



Seventh session
Agenda item 49

STAFF REGULATIONS OF THE UNITED NATIONS:
QUESTION OF A PROBATIONARY PERIOD

Report of the Fifth Committee

Rapporteur: Mr. K.G. BRENNAN (Australia)

1. During the sixth session of the General Assembly, when the question of Staff Regulations of the United Nations was under consideration, the Fifth Committee decided to recommend to the General Assembly that the enactment of a specific regulation on the question of a probationary period should be deferred, the Secretary-General having given an assurance that he would submit a report on this question for the consideration of the General Assembly at its seventh session.
2. The question of a probationary period, having been included in the agenda of the seventh session, was considered by the Fifth Committee at its 374th meeting, on the basis of reports submitted both by the Secretary-General (A/2272) and by the Advisory Committee on Administrative and Budgetary Questions (A/2307).
3. For the reasons indicated in his report and having regard particularly to the fact that the current United Nations staff rule is substantially in line with the regulation which had previously been recommended for adoption by the Advisory Committee as regulation 9.1 (a),^{1/} the Secretary-General recommended that action should be postponed for a further year pending submission of a final proposal for the consideration of the General Assembly at its eighth session.
4. The Advisory Committee, while adhering to the position of principle as reflected in the text of regulation 9.1 (a) as previously recommended, stated in its report that objection would not be offered to the Secretary-General's

1/ A/1912/Add.1, Official Records of the General Assembly, Sixth Session, Annexes, agenda item 45.

request in view of the considerations to which he had called attention, including, in particular, the desirability of proceeding in consultation with the Specialized Agencies and the fact that the review of present temporary staff had not been completed.

5. Discussion of this matter in the Fifth Committee was limited, for the most part, to the issue of postponement rather than to the substance of the question. A number of delegations emphasized the importance, in terms of the development of a sound and secure career service, of including among the permanent staff regulations a clear and precise statement of policy with respect to the question of probation. It was agreed, however, that detailed examination of the issues of principle and policy involved might more profitably be undertaken at the eighth session, when the General Assembly would have final and definitive proposals on which to act.

6. In these circumstances, the Fifth Committee decided, by 40 votes to none, with no abstentions, to recommend to the General Assembly the adoption of the following resolution:

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The General Assembly,

Noting the reports of the Secretary-General (A/2272) and of the Advisory Committee on Administrative and Budgetary Questions (A/2307) on the question of probationary periods,

1. Requests the Secretary-General to submit through the Advisory Committee a final proposal on this question for the consideration of the General Assembly at its eighth session;

2. Decides to include in the provisional agenda of the eighth session of the General Assembly the item "Staff Regulations of the United Nations: Question of a probationary period".