



General Assembly

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Agenda item 144

Human resources management

Draft resolution submitted by the Chair of the Committee following informal consultations

Human resources management

The General Assembly

1. *Recalls* paragraph 5 of its resolution [78/275](#) of 24 April 2024, and notes that rule 3.3 of the Staff Regulations and Rules of the United Nations continues to read as follows:

“(a) On appointment, a staff member shall normally be placed at the first step of the level of his or her post, unless otherwise decided by the Secretary-General.

“(b) On promotion, a staff member who holds a fixed-term or a continuing appointment shall be placed at the lowest step of the level to which he or she has been promoted that provides an increase in net base salary equal to at least the amount that would have resulted from the granting of two steps at the lower level.”

2. *Stresses* that paragraph 66 of its resolution [79/257](#) of 24 December 2024 does not relate to cases of “promotions” under staff rule 3.3 (b);

3. *Also stresses* that any changes to the “Guidelines for determination of level and step on recruitment to the Professional category and above” by the Secretary-General shall be fully in line with resolutions and decisions of the General Assembly.

