

ORGANIZATION AND ADMINISTRATION OF THE SECRETARIAT

Report of the Fifth Committee

Rapporteur: Mr. Th. AGNIDIS (GREECE)

1. In accordance with instructions given by the General Assembly at its forty-sixth plenary meeting 31 October 1946, the Fifth Committee considered the Report of the Secretary-General on the organization and administration of the Secretariat. This Report was divided into four parts as follows:

- (a) Organization and work of the Secretariat (document SGB/32, A/65 and Add.1).
- (b) Selection and training of staff (document A/115, A/162 and Corr.1).
- (c) Administrative Tribunal (document A/91).
- (d) Staff retirement (documents A/90 and A/C.5/122 - A/C.6/128).

2. The Fifth Committee took note of the reports of the Secretary-General on organization of the Secretariat and on the work of the Organization at its twentieth meeting.

3. The Secretary-General also submitted for the information of the Fifth Committee a report on the International Civil Service Commission on the Selection and Training of Staff. The Committee took note of the paper on the International Civil Service Commission without discussion. Problems relating to the selection and training of staff were discussed at some length at the twentieth meeting and reintroduced at the forty-second meeting by discussion of a proposed resolution of the Delegation of Venezuela. This resolution (document A/C.5/129) reaffirmed the provisions of Articles 100 and 101 of the United Nations Charter regarding selection of staff, and

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reasserted the independent responsibility of the Secretary-General in carrying out these provisions. The Committee voted against presenting a resolution on this subject to the General Assembly, the majority taking the view that such a resolution was unnecessary, though expressing general approval of the contents of the resolution under discussion. Discussion of the two basic criteria of selection led to rather general expression of the necessity of continuing to improve the geographical distribution of the Secretariat staff, while at the same time achieving the highest standards of efficiency, competence and integrity. It was suggested in the discussion that the Secretary-General should seek to avoid over-specialization and that efforts should be made to bring to bear the attitudes and background of a larger number of nationalities in the recruitment and selection programme.

4. The Report of the Secretary-General on the establishment of an Administrative Tribunal was presented at the twenty-second meeting of the Fifth Committee. The Report was introduced by the Rapporteur of the Committee who also had been Chairman of the Working Party preparing the Report of the Secretary-General. By agreement of the Chairmen of the Fifth and Sixth Committees, this item was referred, after preliminary discussion to the Joint Sub-Committee of the Fifth and Sixth Committees on 4 November. The Sub-Committee, however, agreed not to examine the Statute for the United Nations Administrative Tribunal until the full Committee had decided on certain basic principles concerning the establishment of the Tribunal. After extended discussion at two meetings, the Delegate for the United Kingdom proposed that rather than taking the decision of principle, the Committee should invite the Secretary-General to make a study of the matter; the question should be postponed until the next session of the General Assembly; and that there would be thus more time for detailed examination of the question. This proposal was unanimously adopted at the twenty-sixth meeting of the Committee.

5. The action of the Committee with regard to the item on a proposed scheme for Staff Retirement and Insurance Funds and Related Benefits is presented