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ADMINISTRATIVE AND BUDGETARY CO-ORDINATION OF THE
UNITED NATIONS WITH THE SPECIALIZED AGENCIES AND
THE INTERNATIONAL ATOMIC ENERGY AGENCY*

Inter-organizational machinery for matters of
pay and personnel administration

Report of the Secretary-General

1. By its resolution 1981 B (XVIII) of 17 December 1963, the General Assembly endorsed revised terms of reference for the International Civil Service Advisory Board, requested the Secretary-General to bring the comments of the Advisory Committee on Administrative and Budgetary Questions to the attention of the Administrative Committee on Co-ordination for its consideration, and further requested the Secretary-General to report to the General Assembly at its nineteenth session on the measures taken in implementation of the resolution.
2. This report, which is submitted in accordance with the request of the General Assembly in the resolution referred to above, deals with the working arrangements agreed upon by the Board and noted by the Administrative Committee on Co-ordination, and with the matters considered by the Board at its 1964 session.

Working arrangements of the Board

3. In the course of its twelfth session, held in Geneva from 7 to 20 July 1964, the Board, having been consulted by the Administrative Committee on Co-ordination, considered certain organizational matters arising out of the revision of its terms of reference, more specifically, the method of designating its chairman and the

* Item 73 of the provisional agenda.

extent to which it might be assisted in its work by the establishment of panels from among its members.

4. The Board noted that, in its report to the General Assembly at the eighteenth session, the Advisory Committee on Administrative and Budgetary Questions indicated^{1/} that it would favour election of the chairman by the members of the Board itself over the method of appointment envisaged under both the original and the revised terms of reference, whereby the chairman is appointed by the Secretary-General with the advice and consent of the Administrative Committee on Co-ordination. The Board concluded that, in the light of the proceedings of the Fifth Committee on this matter, no change seemed at present to be required in the existing procedure. The Board at the same time expressed its preference for the method of appointment described in the terms of reference. The Administrative Committee on Co-ordination concurred in this view.

5. As regards the establishment of panels for the study of urgent or limited subjects, the Board agreed with the view of the Advisory Committee^{2/} that such a procedure should be resorted to only in special circumstances and on an ad hoc basis. It referred in this connexion to the possibility of the Board being seized of matters affecting only one duty station or one organization in circumstances which would make a full meeting of the Board unwarranted or impracticable.

6. The Board also considered the procedure to be followed upon transmission through the Administrative Committee on Co-ordination of its reports to the appropriate authorities of each organization, as provided under its terms of reference. It thought that there might be some advantage in its chairman or one of its members being available when important matters arising out of its recommendations are discussed by the Administrative Committee on Co-ordination or by any of the appropriate bodies of individual organizations.

7. Lastly, the Board decided to continue the practice of hearing representatives of, and receiving submissions from, both the inter-agency staff body and individual staff associations.

^{1/} Official Records of the General Assembly, Eighteenth Session, Annexes, agenda item 64, document A/5556, para. 10.

^{2/} Ibid., para. 9.

Matters of personnel administration considered by the Board

8. At the same session, the Board dealt with two questions of personnel administration referred to it by the Administrative Committee on Co-ordination:
- (a) Scope of proposed review of base salaries in the professional and higher categories;
 - (b) Career prospects in the international civil service.
9. The Board recommended that the proposed study of the international base salary scales in the United Nations common system should cover the movement of public service salaries, including the net after-tax value of such salaries, since October 1960, in those host countries of the Headquarters of the United Nations and the specialized agencies which - by reason of the large numbers of staff working in them - have the greatest impact on the level of United Nations salaries. The Board at the same time suggested that it would be desirable to have information regarding the movement of public service salaries and cost of living in a limited number of other countries and indicated what countries would be suitable for the purpose. Finally, the Board expressed the view that it would be helpful to obtain information regarding the manner in which changes in salaries outside the public services are reflected in public service salaries.
10. These recommendations of the Board were subsequently endorsed by the Administrative Committee on Co-ordination.
11. The question of the base salaries in the professional and higher categories has been included on the agenda of the Board's thirteenth session, which is to be held in the spring of 1965.
12. The Board devoted the major part of its twelfth session to the problem of career prospects in the international civil service. It concluded its examination of this subject by adopting a report containing recommendations addressed to the Administrative Committee on Co-ordination. The report, which has given rise to a number of studies to be carried out through the established machinery of the Administrative Committee on Co-ordination, has been made available to the Advisory Committee on Administrative and Budgetary Questions.