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UNITED NATIONS SALARY, ALLOWANCE AND BENEFITS SYSTEM

Thirty-ninth report of the Advisory Committee on Administrative and Budgetary
Questions to the eleventh session of the General Assembly

1. At its 561st meeting on 3 January 1957 the Fifth Committee, desiring to facilitate consideration of the various reports (A/3209, A/C.5/691 and Add.1) dealing with the United Nations salary, allowance and benefits system, requested the Advisory Committee to examine the differences between the report of the Salary Review Committee (A/3209) and that of the Secretary-General (A/C.5/691), and to make appropriate recommendations.
2. The time-limit which the Fifth Committee set for this task was too short for an exhaustive study. For example, had time permitted, the Advisory Committee would have wished to make a critical review of the proposed substitution of Geneva for New York as the base for a common system for the United Nations and the specialized agencies.
3. Indeed, given the fact that the Secretary-General has qualified his concurrence in the choice of Geneva for this purpose, the Advisory Committee would have wished in other circumstances to weigh the respective advantages of New York, Geneva or other area as the appropriate base, with particular reference to the fact that the Headquarters area of the United Nations - the largest of the interested organizations - might appear prima facie to have a claim to be regarded as the base for the common system. Yet any such recommendation would necessitate an integral re-casting of the scheme submitted by the Salary Review Committee. Similarly, it might have been desirable, in the Advisory Committee's

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opinion, to include among the matters calling for further study the treatment, under the Salary Review Committee's recommendations, of the Professional category (other than the entrance level), whose salary scales are left unchanged.

4. Accordingly, the Advisory Committee has mainly confined itself to examining, within the context of the Review Committee's recommendations, only those points on which the Secretary-General's position is sharply different.

5. The attached table is preceded by a set of explanatory notes.

Explanatory notes
on the annexed table

1. Column A contains no more than an outline summary of the principal recommendations of the Salary Review Committee. The related paragraph numbers in the report of that Committee (A/3209) are given in the parallel, left-hand column, for immediate reference.
2. The summary given in column B is likewise merely an outline of the views expressed by the Secretary-General, either in the joint statement of the executive heads (A/C.5/691, part I), to which the Secretary-General has subscribed, or in his supplementary comments (Ibid., part II).
3. Except where otherwise indicated, net figures are used throughout.^{1/}
4. The following abbreviations have been used:
ACC Administrative Committee on Co-ordination
ICSAB International Civil Service Advisory Board
SRC Salary Review Committee

^{1/} For conversion of salary rates from net to gross, see the table in paragraph 93 of A/3209, or - for a fuller schedule - the 1957 budget document (A/3126, p. 101).

A

B

A/3209
Paragraphs

Recommendations of the
Salary Review Committee

A/C.5/691
Paragraphs

Comments of the
Secretary-General

27-29	1. The common system of salaries, allowances and benefits should be retained.	10	1. Agree.
72-77	2(a). The base of the common system should be Geneva.	18, 97	2(a). Agree, on balance.
143	2(b). The base date for the new system should be 1 January 1956.	13, 18, 97	2(b). Agree, although if base scales, for the Professional and higher categories remain unchanged, SRC's recommendation constitutes an indirect reduction in effective emoluments, and may in certain circumstances, entail a review of those scales at a much earlier date than would otherwise be necessary. (see also point 11 (vii) below).
<u>Organization and classification of posts</u>			
86	3. There should be only one level in the Under-Secretary (or equivalent) category.	19	3. Agree.
86	4. There should be a maximum of two levels in the Principal Officer and Director (D-2) category.	19	4. Agree.
93	5. There should be a maximum of five levels in the Professional category.	19	5. Agree.
60	6. P-2 and P-3 levels might possibly be coupled.	19	6. [No specific comment].
59, 60 295-303	7. Uniform standards of grading in the Professional category should be developed.	19	7. Agree.
62-71	8(a). The General Service category should be changed to a Local Service category, and include certain Professional posts up to P-3 level.	19	8(a). Agree
	8(b) Local circumstances at each office should determine the number of levels in this category.	19	8(b). Agree.

C

Recommendations and/or comments of the Advisory Committee

1. _____
- 2(a). The Advisory Committee is prepared to concur in the recommendation of the Salary Review Committee, for the following reasons:
- (a) There is virtually complete agreement between SRC, the Secretary-General of the United Nations and the executive heads of the specialized agencies on the use of Geneva as the base; and
 - (b) The choice of New York or other area as the base would at this stage necessitate the re-casting of the whole system recommended by SRC and give rise to the serious consequences referred to in paragraph 72 of SRC's report.

It could, however, be argued on grounds of principle that New York should be the base of the system, because (i) New York is the headquarters of the United Nations, and (ii) the Professional staff at New York exceeds in the aggregate the number of such staff at the Geneva offices of organizations coming within the common system (see SRC's report, para. 58).

- 2(b). The base date being an integral part of the system proposed by SRC, any change in that date would entail a substantial re-casting of the various elements of the system.

3. _____

4. _____

5. _____

6. _____

7. _____

8(a). _____

8(b). _____

A/3209 Paragraphs	A Recommendations of the Salary Review Committee	A/C.5/691 Paragraphs	B Comments of the Secretary-General
	<u>Non-financial factors</u>		
38-47	9. Due weight should be given to non-financial factors in the recruitment and retention of staff.	20	9. Agree.
	<u>Staff Assessment Plan</u>		
108-111	10. All organizations should adopt the Staff Assessment Plan.	21	10. [Plan already in force in the United Nations].
78	11(i). Career staff at P-1 level should normally be promoted to P-2 level after two years' satisfactory probation;	-	11(i). [No specific comment but implied agreement];
81	11(ii). Having regard to the earlier promotion to P-2 level which career staff would have, the minimum of P-2 level should be reduced from \$4,800 to \$4,600 net;	23	11(ii). Interpreted as an exceptional provision for career staff entering at P-1 level; (it was further explained to the Advisory Committee that experienced fixed-term staff entering at P-2 level should be started on \$4,800);
82	11(iii). Two longevity increments should be added to P-3 level, at intervals of two years and four years after the normal maximum is reached. (Limited to 25 per cent of the staff at the P-3 level).	25	11(iii). Two longevity increments (at two-year intervals) to be applied to each of the levels P-1 to P-4.

C

Recommendations and/or comments of the Advisory Committee

9. _____

10. _____

11(i). The Advisory Committee recommends the adoption of the Salary Review Committee's proposal.

11(ii). The Advisory Committee recommends that the present base scales for P-2 level should be maintained, that is, a minimum of \$4,800. It would be undesirable, as a matter of personnel policy, to differentiate between "career" staff and others in the matter of base salaries. The higher rate is recommended in order to conform with the Salary Review Committee's suggestion in favour of retaining generally the existing base scales.

11(iii). The Advisory Committee recommends that two longevity increments, at two-year intervals, should be applied to each of the levels P-1 to P-4, subject to the following conditions: (a) that no longevity increment shall be paid to a staff member until he has remained at the level in question for at least as long as a staff member entering that level at the first step would have to remain before qualifying for a longevity increment; ^{1/} (b) the staff member would have been qualified for promotion to the next higher level had there been a suitable vacancy.

It is stated in paragraph 25 of A/C.5/691 that the problem of "blocked" promotions exists at each of the levels P-1 to P-4 in varying degrees in all the organizations. Furthermore, it would be appropriate to recognize, at any rate as regards the United Nations, that in view of the fact that P-4 is not normally a supervisory level, that level cannot in all cases be considered as the top of the normal career expectation of an average staff member; consequently some expectation of promotion to the P-5 level may be recognized by providing longevity increments at the P-4 level also.

The need for longevity increments at P-1 level - and to a lesser extent at P-2 level - may not be appreciable in the case of "career" staff; however, some of the organizations have a considerable number of staff in these levels who, because of the nature of their special skills (proof-readers, nurses etc.), have only a limited expectation of promotion to higher levels.

In the opinion of the Secretary-General, the 25 per cent limitation recommended by the Salary Review Committee would involve administrative difficulties in its practical application. The Advisory Committee recommends, as an alternative, condition (a) cited above. Such a limitation would serve to emphasize the character of the longevity increment as an alleviation of "blocked" promotions.

^{1/} For example, a staff member entering the P-3 level (which has 10 incremental steps) at step 5 will not begin to qualify for the first longevity step merely by completing the remaining 5 steps (plus the two-year interval) but will have to remain at the P-3 level for 11 years (nine-year spread of the level plus the two-year interval) in all before the longevity increment is paid.

<u>A/3209</u> <u>Paragraphs</u>	<u>Recommendations of the</u> <u>Salary Review Committee</u>	<u>A/C.5/691</u> <u>Paragraphs</u>	<u>Comments of the</u> <u>Secretary-General</u>
85.	11(iv). The salary at D-2 level should be fixed at \$12,500.	24, 119	11(iv). It would be preferable to introduce three steps (two-year intervals): \$12,000 - \$12,500 - \$13,000.
92	11(v). The representation allowance (to a maximum of \$1,500) which at present may be granted, at the Secretary-General's discretion, to Directors (D-2) should be abolished, and replaced by the reimbursement of up to \$600 for hospitality expenses actually incurred.	120	11(v). The existing system should be retained, but with a reduced maximum of \$1,000.
86-92	11(vi). The salary at Under-Secretary level should be fixed at \$14,000. Basic allowances (\$3,500) should be abolished. Under-Secretaries should be eligible for dependency benefits and education grant. No additional payments (Staff Regulations, annex I, para. 2) should be made, but actual hospitality expenses (to a maximum of \$1,500) should be reimbursed.	116-120	11(vi). The Secretary-General proposes, as an interim measure to be reviewed at the twelfth session of the General Assembly, that the present scale of remuneration for Under-Secretaries and officers of equivalent rank should remain unchanged.
137-147	11(vii). The existing system of differential and cost-of-living allowances should be replaced by a system of post adjustments, fixed in flat net non-pensionable amounts for each level, with increased rates (in higher cost areas) for staff with primary dependents. For this purpose, the main headquarters offices of the several Organizations should be classified, as of 1 January 1956, as follows: Geneva : Class 1 Rome : Class 2 New York) Paris) : Class 4 Montreal)	27-31 95, 97	11(vii). Agree, on balance. However, as regards the classification of New York, while Class 4 might have been appropriate on 1 January 1956, New York was closer to Class 5 than to Class 4 by October 1956.

C

Recommendations and/or comments of the Advisory Committee

- 11(iv). The Advisory Committee concurs in the recommendations of SRC. The Director level (D-2) being normally the top of the career service in the United Nations, it seems appropriate, in accordance with customary practice, to have a single salary scale for the highest level.
- 11(v). The Advisory Committee recommends the adoption of the system proposed by SRC.
- 11(vi). The Advisory Committee concurs in the recommendation of SRC. This question has already been the subject of exhaustive study, and the Advisory Committee sees no reason for postponing the decision.
- In so far as the present holders of posts at this level are concerned, it is provided that where existing contractual entitlements exceed the corresponding emoluments under SRC's recommendations, payment shall be made in respect of any such excess as a personal allowance.
- 11(vii). The Advisory Committee agrees, on balance, with the recommendation of SRC that New York should be placed in Class 4. A change to Class 5 would entail serious reaction and appreciable expenditure.
- The Committee has had neither the time nor sufficient information to determine the appropriateness of the classification proposed by SRC for Rome, Paris and Montreal. Nevertheless, the Committee has some doubt, at any rate, about placing Paris in Class 4 rather than in Class 3.

A/3209 Paragraphs	A <u>Recommendations of the Salary Review Committee</u>	A/C.5/691 Paragraphs	B <u>Comments of the Secretary-General</u>
	<u>Salary scales for the General Service category</u>		
101-107, 212-213	12. The present system of fixing the scales on the basis of the best prevailing conditions of employment in the locality should be maintained. Existing cost-of-living allowances should be consolidated in the pensionable scales (Geneva and New York). Headquarters salaries should be reviewed on basis of best prevailing rates at the end of 1956 and an appropriate increase be made. Further study of the non-resident's allowance is desirable.	33, 100-104	12. Agree. On the basis of a review of Headquarters salaries at the end of 1956, as suggested by the Salary Review Committee, an increase of approximately 7 per cent in these salaries is required, with effect from 1 January 1957. The additional 1957 cost is estimated at \$460,000 (A/C.5/691, annex, p. 3, item (f)). [The basis of the review was the Commerce and Industry Association's annual survey of local salaries in New York].
	<u>Pensionable scales</u>		
173-177	13. The fact that pensions are based on net salary rates creates a problem that merits study, possibly through a working part of the Joint Staff Pension Board.	34, 96	13. Agree, but study should initially be made by ACC not Joint Staff Pension Board. The inadequacy of pensionable remuneration is particularly noticeable at Headquarters because of the size of the non-pensionable post adjustments recommended for New York, and because of the number of Professional staff serving there.
	<u>Dependency allowances</u>		
191	14(i). Present children's allowance and staff assessment dependency credit should be merged in a new dependency allowance system.	35	14(i). Agree.
192-193	14(ii). Professional staff at all offices:- \$200 for dependent spouse \$300 for each dependent child \$200 for not more than one secondary dependent, 2/ where an allowance is not paid in respect of a dependent spouse.	35	14(ii). Agree, though it would be more logical to fix a uniform rate of \$300 for primary dependents.
2/ Dependent father, mother, brother or sister as defined in existing United Nations rules.			

C

Recommendations and/or comments of the Advisory Committee

12. The Advisory Committee recommends:

- (a) Continuance of the "best prevailing rates" principle;
- (b) Consolidation of existing cost-of-living allowances in the pensionable scales at Geneva and New York;
- (c) Establishment (by the Secretary-General) of revised General Service salary scales for Headquarters (New York) to reflect increases not exceeding 7 per cent over the levels in force at the end of 1954.

The considerations set forth in paragraphs 102 to 104 of A/C.5/691 support the proposed increase of approximately 7 per cent over the 1954 scales. Since the fixing of local salary scales for United Nations offices falls within the competence of the Secretary-General, the determination of the detailed scales for New York should be left to his judgement, subject to the maximum increase recommended above. The additional 1957 cost is estimated at \$460,000 (A/C.5/691, annex, p. 3, item (f)).

13. The Advisory Committee has not been able in the time at its disposal to give detailed consideration to this question, which, as SRC points out, is an extremely complex one. If, however, there is a case for a study of this question, such a study might, in the Advisory Committee's view, be undertaken in the first instance by ACC.

14(1). _____

14(ii). The Advisory Committee recommends the rates proposed by SRC. The post adjustments proposed for higher cost areas (as compared with the Geneva base) for staff with primary dependents contain provision for additional dependency benefits.

A/3209 Paragraphs	A <u>Recommendations of the Salary Review Committee</u>	A/C.5/691 Paragraphs	B <u>Comments of the Secretary-General</u>
195-197	<p>14(iii). <u>General service staff</u></p> <p>(a) <u>New York:-</u></p> <p>\$250 for dependent spouse \$250 for each dependent child \$200 for not more than one secondary dependent, where an allowance is not paid in respect of a dependent spouse.</p> <p>(b) <u>Other locations:-</u> Allowances should reflect local circumstances.</p>	105-110	<p>14(iii). (a) <u>New York:-</u></p> <p>\$300 for dependent spouse \$250 for each dependent child \$200 for one secondary dependent, as in col.(A). \$400 divorced or widowed with one dependent child (no separate allowance payable in respect of first dependent child).</p> <p>(b) Agree.</p>
198-204	<p>14(iv). A clearer definition of dependency is recommended.</p>	36	<p>14(iv). Instituting a further study of this matter in the interest of an early but carefully drafted definition.</p>
	<u>Education grant</u>		
214-222	<p>15. Existing provisions should be maintained.</p>	37	15. Agree.
	<u>Installation grant</u>		
272-273	<p>16. The rates should remain unchanged, but with a revision in the number of days for which the grant is payable, as follows:</p> <p>staff without dependents 15 days (at present 30 days)</p> <p>In exceptional circumstances, the following increases may be made: up to 30 days (without dependents) " " 60 " (with dependents)</p>	39	16. Agree.

C

Recommendations and/or comments of the Advisory Committee

14(111).

(a) New York:-

The Advisory Committee recommends the rates proposed by SRC, with the additional provision, as suggested by the Secretary-General, in respect of a divorced or widowed staff member with one or more dependent children.

The rate of \$250 for a dependent spouse and for each dependent child seems entirely reasonable by comparison with corresponding tax reliefs for outside employees in the New York area.

(b) _____

14(iv). The Advisory Committee agrees that the formulation of clear and practical definitions of dependency requires urgent and careful study at the inter-agency level. Such definitions should have regard to the consideration of the equitable treatment of all staff members, male and female.

15. _____

16. _____

<u>A/3209</u> <u>Paragraphs</u>	A <u>Recommendations of the</u> <u>Salary Review Committee</u>	<u>A/C.5/691</u> <u>Paragraphs</u>	B <u>Comments of the</u> <u>Secretary-General</u>
	<u>Conditions of service of non-career staff</u>		
52-54	17. The proportion of posts (suitable for filling on a secondment basis or with other non-career staff) to be filled on a fixed-term basis might, as opportunity offers, be brought up to, say, 20 per cent.	40	17. The Secretary-General has previously expressed his intention of making an increased use of fixed-term staff obtained largely by secondment from government services, universities and other similar institutions. It would not, however, be desirable to fix an exact proportion of posts to be filled on a fixed-term basis. Rather, as vacancies occur, the Secretary-General should be free to judge whether there is advantage in filling them by means of fixed-term appointments.
	<u>Medical and hospital insurance</u>		
241-248	18. Existing schemes in New York should be expanded. Cost of insurance involved should be shared between the Organization and staff. Possibility of including dental expenses should be studied.	42 111-115	18. Agree. Cost should be shared equally by the Organization and the staff.
	<u>Compensation on separation</u>		
223-225	19(i). <u>Repatriation grant</u> Existing provisions should be maintained with the exception that fixed-term staff with contracts not exceeding five years should receive a severance benefit in lieu of the grant;	43	19(i). Agree.
226-229	19(ii). <u>Termination indemnity</u> Two changes are recommended: (a) The indemnity should be paid on termination for health reasons (subject to the specified maximum); and (b) An indemnity varying from nil to the full amount should be payable, at the discretion of the Secretary-General, in the case of dismissal for misconduct (but not in the case of summary dismissal for serious misconduct).	43	19(ii). Agree.
	<u>Annual leave</u>		
249-254	20. No change in present practice, except that Secretary-General should be empowered to grant additional leave to staff serving in unhealthy climates.	44	20. Agree.

C

Recommendations and/or comments of the Advisory Committee

17. While not fully endorsing the proposition that "the extent to which this device can be used in each organization must continue to depend on the particular circumstances and on the balanced judgement of the executive head of the organization" (A/C.5/691, para. 40), the Advisory Committee recognizes the practical difficulty of achieving immediately any substantial increase in the present proportion of fixed-term posts. But since such an increase is desirable, the Advisory Committee suggests that the matter should form the subject of an annual review by the Fifth Committee.
18. The details of any expanded scheme should be submitted to the Advisory Committee and, as to the financial aspects, to the General Assembly for approval.
- 19(i). _____
- 19(ii). _____
20. _____

A/3209 Paragraphs	A <u>Recommendations of the Salary Review Committee</u>	A/C.5/691 Paragraphs	B <u>Comments of the Secretary-General</u>
	<u>Home leave</u>		
255-261	21. No change, except that travel time should in principle normally be limited to air travel time.	45	21. Agree.
	<u>Sick leave</u>		
264-267	22. The United Nations should apply the common standard proposed by ACC and already in force in ILO, WHO and FAO.	45	22. Agree.
	<u>Maternity leave</u>		
268-270	23(i). The qualifying period for leave should be one year's service.	47	23(i). Agree.
	23(ii). The first six weeks of leave should be on full pay, the second six weeks on half pay.	47	23(ii). Unacceptable.
		48	23(iii). Annual leave should not accrue during paid maternity leave. (Point not raised by SRC).
	<u>Travel conditions and subsistence allowances</u>		
274-278	24(i). For many journeys in certain parts of the world staff below the Principal Officer level might be required to travel second class.	49	24(i) and (ii). These matters are at present under review among the various organizations.
	24(ii). [Points of administrative detail on subsistence allowances.]		
	<u>Other allowances and benefits</u>		
207-211, 234-235, 237-240, 262-263, 271	25. No change in existing provisions for:- Overtime Night differential Special post allowance Personal allowance Language allowance Commutation of annual leave Service-incurred death, injury or disability Group life insurance Special leave Removal expenses	50	25. Agree.
	<u>Reconciliation of conditions of service under different programmes</u>		
279-288	26. [Detailed recommendations set forth in chapter XIII of SRC's report.]	51-71, 125	26. Generally agree, subject to a number of detailed adjustments, and subject to the reservation that this matter calls for further study at the administrative level.

C

Recommendations and/or comments of the Advisory Committee

21. _____

22. _____

23(1). _____

23(11). The Advisory Committee agrees with the position taken by the Secretary-General, which appears to be more consistent with the spirit, at any rate, of the International Labour Conference Convention on the employment of women before and after confinement.

23(111). The Advisory Committee concurs in the Secretary-General's proposal.

24(1) The Advisory Committee generally endorses the observations of SRC, and trusts that the various and organizations will develop co-ordinated and uniform procedures. The Committee also suggests that,
(11). in any case, the Secretary-General should prepare revised travel rules calculated to produce savings in 1957 in over-all travel costs.

25. _____

26. The Advisory Committee recommends that these matters should be studied further at the administrative level and that the Secretary-General should submit a report to the General Assembly at its twelfth session.

A

B

A/3209
Paragraphs

Recommendations of the
Salary Review Committee

A/C.5/691
Paragraphs

Comments of the
Secretary-General

Date of application of recommendations

- 289 27. 1 January 1957 would be an appropriate date in so far as the regular secretariats are concerned. The date of application to the voluntary fund programmes should be the same in all organizations, and must therefore be subject to some delay.

72-73,
121-122

27. Agree, in so far as the basic changes are concerned (see also point 26 above).

Assimilation of staff to new conditions

- 290-294 28. Protection should be given to staff members whose pay and dependency allowances under the present conditions exceed the total under the proposed conditions.

74-77

28. Endorse the broad principles recommended by SRC.

Machinery for dealing with certain pay and personnel problems

- 295-303 29. The terms of reference of the International Civil Service Advisory Board should be amended with a view to its reviewing, and making recommendations through ACC, "on matters of pay and personnel administration on which co-ordinated action is desirable by the international organizations". Such matters should include:
- (a) The system of classification of staff and its application;
 - (b) The establishment or variation of post adjustment rates at any duty station, and related questions of statistical methodology, the interpretation of the statistics, and the elements of judgement to be applied to the statistics;
 - (c) Divergencies in conditions of service in organizations following the common system;
 - (d) Such other matters as are recommended for further study by the Board in the report of the Salary Review Committee.

78-89

29. The executive heads^{3/} agree that "certain (but not all) of the problems of the international organizations in the field of pay administration and personnel management lend themselves to outside advice." Care, however, must be taken not to derogate from the direct responsibilities of the various legislative bodies and executive heads not only with regard to general administration, but also with regard to policy-making decisions in the administrative field. The executive heads are not yet in a position to submit a final statement of their joint views on the question of machinery.

^{3/} Since SRC is dealing with an inter-organization matter, only the joint views of the Executive Heads can be recorded.

C

Recommendations and/or comments of the Advisory Committee

27. _____

28. _____

29. By resolution 13(I) of 13 February 1946 the General Assembly decided that:

"An International Civil Service Commission shall be established by the Secretary-General, after consultation with the heads of the specialized agencies brought into relationship with the United Nations, to advise on the methods of recruitment for the Secretariat and on the means by which common standards of recruitment in the Secretariat and the specialized agencies may be ensured."

It is the view of the Advisory Committee that if and when such a commission is established, it may be in a position to render useful assistance in connexion with certain of the matters referred to in paragraph 303 of SRC's report. Nevertheless, it will still be necessary clearly to define and delimit the respective powers to be exercised, on the one hand, by legislative bodies having legislative authority, and by the executive heads, on the other hand. Thus, policy might be laid down, in appropriate detail, by the bodies in question, but the responsibility for giving effect to policy decisions would remain that of the executive head as chief administrative officer.

A

A/3209
Paragraphs

Recommendations of the
Salary Review Committee

B

A/C.5/691
Paragraphs

Comments of the
Secretary-General

29. (continued)

But even at the present stage certain points can be made:

- (1) The revised ICSAB should be advisory in character and work within the framework of the ACC machinery.
- (2) Arrangements for outside advice should not impair the proper relationships between legislative bodies and executive heads, on the one hand, and the representatives of the staff, on the other;
- (3) Subject to the decision of principle to be taken by legislative bodies on the system of post adjustments, a small group of three or four expert advisers should be appointed immediately, for the purpose of reviewing and advising on the co-ordinated implementation of the system and related matters.

C

Recommendations and/or comments of the Advisory Committee

29. (continued)

In its 1946 resolution the General Assembly contemplated the creation of a civil service commission. In fact, such a body was not constituted. The minor change in nomenclature (International Civil Service Advisory Board) reflects a different conception of the functions to be performed. Above all, attention is drawn to the fact that the work of ICSAB was not begun until the year 1949, by which date important stages in the recruitment of United Nations staff and in the development of personnel policies had been completed.

In these circumstances, the Advisory Committee would defer comment on the machinery appropriate for accomplishing the purposes in view: The Committee suggests, however, that the question might be further studied, and a report submitted to the General Assembly at its twelfth session.
