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PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1980-1981

Revised estimates under section 28J, Staff training activities

Competitive examinations

Report of the Secretary-General

1. The General Assembly at its thirty-third session requested in resolution 33/143 that internal movement to the Professional category should be effected "exclusively through competitive methods of selection" and that "competitive methods of recruitment be organized on a national, subregional or regional basis for selection of staff at the P-1 and P-2 levels". In compliance with the above-mentioned resolution the competitive examination for promotion to the Professional category was prepared in 1979 and scheduled to take place on 24 November 1979. In the light of the experience gained in the preparation and organization of this examination, it is now clear that the estimates of the resources needed by the Training and Examinations Service, Office of Personnel Services, for the conduct of the competitive examinations in 1980-1981 fall short of requirements.
2. In particular, experience with the organization of the first competitive examination revealed the need for travel resources so that eligible candidates located in small offices not equipped to undertake the administration of such an examination could be convoked to large offices where examination centres were established. In 1979, travel to three examination centres was authorized for 14 eligible candidates who were located at 11 United Nations information centres.
3. Although the number of candidates for whom such travel will need to be authorized in connexion with the second and third competitive examinations, to be held in 1980 and 1981, respectively, cannot be forecast with precision, it is estimated that, in the light of the experience referred to in the previous paragraph, and on a contingency basis, an additional appropriation for travel of \$58,000 will be required.

4. It will also be necessary to provide for the travel of members of the Examination Board to the oral examination centres which will be established as required when the results of the written examination are known. Board member participation is required in all interviews and oral examinations as an essential element to ensure that uniform standards of evaluation are applied. It is estimated that travel resources of \$15,000 will be needed for this purpose.

5. The travel requirements referred to in paragraphs 3 and 4 above amount to a total additional estimated requirement of \$73,000 under section 28J of the proposed programme budget for 1980-1981.

6. In the light of experience to date, the workload requirements of the Training and Examinations Service itself also appear to need some re-examination. However, because of reasons of financial restraint, the Secretary-General will endeavour to handle those workload requirements within available resources.
