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Recruitment and Appointment Policy Committee

30 Oct. - 16 Novem. 53

Staff Regulations of the UN.

- Interoffice memoranda (From The Chairman of the Staff Comm.  
- to D.H.)
- Report of the Sec. Gen.

**INTEROFFICE MEMORANDUM**

TO: The Secretary-General

FROM: The Chairman of the Staff Committee

*P. D. M.*

SUBJECT: Proposed amendments to the Staff Regulations

Date 30 October 1953

I. The Staff Committee has carefully studied the draft which you kindly sent to us this evening, and wishes to thank you most sincerely for the trouble you have taken to eliminate the points which in the earlier texts caused us so much difficulty.

2. We feel that you may perhaps still wish to consider the following less important amendments, mainly of a drafting character:

(a) line 3

"the high standards of integrity defined by the Secretary-General. . ."

(Is it not better to say that the standards are determined by the Charter, and that the task of the Secretary-General will be rather to define them?)

(b)"if he learns of facts, relevant to the administrative suitability of — the staff member under the standards established in the Charter, which, had they been known when the staff member was appointed, should have adversely influenced the decision to appoint him."

(A simpler formulation, the only substantive change being a weakening of the discretionary element, which does not really seem any more necessary here than in (a) and(c).)

(c) line 2

". . . standards established in the Charter . . . "

(The same phrase as in (b) )

3. Of the two alternatives, we would favour Alternative II.

4. I will come to your office at 5pm on Sunday in case you wish to see me.

**INTEROFFICE MEMORANDUM**

TO: The Secretary-General

FROM: The Chairman of the Staff Committee

*R. D. H.*

SUBJECT: Proposed Amendments to Staff Regulation 9.1(a)  
Draft on Appointments Policy

Date 2 November 1953

1. In order to prevent any misunderstanding as to the position of the Staff Council and Committee on the draft to which I gave my qualified approval yesterday, I wish to repeat in writing what I said at the beginning of our discussion on Friday last:
2. As the Council has not yet had an opportunity to discuss the proposed amendments, the position of the Council and the final position of the Committee must be reserved until such discussion has taken place.
3. I would add that after further discussion with members of the Committee I believe that the point upon which the Staff Council is least likely to approve the tentative position taken by the Committee is paragraph (c), which may be felt to be too general in character.
4. The Committee would be grateful for an opportunity to discuss with you the draft on appointments policy, at any time convenient to you.

cc: Mr. Stavropoulos

Advisory Committee on Administrative  
and Budgetary QuestionsSTAFF REGULATIONS OF THE UNITED NATIONS:  
QUESTION OF A PROBATIONARY PERIODReport of the Secretary-General

1. During the sixth session of the General Assembly, the Advisory Committee on Administrative and Budgetary Questions proposed (A/1912/Add.1)<sup>1/</sup> that the following text should be inserted in the Staff Regulations of the United Nations:

"Regulation 9.1A

"The probationary period for confirmation of a permanent appointment shall normally not exceed two years. Service in a temporary capacity may be allowed to count towards such confirmation."

2. Subsequently, during the discussion by the Fifth Committee of the permanent Staff Regulations, the Advisory Committee decided to withdraw the above regulation following upon a suggestion by the Secretary-General that the matter of fixing a probationary period should be postponed for consideration at the seventh session of the General Assembly.<sup>2/</sup> During the seventh session, the Advisory Committee, while adhering to the position of principle reflected in the draft text it had proposed, raised no objection to the Secretary-General's request to postpone discussion of the question at that session, particularly in view of the desirability of proceeding in consultation with the specialized agencies and of the fact that the review of temporary staff had not been completed. Thereupon, the General Assembly, on the recommendation of the Fifth Committee, adopted resolution 682 (VII) requesting the Secretary-General to submit through the Advisory Committee on Administrative and Budgetary Questions a final proposal for the consideration of the General Assembly at its eighth session.

3. The Secretary-General has consulted with the executive heads and the administrative representatives of the specialized agencies at meetings of the Administrative Committee on Co-ordination and of the Consultative Committee on Administrative Questions. In those discussions, it was agreed that, in principle,

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1/ See Official Records of the General Assembly, Sixth Session, Annexes, agenda item 45, page 14.

2/ Ibid., document A/2108, page 37.

all permanent appointments should be preceded by a trial period of service, either in the form of a specific period of probation or on a fixed-term basis, for one or two years.

4. The experience gained in the Secretariat during the past years has led the Secretary-General to the firm conclusion that a period of two years is normally necessary for a proper and accurate assessment of the fitness for permanent appointment of a newly appointed staff member; moreover, the possibility of extending that period in special cases for one additional year should be provided. The diversity of the programmes and the size of the staff of the Secretariat as compared with those of the programmes and staffs of the specialized agencies are factors which should not be overlooked in setting the length of the probationary period.

5. In his report on personnel policy presented at the eighth session of the General Assembly (A/2533), the Secretary-General has defined the categories of staff which will be eligible for permanent appointment. He has also announced a system of temporary appointments, in which a clear distinction is made between those which are probationary for permanent appointment and those which do not carry such an expectation. Accordingly, the text of the new regulation should provide for this distinction.

6. In the light of these considerations, and in the belief that the principles embodied in the draft regulation proposed earlier by the Advisory Committee are preserved in the text, the Secretary-General submits, for the consideration and approval of the General Assembly, the following addition to the text of staff regulation 4.5. The Secretary-General understands that the full effect of the new regulation on probationary period would apply to staff appointed after 1 January 1954.

"(b) The Secretary-General shall prescribe which staff members are eligible for permanent appointments. The probationary period for granting or confirming a permanent appointment shall normally not exceed two years, provided that in individual cases the Secretary-General may extend the probationary period for not more than one additional year."