servant who is summoned to appear as a witness in a foreign country is under no obligation to comply, and his organization need not grant him permission to do so. Even if it is decided to comply with the summons, appearance may legitimately be made conditional on assurances from the authorities of the country to be visited that, after he has been heard, the staff member will be provided with such documents or exit visas as he requires to return to his duty station."

STAFF COMMITTEE CIRCULAR

Staff Association of the United Nations, Headquarters, New York

SCC/167

16 November 1953

Report of the Secretary-General on Personnel Policy

On Tuesday, 3 November, the Staff Council received copies of this document (A/2533), and in its meetings of 5 and 6 November it held a general debate on Part I. At the end of this debate the Staff Committee was instructed to prepare a draft statement of the position of the Council on this part of the Report, in the light of views expressed, and as we go to press this draft is under consideration in Council. The statement is expected to be ready for submission to the Secretary-General and through him to the Fifth Committee by about the 18th of the month, when the item is due to come up for debate there.

R E F E R E N D U M

on Amendments to the Statute of the Staff Association

The Staff Council and its Organization Sub-Committee have for some months been preparing a series of important draft amendments to this Statute, designed to remove a number of defects which experience has shown to be a hindrance to the smooth running of the machinery of the Association. At its meeting of 5 November the Council unanimously decided to submit these draft amendments to the staff in a referendum which will be held on Wednesday, 2 December. The proposed amendments are given in full in the following pages, together with the present text, and on the last page will be found a specimen of the ballot paper, identical with that upon which staff members will be invited by the Polling Officers to record their votes.

Staff members are urged to study these draft amendments carefully, so as to be ready to vote with a clear knowledge of the issues when the time comes. It is suggested that they either take this text with them to the polls, for reference, or fill out and take the specimen ballot paper included in this SCC.

A. Decisions of the General Meeting

The following amendment is proposed to Article 6, para. 2, to stipulate a minimum number of votes for the adoption of a binding resolution. The reason for this is that the present text gives too much power to a poorly attended General Meeting.

Article 6, para. 2

Present text

Decisions taken by the General Meeting shall be binding on all other organs unless reversed by a referendum.

Proposed text

Decisions of the General Meeting involving other organs of the Staff Association shall be binding upon them unless adopted by less than 500 affirmative votes or reversed by referendum.

B. Election of the Polling Officers

It is proposed that Article 14 be amended to provide a new procedure for the election of the Polling Officers, so that these Officers be no longer elected on a Secretariat-wide basis in the Annual General Meeting. The reason for this is that the present procedure is time-consuming and not practical.

Article 14

Present text

1. There shall be one Polling Officer for each Department as defined in Article 13. For those Departments which have more than 250 members there shall be an additional Polling Officer for every additional 250 members or major fraction thereof.

2. Written nominations for the post(s) of Polling Officer in respect of any Department, signed by at least ten members of the Department concerned, must be received by the Chairman of the Staff Council not less than seven days before the date of the Annual General Meeting. The nominations shall be posted on bulletin boards throughout the Secretariat at least five days before the meeting.

3. No outgoing Polling Officer, nor a candidate for Polling Officer, may be a candidate for election to the Staff Council.

1. There shall be 9 Polling Officers.

2. The Polling Officers shall be nominated and elected for one year by the Unit Chairmen, who will be convened to that end by the Presiding Officer of the Staff Council between 1 November and 15 December. The Unit Chairmen shall themselves establish the procedure to be followed for the nomination and election of the Polling Officers.

3. The Polling Officers shall take office immediately upon election and serve until new Polling Officers have been elected as prescribed above.

Article 14 (continued)

4. Polling Officers shall be elected by secret ballot at the Annual General Meeting. Each member attending the Annual General Meeting may vote for candidates in all Departments. Those candidates receiving the highest number of votes for each Department shall be declared to be elected. An equal number of candidates from the same Department receiving the next highest number of votes shall be Alternate Polling Officers. They shall act as assistants to the Polling Officers, but have the right to vote only in the absence of their respective Polling Officers.

5. Polling Officers shall take office one week after the election of the Staff Council and serve until one week after the election of the Staff Council in the following year.

6. If for any reason a Polling Officer is unable to serve the complete term, his successor shall be the candidate for the same Department who received the next highest number of votes without being elected. If there were no additional candidates, a bye-election shall be held by the Polling Officers in the Department concerned.

7. Polling Officers shall be eligible for re-election.

4. If, for any reason, the number of Polling Officers falls below five, the Unit Chairmen shall be convened by the Presiding Officer of the Council for the purpose of filling the vacancies.

5. Polling Officers shall be eligible for re-election.

6. No Polling Officer shall be a candidate for election to the Staff Council.

Note: Consequential amendment - If the above amendments should be adopted, para. 2(a) of Article 8 (relating to the election of the Polling Officers in the Annual General Meeting) would require to be deleted.

C. Election of the Auditing Committee

It is proposed that Article 34, para. 1, be amended to permit a simplified procedure for electing the Auditing Committee.

Article 34, para. 1

Present text

The Annual General Meeting shall elect an Auditing Committee consisting of three members. A written nomination for a candidate for membership of the Auditing

Proposed text

The Unit Chairmen, convened to that end by the Presiding Officer of the Staff Council, shall elect, between 1 November and 15 December, an Auditing Committee

Article 34, para. 1 (continued)

Committee, signed by at least two members of the Association, shall be submitted to the Chairman of the Staff Committee not less than 24 hours before the Annual General Meeting. No member of the Auditing Committee shall be a candidate for election to the Staff Council.

consisting of three members. No member of the Staff Council and no Polling Officer shall be a member of the Auditing Committee.

Note: Consequential amendment - If the above amendment should be adopted, para. 2(a) of Article 8, relating to the election of the Auditing Committee in the Annual General Meeting) would require to be deleted.

D. Election of representatives and alternates

It is suggested that a change be made in Article 16, para. 3, to allow of candidates being specifically nominated for either the post of representative or the post of alternate. Under the present system, the decision as to which candidate shall be the representative and which the alternate is too easily influenced by such factors as alphabetical order of names, and may also be hastily taken at the time of voting.

Present text

Within a period of not less than ten nor more than fifteen days after the circulation of this invitation, nominations of pairs of candidates, signed by at least seven members of the Electoral Unit concerned and accompanied by a declaration, signed by each candidate, that he agrees to accept the candidacy as a member of the pair and to serve if elected, shall be communicated to the Polling Officers.

Article 16, para. 3

Proposed text

Nominations of pairs of candidates shall be signed by at least seven members of the Electoral Unit concerned. Members of Electoral Units shall, when submitting nominations of any pair of candidates, indicate their choice as to which candidate is designated as representative and which as alternate. The Polling Officers shall indicate on the ballot form which is the candidate for the office of representative and which for that of alternate.

Insert a new para. 4, as follows:

4. The nominations shall be accompanied by a declaration signed by each candidate in which he undertakes, if elected, to accept the office as specified in the nomination, to serve in that capacity, and to fulfil his obligations as an elected member of the Staff Council.

Note: Consequential amendments: If the above amendments should be adopted, consequential changes would be required as follows:

Article 16, para. 4

Present text

The Polling Officers shall send to each member of the Staff Association..... a notice showing the names of all pairs of candidates duly nominated in respect of each Electoral Unit.

Proposed text (renumbered 5)

The Polling Officers shall send to each member of the Staff Association..... a notice showing the names of each candidate duly nominated for the office of representative or alternate, in respect of each Electoral Unit.

Article 17, paras. 1 and 3

Present text

1. Subject to the provisions of Article 13, paragraph 4, each member of an Electoral Unit shall have the right to vote for one pair of candidates for election to the Staff Council. The selection shall be made by marking the box opposite the name of that candidate whom he wishes to elect as representative.

3. The member of each elected pair who receives the higher number of votes shall be the representative, and the other member shall be his alternate.

Proposed text

Subject to the provisions of Article 13, paragraph 4, each member of an Electoral Unit shall have the right to vote for one of the pairs of candidates nominated for election to the Staff Council.

Delete.

E. Election without opposition

In order to obviate the need for elections in cases where only one pair of candidates is nominated, the following addition is proposed to Article 16.

Article 16, new para. 7

Present text

None.

Proposed text

Add a new paragraph 7, as follows:

If they receive nominations of only one pair of candidates from an electoral unit, the Polling Officers shall communicate the names of these candidates to the members of the unit concerned, notifying them that if no further nominations are received within three working days, this pair will be considered to have been elected without opposition.

F. Resignations

Experience has shown that the present Article 19 is inadequate, and it is proposed to redraft it as follows:

Article 19

Present text

1. If a representative resigns or is recalled, the post of his alternate shall automatically become vacant and the Polling Officers shall conduct a bye-election to fill the vacancies in the Electoral Unit concerned.
2. If an alternate resigns or is recalled, the representative of the Electoral Unit concerned shall present at least two candidates for the vacant post. A bye-election shall then be held by the Polling Officers.

Proposed text

1. If a representative resigns or is recalled, his alternate shall automatically assume the office of representative, and the office of alternate shall be considered vacant.
2. Whenever the office of alternate becomes vacant, the Polling Officers shall immediately conduct a bye-election to fill the vacancy.
3. If both representative and alternate resign or are recalled, the Polling Officers shall immediately conduct a bye-election to fill the vacancies.
4. Notification of any resignation or recall shall be forwarded to the Presiding Officer of the Staff Council by the Unit Chairman concerned. A resignation shall take effect on the date on which the vacancy has been filled.

G. Absentee ballots

It is proposed that provision be made for absentee ballots for staff members away from Headquarters.

Article 16, para. 5

Present text

They shall organize the polling separately for each Electoral Unit, receive and count the votes, and report to the members of the Staff Association the result of the elections

Proposed text (renumbered 6)

The Polling Officers shall organize the polling separately for each Electoral Unit and make absentee ballots available to those members of the Staff Association away from Headquarters at the time of the polling who have requested them in writing.

Article 16(continued)

Add a new paragraph 9, as follows:

The Polling Officers shall receive ballots, including absentee ballots arriving at Headquarters by the date of election, count the votes immediately and report the results of the elections to the Staff Association as soon as possible.

H. Extension of time-limits for balloting

As a consequence of (G) above, it is proposed to amend Article 16 to allow more time for absentee balloting:

Article 16, para. 4

Present text

The Polling Officers shall send to each member of the Staff Association, at least two weeks before the date of the election, which should take place not later than one month after the date of the Annual General Meeting, a notice showing the names of all pairs of candidates duly nominated in respect of each Electoral Unit.

Proposed text (renumbered 5)

The Polling Officers shall send to each member of the Staff Association, at least three weeks before the date of the election, a notice showing the names of each candidate duly nominated for the office of representative or alternate, in respect of each Electoral Unit.

Article 16, new para. 8

Present text

None.

Proposed text

Add a new paragraph 8, as follows:

The polls shall remain open for at least two consecutive working days.

I. Electoral Units

It is proposed to amend Article 27, para. 1, on the functioning of Electoral Unit meetings. Any Council member should be free to bring a matter to the attention of his Unit whenever he considers it necessary.

Article 27, para. 1

Present text

Each Electoral Unit shall elect a Chairman and such other officers, other than its representative or alternate on the Staff Council, as it may deem necessary.

Electoral.....

Proposed text

Insert after the words "Unit representative"(line 7) the words "or alternate".

Article 27, para. 1 (continued)

Electoral Units shall meet at least every three months, and whenever the Chairman or the Unit representative deems it desirable, or whenever ten members of the Unit request a meeting in writing.

J. Federation of International Civil Servants' Associations

Certain amendments are needed as a consequence of the establishment of FICSA subsequent to the date of adoption of the Statute.

Article 3(c)

Present text

The furthering of the establishment of the Federation of International Civil Servants' Associations.

Proposed text

Full participation in the activities of the Federation of International Civil Servants' Associations.

Heading of Chapter XI

Relationship with Staff Organizations of Specialized Agencies.

Relationship with the Federation of International Civil Servants' Associations and with Staff Organizations of Specialized Agencies.

Article 30

The Staff Committee shall maintain contact with staff organizations of the specialized agencies and other international organizations, and represent the Staff Association in its relations with such bodies.

The Staff Committee shall maintain contact with the Federation of International Civil Servants' Associations, as well as with staff organizations of the specialized agencies and other international organizations, and represent the Staff Association in its relations with such bodies.

K. Amendments to the Statute

The present Chapter XV "Entry into Force" is obsolete since the Statute is now in force. The following amendments are therefore proposed:

Chapter XV - Entry into Force

Present text

Delete

This revised Statute of the Staff Association shall enter into force on the day following the referendum to be held on 26 April 1950.

Chapter XIII - Amendments to the Statute

Article 36

Present text

Proposed text

Any amendment to these Statutes shall be made by a referendum of the members of the Staff Association. The decision to hold such a referendum shall be decided by a two-thirds majority in the Staff Council or by a two-thirds majority of a General meeting called at the request of three hundred members of the Staff Association.

Number the present paragraph 1, and add a paragraph 2 as follows:

2. Amendments to this Statute shall enter into force on the third working day following the referendum in which they have been approved.

L. Date of Elections

The following changes are consequential upon the change of the date of annual elections approved by the referendum of 7-8 April 1953:

Article 13, para. 1

Present text

Proposed text

The Staff Council shall consist of 40 members elected on the basis of departmental units, except insofar as this number may be one more or less as provided in paragraph 2. For the purposes of this Statute the term "Department" shall include all regularly constituted Departments, the Executive Office of the Secretary-General and such other offices as will be defined by the Staff Council on the basis of the organizational chart of the Secretariat as of 15 February of each year.

Omit the final words "on the basis of the organizational chart of the Secretariat as of 15 February of each year."

The Polling Officers shall be responsible for dividing the Departments into Electoral Units on the basis of the latest data available as of 15 February. Representations may be made to the Polling Officers by the staff members in the proposed Electoral Units within one week of the communication of the preliminary division. The Polling Officers shall make a further examination and shall take their decisions, which will be communicated to the Staff Council for its approval. This approval shall be rendered in time for the date of the Annual General Meeting.

Omit the words "as of 15 February".

S P E C I M E N

Ballot paper for referendum to be held on 2 December 1953

PROPOSED AMENDMENTS TO THE STATUTE OF THE STAFF ASSOCIATION

(Check one of the two alternatives in each section)

Section A. Decisions of the General Meeting

I. I approve the proposed amendment

II. I do not approve the proposed amendment

Section B. Election of the Polling Officers

I. I approve the proposed amendments

II. I do not approve the proposed amendments

Section C. Election of the Auditing Committee

I. I approve the proposed amendments

II. I do not approve the proposed amendments

Section D. Election of Representatives and Alternates

I. I approve the proposed amendments

II. I do not approve the proposed amendments

Section E. Election without Opposition

I. I approve the proposed amendment

II. I do not approve the proposed amendment

Section F. Resignations

I. I approve the proposed amendments

II. I do not approve the proposed amendments

Section G. Absentee Ballots

- I. I approve the proposed amendments
- II. I do not approve the proposed amendments

Section H. Extention of time-limits for balloting

- I. I approve the proposed amendments
- II. I do not approve the proposed amendments

Section I. Electoral Units

- I. I approve the proposed amendment
- II. I do not approve the proposed amendment

Section J. Federation of International Civil Servants' Associations

- I. I approve the proposed amendments
- II. I do not approve the proposed amendments

Section K. Amendments to the Statute

- I. I approve the proposed amendments
- II. I do not approve the proposed amendments

Section L. Date of Elections

- I. I approve the proposed amendments
- II. I do not approve the proposed amendments

STAFF COMMITTEE CIRCULAR

Staff Association of the United Nations, Headquarters, New York

SCC/168

30 November 1953

REFERENDUM - WEDNESDAY, 2 DECEMBER, ROOM 2001 (NORTH END, 20th FLOOR)

Due to a technical oversight, a purely consequential amendment was omitted from the proposed amendments to the Statute of the Staff Association which were submitted for the consideration of the staff in SCC/167 of 16 November 1953, and upon which the staff are invited to pronounce themselves on Wednesday, 2 December.

The amendment reads as follows:

"Chapter XIII - Amendments to the Statute

Article 36

Present text

"Any amendment to these Statutes shall be made by a referendum of the members of the Staff Association. The decision to hold such a referendum shall be decided by a two-thirds majority in the Staff Council or by a two-thirds majority of a General meeting called at the request of three hundred members of the Staff Association.

Proposed text

Number the present paragraph 1, and replace 'The decision to hold ... 300 members of the Staff Association' by: 'The decision to hold such a referendum shall be made by a two-thirds majority in the Staff Council or by the General Meeting, as provided for in Article 6, paragraph 2.
2. Amendments to this Statute shall enter into force on the third working day following the referendum in which they have been approved."

(NOTE: Article 6 referred to above would stipulate that "decisions of the General Meeting involving other organs of the Staff Association shall be binding upon them unless adopted by less than 500 affirmative votes or reversed by a referendum.")

Everyone is reminded that the voting is to take place on Wednesday, 2 December, from 8:00 a.m. to 7:00 p.m., in Room 2001, at the north end of the 20th floor. It is hoped that colleagues will study the amendments presented in SCC/167 before coming to the polls and, if necessary, complete the specimen ballot for their own guidance in marking the official ballot which will be provided at the polls.

The Cost of Living

The report of the Economic Sub-Committee dated 23 September 1953 (summarized in SCC/164) drew attention to the fact that, while the cost of living in New York City had risen by about 12 1/2% since May 1950, the staff was receiving a cost-of-living adjustment, before staff assessment, of only 7 1/2%. There appeared to be a reasonable basis for a further upward adjustment of salaries, since:

1. Differences of 5% in cost of living may, under the present Staff Regulations (Annex 1, para. 9) be taken as a basis for establishing or adjusting salary differentials at duty stations away from Headquarters;
2. The increase in income taxes which had been used by the Secretary-General during the Sixth Session of the General Assembly, 1951 as an argument justifying the present 7 1/2% adjustment (instead of 9 1/2% or 10%) had now been largely wiped out by tax decreases in a number of countries.

As requested by the Council, members of the Staff Committee put this proposal before representatives of the Secretary-General. Their reply, later embodied in a short background paper, may be summarized as follows:

1. The income tax argument was not an essential element in the discussions during the Sixth Session; the 7 1/2% cost of living adjustment which was then approved represented simply a political compromise and was, in any case, intended by the Assembly as full compensation for the rise in the cost of living up to that time (9 1/2% average, July-October 1951).
2. In the spring of 1952, a Special Committee of the Administrative Committee on Coordination had considered the related questions of cost of living adjustments for professional category and above and the establishment and adjustment of salary differentials as among the headquarters of the United Nations and the Specialized Agencies and duty stations away from those headquarters. They had recommended to the Advisory Committee on Administrative and Budgetary Questions (A/CN.1/R.105, of 17 April 1952) a set of principles to govern long-range policy on these questions along the following lines:

- (a) Taking United Nations salaries and the cost of living in New York in May 1950 as a base, differential salary levels based on cost of living surveys should be established for all other localities in which there are established offices of the United Nations or Agencies;
- (b) subsequent changes in the cost of living in New York, or in other localities, may be compensated by adjustments from time to time;
- (c) both initial and subsequent adjustments should be applied only in multiples of 10%;
- (d) the initial adjustment should be applied to 75% of base salary; subsequent adjustments should be applied to 75% of base salary increased or decreased by any initial adjustment.

Under these principles, it was pointed out, the present cost-of-living adjustment at Headquarters would be equivalent to 10% on 75% of salary (subject to ceiling), and a second adjustment would not be justified until the cost-of-living index had reached an average of 120 over a six-month period and would then be applied to only 75% of salary. The staff representatives were informed that these principles might be put before the General Assembly for approval during the present session.

Apart from the substance of this issue, the Staff Committee is greatly concerned that proposals closely affecting the staff, and involving an amendment of the Staff Regulations, should have reached this advanced stage without there being any consultation of staff representatives. This concern is only heightened by the fact that these proposals would, in effect, crystallize into long-term policy the elements of a particular solution which was a result of political compromise and based in part on factors which are no longer present.

It is difficult indeed to understand why, in principle, a given rise in the cost of living at Headquarters should be compensated to the extent of only 75%. It is equally difficult to accept, as just and equitable, that the staff should continue with an adjustment at the rate of 107 1/2 until the cost of living has risen so high as to average 120 over a six-month period.

The Staff Committee recognizes the need for a set of agreed principles which will govern cost-of-living adjustments at Headquarters as well as the more complex problems of salary differentials, currency equivalents, subsistence

allowances, etc. growing out of service away from Headquarters. The Committee would emphasize to the Secretary-General, however, that it would appear normal and desirable from every point of view that representatives of the staff should participate in the process of evolving such agreed principles. If, as it appears, the agreement of the Specialized Agencies is also an essential ingredient, then surely representatives of Agency staff associations should also play a part in this process.

The Staff Council, in its meeting on 25 November, unanimously supported the Committee's position in this matter. The Committee is accordingly approaching the Secretary-General to urge that the Assembly not be asked, during the present session, to approve the principles proposed in A/CN.1/R.105, but that the necessary consultations on the whole subject be undertaken as the normal preliminary to Assembly action on such matters.

FICSA Statement on Personnel Policy

The Executive Committee of the Federation of International Civil Servants' Associations (FICSA) prepared, in a meeting on 8 November 1953 in Geneva, a statement (FICSA/EX/10) containing comments on the recent Report of the Secretary-General on Personnel Policy. These comments, summarized in the following paragraphs, are in general along the same lines as those made in the paper prepared by the United Nations Staff Council, circulated as document A/C.5/561.

Regret was expressed that there was no opportunity for consultation with the staff associations of the specialized agencies, which are directly concerned because the specialized agencies are, in accordance with agreements concluded with the United Nations, under the obligation to develop personnel policies similar to those of the United Nations with a view to creating a single, unified, international civil service.

It was pointed out that any increase in discretionary powers to terminate staff members and reduction in the safeguards offered by judicial review must adversely affect the establishment of a career service on a firm basis.

It was felt that lack of integrity as a termination ground was acceptable in principle, provided it would be properly interpreted. The same could not be said about the discretionary ^{power}, sought by the Secretary-General in the proposed sub-paragraph (iii) of Regulation 9.1(a), to terminate permanent appointments "in the interest of good administration". Attention was drawn to the fact that experience in the League of Nations and the International Labour Organization

before 1940, and by the United Nations and specialized agencies since 1945, had shown that existing staff regulations give the executive heads the powers needed "in the interest of good administration". This new provision was not necessary and could, in practice, open the door to arbitrary terminations in general, using this clause as a mere pretext. The hope was therefore expressed that the General Assembly would not accept the proposed sub-paragraph (iii).

The amendments proposed to Regulations 1.4 and 1.7 were considered acceptable provided that the amended 1.7 be so interpreted that mere membership of a political party would not constitute a political activity and would thus not be prohibited.

Concern was expressed with regard to the proposed changes in the Statute of the Administrative Tribunal which would make payment of compensation the rule instead of rescission of the decision contested, and would limit the amount of compensation which may be awarded by the Administrative Tribunal in cases of termination. Retention of the existing Statute of the Tribunal was favoured, although there was little objection to a change which would permit the Tribunal, in cases where reinstatement is recommended, to fix at the same time the amount of compensation to be paid if the action recommended was not taken.

With regard to appointment policy, doubt was expressed whether a probationary period of two or possibly three years was necessary, as satisfactory results have been obtained in specialized agencies with a probationary period of one year, with the possibility of a second year.

Further scrutiny and elucidation were recommended with regard to the suggestions contained in Chapter III "Special Categories of Staff", in which the Secretary-General advocated a reasonable latitude of interpretation as to the applicability of Staff Regulations in the case of certain groups of staff, such as staff members appointed for special service of a non-continuous or purely local character.

FICSA's statement, which the Executive Committee brought to the attention of delegations participating in the Eighth Session of the General Assembly, received general endorsement by the Staff Associations of the United Nations Geneva Office, FAO, ILO, UNESCO, WHO and WMO. The United Nations Staff Council considered it at its meeting held on 19 November, and adopted the following resolution:

"THE STAFF COUNCIL OF THE HEADQUARTERS STAFF ASSOCIATION,
While in general agreement with the position taken in document FICSA/EX/10,
Considers that its own views on the subject of the Secretary-General's Report on Personnel Policy are fully presented in document A/C.5/561; and
Decides that no useful purpose will be served, at this stage, by more detailed examination of FICSA/EX/10."

Personnel Policy Before the General Assembly

The debate in the Fifth Committee upon the Report of the Secretary-General on this subject (A/2533) in which attention was also given to the statement prepared by the Staff Council (A.C.5/561) and to two further communications from the Staff Committee (A/C.5/573 and A/C.5/L.262) yielded results which meet in large measure the views expressed by the Council. They are to be found in the Report of the Fifth Committee (A/2615), and also in ST/AFS/SER.A/231 of 11 December 1953.

Termination of permanent appointments under the new provisions added to Staff Regulation 9.1(a), i.e., sub-paragraphs (i) and (ii), may be effected only after consideration of the case by a special advisory board appointed by the Secretary-General, consisting of a chairman nominated by the President of the International Court of Justice and four members who must all be agreed to by both Secretary-General and Staff Council.

Termination under the sub-paragraph which was originally sub-paragraph (iii) and to which strong objection was raised by the Staff Council, may be effected only "provided that the action is not contested by the staff member concerned", this phrase having been added to the original text. Such termination is therefore tantamount to resignation on request, which is the procedure favoured by the Staff Council for separating from the service a staff member guilty of some act which would warrant his termination under the Regulations but which would unduly stigmatize him if disclosed.

Under a new paragraph added to Regulation 9.3, the Secretary-General may, in certain circumstances, pay a staff member terminated under this provision an indemnity not more than 50% higher than would otherwise be payable.

Article 9 of the Statute of the Administrative Tribunal was amended inter alia to provide that save in exceptional cases, in which the Tribunal must state the reasons for its decision, it shall not award compensation exceeding the equivalent of two years' net base salary of the applicant.

The rights of staff members in the political field are defined more clearly than under the former Staff Regulation 1.7 by the Regulation as now amended, which reads:

"Staff members may exercise the right to vote but shall not engage in any political activity which is inconsistent with or might reflect upon the independence and impartiality required by their status as international civil servants."

The Secretary-General informed the Fifth Committee of his intention to implement this Regulation by a Staff Rule which would permit membership of a legal political

party provided that such membership did not entail subjection to party discipline or action in favour of the party, other than the payment of normal financial contributions.

Regarding probation, a paragraph has been added to Staff Regulation 4.5 to provide that the probationary period for the granting or confirmation of a permanent appointment will not normally exceed two years, though in individual cases the Secretary-General may extend the period for not more than one additional year.

With regard to the Secretary-General's proposal not to grant permanent appointments to staff members of the G1, G2 and manual worker categories, on which the Staff Council also made strong representations and the Netherlands delegate asked certain questions, the Secretary-General informed the Fifth Committee in his statement of 25 November that the question would be studied further, and that the staff would be consulted upon it.

Other points raised in the Secretary-General's Report and taken up in the Staff Council's Statement, including appointments of Field Service and mission staff, promotion during probation, the composition of the Appointment and Probation Board, and probationary appointments for persons over 49 years of age, will also be further discussed with the representatives of the Secretary-General.

Payment of Awards of the Administrative Tribunal

After a long debate, in which most speakers expressed the view that the General Assembly should make the budgetary appropriation necessary for the payment of the awards made by the Tribunal in cases 26 and 37 to 46, it was decided not to make the appropriation at the present session but to submit the following questions to the International Court of Justice for an advisory opinion:

- " (i) Having regard to the Statute of the United Nations Administrative Tribunal and to any other relevant instruments and to the relevant records, has the General Assembly the right on any grounds to refuse to give effect to an award of compensation made by that Tribunal in favour of a staff member of the United Nations whose contract of service has been terminated without his assent?
- " (ii) If the answer given by the Court to question (i) is in the affirmative, what are the principal grounds upon which the General Assembly could lawfully exercise such a right?"

The Cost of Living

SCC/168 of 30 November described certain principles which staff representatives were informed might be put before the General Assembly for approval during

this year's session, despite the fact that the staff had not been consulted upon them.

The Secretary-General has now assured the Staff Committee that the Advisory Committee on Administrative and Budgetary Questions has agreed to a postponement of the whole question, and that the staff will be consulted upon it before it is taken up again, probably during the first half of next year.

The Staff Committee and the Economic Sub-Committee, in consultation with FIGSA, will meanwhile study the complicated problems connected with variations of the cost of living in place and time. Attention will be given, in particular, to the remuneration of General Service personnel and manual workers.

Improved Dining Facilities

The 1954 budget includes an appropriation for the enlargement of the cafeteria and the delegates' dining room.
