

UNITED NATIONS
GENERAL
ASSEMBLY



Distr.
GENERAL

A/7328
14 November 1968

ORIGINAL: ENGLISH

Twenty-third session
Agenda item 81 (b)

OTHER PERSONNEL QUESTIONS

Amendments to Staff Regulations

Tenth report of the Advisory Committee on Administrative
and Budgetary Questions to the General Assembly at its
twenty-third session

1. The Advisory Committee on Administrative and Budgetary Questions has considered the proposals for the amendment of the Staff Regulations of the United Nations as set out in paragraphs 8 to 16 of the report of the Secretary-General on other personnel questions (A/C.5/1170 and Corr.1).

(a) Salary and allowances - Under-Secretaries-General and Assistant Secretaries-General

2. In paragraph 11 of his report under reference, the Secretary-General proposes that annex I, paragraph 1, of the Staff Regulations should be amended, with effect from 1 January 1968, to reflect a proposal made in his note on the reorganization of the top echelon in the Secretariat of the United Nations^{1/} that the post of the Administrator of the United Nations Development Programme (UNDP) should be equated to that of the head of a major specialized agency, a proposal that was endorsed by the Governing Council of UNDP at its fifth session in January 1968. The Secretary-General accordingly proposes that the phrase "and the Administrator of the United Nations Development Programme shall receive a salary equal to that of the executive head of a major specialized agency" should

^{1/} Official Records of the General Assembly, Twenty-second Session, Annexes, agenda item 74, document A/C.5/1128.

be inserted in annex I, paragraph 1, after the reference to the salary level of Assistant Secretaries-General.

3. The Advisory Committee recalled that in his note on the top echelon of the Secretariat referred to above, the Secretary-General said that in view of the level of responsibilities of the Administrator of UNDP, he considered that the Administrator's post should be equated with that of the head of a major specialized agency, and that the other senior officials at the headquarters of UNDP could then be given appropriate ranks in due course, the latter readjustment being made by the Administrator of UNDP in consultation with the Secretary-General. This proposal was not specifically referred to in the report of the Fifth Committee,^{2/} or in General Assembly resolution 2369 (XXII) of 19 December 1967 on the "Reorganization of the top echelon in the United Nations Secretariat: amendments to the Staff Regulations of the United Nations". In operative paragraph 1 of that resolution, however, the Assembly took "note of the proposals of the Secretary-General for the reorganization of the top echelon in the United Nations Secretariat".

4. Following the adoption of General Assembly resolution 2369 (XXII), the Secretary-General, in a letter dated 11 January 1968 addressed to the President of the Governing Council of UNDP, proposed the implementation of the arrangements concerning the Administrator and the other senior officials of UNDP as envisaged in his note to the General Assembly. The Advisory Committee notes from the report of the Governing Council^{3/} that the specific arrangements outlined by the Secretary-General provided that:

"(a) The Administrator's post, which should be equated to the head of a major specialized agency, should carry an annual net salary of \$28,100 together with a representation allowance of \$10,000 per year and normal staff allowances;

"(b) As long as the transitional arrangement providing for a Co-Administrator exists, that post should have a status equivalent to that of a senior deputy executive head of a major specialized agency and should be assimilated for salary and related purposes to the newly

^{2/} Ibid., document A/7014.

^{3/} Official Records of the Economic and Social Council, Forty-fifth Session, Supplement No. 6 (E/4451), para. 253.

established level of Under-Secretary-General. The details of the increased emoluments of this new level are shown in the amendments to the Staff Regulations approved in General Assembly resolution 2369 (XXII)."

The Governing Council endorsed the proposed arrangements for implementation effective 1 January 1968. In a subsequent decision, the Governing Council approved, as a temporary measure, an arrangement whereby Assistant Administrators of UNDP would be given a rank and salary equivalent to those of the Assistant Directors General of a major specialized agency.

5. The Advisory Committee has been informed that the Administrator of UNDP has been compensated since 1 January 1968 at the rate proposed by the Secretary-General and endorsed by the Governing Council of UNDP at its fifth session.

6. As regards the wording of the amendment to annex I, paragraph 1 of the Staff Regulations proposed by the Secretary-General, it would, in the Advisory Committee's opinion, introduce an inconsistency in the Staff Regulations in that it would be a departure from the normal practice of quoting the gross salaries of staff in the professional and higher categories in the amounts approved by the General Assembly. Moreover, since the General Assembly does not set the salaries of the executive heads of the specialized agencies, the wording proposed by the Secretary-General would be inconsistent with the Assembly's authority in the matter of salaries of United Nations staff.

7. Accordingly, the Advisory Committee recommends that the gross amount of the salary paid to the Administrator of UNDP should be shown in the Staff Regulations, annex I, paragraph 1, as amended, which would then read as follows: (additions to the present text of annex I, paragraph 1, are underlined, and deletions are placed in brackets):

Salary and allowances - Administrator of the United Nations
Development Programme, Under-Secretaries-General and
Assistant Secretaries-General

Annex I, paragraph 1

"The Administrator of the United Nations Development Programme, having a status equivalent to that of the executive head of a major specialized agency, shall receive a salary of \$US43,000 per year; an Under-Secretary-General shall receive a salary of \$US33,500 per year, and an Assistant Secretary-General shall receive a salary of \$US30,000 per year, subject to the Staff Assessment Plan provided in Staff Regulation 3.3 and to post adjustments wherever applied [and]. If otherwise eligible, they shall receive the allowances which are available to staff members generally."

(b) Salaries and allowances - Directors, Principal Officers and Professional Category

8. In paragraph 16 of his report on other personnel questions (A/C.5/1170 and Corr.1), the Secretary-General proposes that annex I, paragraph 3, of the Staff Regulations, whereby the Secretary-General is authorized to make additional payments to certain categories of staff to compensate them for such special costs as may be reasonably incurred in the interest of the Organization in the performance of duties assigned to them by the Secretary-General, be amended to take into account the practice of paying UNDP Resident Representatives a representation allowance up to a maximum of \$1,500 a year.

9. The Advisory Committee notes that this practice has its origin in the authority originally provided in the terms of reference of the Executive Chairman of the Technical Assistance Board, as laid down in Economic and Social Council resolution 433 A (XIV) of 11 June 1952, and endorsed by General Assembly resolution 621 (VII) of 21 December 1952. The Secretary-General's proposal has been made to meet an observation by the Board of Auditors in its report to the General Assembly at its twenty-first session on the financial report and accounts of the Technical Assistance Board for the year 1965.^{4/}

10. The Advisory Committee understands that the proposed amendment is designed to bring the Staff Regulations into line with a practice that has been in existence for a number of years, and that it is not intended that these additional payments would be extended to new categories of staff. The Advisory Committee notes in this connexion that the Secretary-General proposes the deletion of the provision that the maximum annual payment be \$1,000. The Committee understands, however, that the General Assembly will be able to exercise control over the corresponding budgetary appropriation, since it is proposed that the paragraph as amended would specify that the maximum total amount of such payments is to be determined in the annual budget by the General Assembly.

11. The Advisory Committee has no objection to the amendment of annex I, paragraph 3, to give effect to the proposal by the Secretary-General. At the same time, the Committee feels that the wording given in paragraph 16 of document A/C.5/1170 may be interpreted to mean that the additional payments in

^{4/} Official Records of the General Assembly, Twenty-first Session, Supplement No. 6 (A/6306), p. 15.

question may be made only to those Directors who are serving away from headquarters. Inasmuch as this limitation is not intended, the Committee recommends that the paragraph be amended to read as follows (additions to the present text of annex I, paragraph 3, are underlined, and deletions are placed in brackets):

"[In addition to the salary indicated in paragraph 4 of the present annex, the/ The Secretary-General is authorized, on the basis of appropriate justification and/or reporting, to make additional payments to Directors and, where offices are away from headquarters, to their heads, to compensate for such special costs as may be reasonably incurred in the interest of the Organization in the performance of duties assigned to them by the Secretary-General. [The maximum annual payment for any one Director shall be \$1,000/. The maximum total amount of such payments is to be determined in the annual budget by the General Assembly.]"

12. The Advisory Committee notes that, in the interest of logical presentation, it is proposed that the above paragraph be inserted after present paragraph 5 of annex I, and that the paragraphs be renumbered accordingly.
13. The Advisory Committee has noted the amendments to the Staff Rules made by the Secretary-General in the year ended on 31 August 1968, which are reported by him in paragraphs 17 to 21 of his report (A/C.5/1170 and Corr.1), in pursuance of Staff Regulation 12.2.
