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UN/Secretariat matters 1954

Staff Representation - HQ

17 March - 21 Decem.

- 3 letters from Hylke G. Halbertsma (Chairman, Staff Committee)
 - to D.H.
- 2 letters from D.H. - to H. G. Halbertsma

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STAFF ASSOCIATION

17 March 1954

Dear Mr. Hammarskjold:

The Staff Council, at its meeting of 11 March 1954, elected the following officers:

Staff Council: Presiding Officer, Clayton C. Timbrell
Deputy Presiding Officer, Arthur C. Tyrrell

Staff Committee: Chairman, Hylke G. Halbertsma
First Vice-Chairman, W. H. Hindle
Second Vice-Chairman, Roger Minne
Secretary, Jacques Schoellkopf
Assistant Secretary, Elizabeth Colmers

Letters to D.A.
from Staff Committee

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Onsdag 24 mars
kl. 4?

UNITED NATIONS



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Second Vice-Chairman, Roger Minne
Secretary, Jacques Schoellkopf
Assistant Secretary, Elizabeth Colmers
Treasurer, Lawrence Davidson
Rapporteur, Margaret Bruce

It would be greatly appreciated if an opportunity could be found, at your convenience, for introducing the newly-elected officers of the Staff Council and Committee to you.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "Hylke G. Halbertsma".

Hylke G. Halbertsma
Chairman, Staff Committee

Mr. Dag Hammarskjold
Secretary-General of the United Nations

Onsdag 24 mars
kl. 4?

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STAFF COUNCIL

29 September 1954

Dear Mr. Hammarskjold,

May I, upon my return to Headquarters, express the appreciation of the staff for the views expressed by you in the foreword to the 1955 Budget Estimates on the adjustment of salaries and the increase of credit for dependants.

The Staff Council, meeting today, expressed its particular interest in the latter question and concluded its discussion by adopting unanimously the following resolution:

"THE STAFF COUNCIL,

"Recognizing that staff members with family responsibilities have been particularly adversely affected by increases in the cost of living,

"Strongly supports the view of the Secretary-General expressed in his foreword to the Budget Estimates for the Financial Year 1955 (A/2647) that the present credit for dependants granted under the Staff Assessment Plan does not 'provide a sufficient distinction between staff members with dependants and those without dependants';

"Warmly welcomes the intention of the Secretary-General to raise this matter during the ninth session of the General Assembly with a view to securing an early increase in the amount of the credit for dependants;

"And hopes that action on this urgent and important matter will not be delayed for administrative or any other reasons."

In view of the great importance which the staff attaches to this question, it would be much appreciated if you could spare a moment within the next few days to review the situation with the Staff Committee.

Yours sincerely,

A handwritten signature in dark ink, appearing to read "Hylke G. Halbertsma".

Hylke G. Halbertsma
Chairman, Staff Committee

Mr. Dag Hammarskjold
Secretary-General of the United Nations

cc: Mr. H. C. Andersen

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STAFF COUNCIL

21 December 1954

Dear Mr. Hammarskjold,

On behalf of the staff I would like to thank you for your Christmas message conveying your best wishes and expressing your appreciation for the contribution made by each member of the Secretariat.

We, on our part, although realizing that not all our hopes could be fulfilled, have been much encouraged by your continuing and personal interest in the problems and the well-being of the members of the Secretariat.

It was fortunate indeed that as a result the General Assembly could take a decision which brightened for many staff members the outlook for 1955.

The Staff Council expressed the feelings of the staff in this matter by adopting unanimously the following resolution:

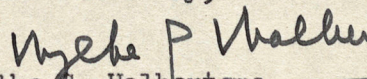
"The Staff Council,

"Taking note of the General Assembly resolution to increase credits for dependents under the Staff Assessment scheme,

"Resolves to express its appreciation for all that the Secretary-General and his advisers have done to make this possible."

May I wish you, wherever you may be, a very happy Christmas season, and convey to you our best wishes for a successful 1955 for you and the United Nations.

Yours sincerely,


Hylke G. Halbertsma
Chairman, Staff Committee

Mr. Dag Hammarskjold
Secretary-General of the United Nations

1 July 1954

Dear Mr. Halbertsma,

As you will recall, the views of the Staff Council concerning the application of the Amendments to Staff Regulation 9.1(a) which you communicated to me by letter of 18 June 1954 were discussed at our meeting a few days ago. At that time, I explained the interpretation which I gave to the functions of the Special Advisory Board. I should like to restate my position in this respect for the sake of clarity.

The report of the Staff Council assumes that the reference of a matter to the Special Advisory Board is equivalent to the opening of a case before the Board by the Administration and implies "that in the opinion of the Administration, there are sufficient elements to warrant termination." As I explained to you, this is not my concept of the functions of the Special Advisory Board. It is my intention that the Board should conduct the first examination of a matter and advise me before I consider what action should be taken. When allegations are received concerning a staff member, the Administration, prior to referring the matter to the Board, would make a purely formal examination to see if the allegations emanated from a responsible source, did not involve mistaken identity, and prima facie, were of a serious nature warranting consideration by the Board. If these conditions appeared to be met, the Secretary-General would refer the matter to the Board without, in any way, taking a position or becoming a party to the proceedings.

The Board would have as its function to make the first examination of the matter and to advise me whether or not sub-paragraph (i) and/or sub-paragraph (ii) of Regulation 9.1(a) would apply. The Board is not a Tribunal and would not decide, or even recommend termination, although it would not be precluded from suggesting in the light of exceptional circumstances that, in the exercise of my discretion, I should refrain from acting on the basis of the

Mr. Hylke G. Halbertsma,
Chairman,
Staff Committee

sub-paragraphs which it might find to be applicable. The decision concerning what action should be taken would have to be made by me in the exercise of my responsibility under the Staff Regulations after I had received the interpretation of the Board. At that stage I would consider myself free to decide whether termination was necessary or whether measures other than termination might be instituted if the circumstances justified such a course.

I believe that it is in the interest of all concerned that the Board should not act as a Court to decide an issue between the Administration and the staff member, but should make the first examination of the matter and advise me prior to my own consideration of the case. It is of course understood that, in the interest of the staff member, proceedings of the Board, and even the fact that a matter has been referred to the Board, will be confidential.

I have discussed the interpretation of the functions of the Board with the Chairman and members of the Special Advisory Board and they are in agreement with my position. As you know the Chairman and members have already received, for their information, the copies of the Report of the Staff Council.

Yours sincerely,

Dag Hammarskjöld
Secretary-General

1 October 1954

Dear Mr. Halbertsma,

I want to thank you very much for your kind letter dated 29 September 1954, concerning the question of an increase of the dependency credit under our staff assessment scheme.

I am sure that I do not have to express again my deep understanding of the Staff Council's concern for staff members with family responsibilities and my sincere desire to find ways and means of alleviating, if only in a modest way, the specific financial burdens which such staff members have to meet.

At the same time I am sure that not only you but also the Council which you represent fully understand the necessity for the United Nations family to act in concert in all questions affecting salaries and related matters, and that I, as the chief administrative officer of the United Nations, cannot and should not take isolated action in a matter of such vital concern as the present without the concurrence of the major specialized agencies with whom we have agreed to coordinate our salary and allowance system.

I sincerely hope that at the forthcoming meeting of the ACC in October this year it will prove possible to reach such an understanding, without which it would be futile to submit any concrete proposal to the General Assembly.

Yours sincerely,

Dag Hammarskjöld
Secretary-General

Mr. Hylke G. Halbertsma
Chairman
Staff Committee