



Eighth session
Agenda item 50

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

Note by the Secretary-General

The Secretary-General has the honour to transmit to the Members of the General Assembly the text of a letter and memorandum concerning the question of a probationary period which have been addressed to him by the Chairman of the Advisory Committee on Administrative and Budgetary Questions.

Advisory Committee on
Administrative and Budgetary Questions

2 December 1953

Dear Mr. Secretary-General,

The Advisory Committee on Administrative and Budgetary Questions has instructed me to transmit to you the attached memorandum, reference number AC/343 of 2 December 1953, concerning the proposed adoption of a staff regulation to govern the probationary period for permanent appointments in the Secretariat (A/CN.1/R.183).

Yours sincerely,

(Signed) Th. AGNIDES

Chairman,
Advisory Committee on Administrative
and Budgetary Questions

The Secretary-General,
The United Nations,
New York.

53-33882

Advisory Committee on Administrative
and Budgetary Questions

2 December 1953

MEMORANDUM

Staff Regulations of the United Nations:
question of a probationary period
(A/CN.1/R.183) 1/

1. The Advisory Committee on Administrative and Budgetary Questions has considered a report of the Secretary-General concerning the proposed adoption of a staff regulation to govern the probationary period for permanent appointments in the Secretariat (A/CN.1/R.183).

2. The text proposed by the Secretary-General for insertion as sub-paragraph (b) of staff regulation 4.5 reads as follows:

"(b) The Secretary-General shall prescribe which staff members are eligible for permanent appointments. The probationary period for granting or confirming a permanent appointment shall normally not exceed two years, provided that in individual cases the Secretary-General may extend the probationary period for not more than one additional year."

3. The Advisory Committee has studied this proposed text in conjunction with the Secretary-General's report on personnel policy ^{2/} and in particular with paragraph 100 (a) of that document, which defines the purpose and nature of the Probationary appointment. It is stated in that paragraph that such an appointment "will be governed by the Staff Regulations applicable to temporary appointments not for a fixed term". The Committee accordingly understands the words "granting or confirming" in the proposed text in the following sense:

1/ This report has been given general distribution as document A/2591.

2/ A/2533.

a staff member intended for the career service will normally hold a temporary appointment of a probationary nature for an initial period of two or - in exceptional cases - three years. At the end of that period a permanent appointment will be granted or alternatively the temporary appointment will be terminated and the staff member separated from the service. The phrase "or confirming" is inserted for the sole purpose of covering any exceptional cases in which a permanent appointment is granted, subject to confirmation, either on initial appointment or at any time during the probationary period.

4. The Advisory Committee also notes that the full effect of the proposed addition to staff regulation 4.5 is intended to apply to staff appointed after 1 January 1954.

5. Subject to the above observations, the Advisory Committee concurs in the text proposed by the Secretary-General for sub-paragraph (b) of staff regulation 4.5.