

children's allowances, education grants, and all the other complex elements that enter into the salary system of an international secretariat. Under the new plan, a scheme for the payment of repatriation grants has been substituted for the previous system of expatriation allowances. Hitherto, members of the Secretariat recruited from abroad had received a special annual (expatriation) allowance intended to compensate them for loss of professional contacts and other disabilities faced in living away from their home countries. The Canadian and other delegations had protested against a perpetual allowance of this kind on the grounds that the real need was for a grant which would assist Secretariat members in re-establishing themselves in their own countries upon repatriation. The new system of repatriation grants will meet this requirement at considerably lower cost to the organization over the years.

The experts had also recommended a reduction from two to three years in the frequency of home leave for staff recruited from countries other than that of their duty station. This recommendation had received the support of the Advisory Committee and of a number of delegations. However, it was opposed strongly by other delegations and by the Secretary-General on the ground that leaves every two years were required to maintain the international character of the staff. In the debate on this question, the Canadian Representative contended that home leave at two-year intervals was unduly costly and had disruptive effects on the work of the Secretariat. The Canadian practice was to grant foreign service officers home leave every three years. After a spirited debate, the experts' recommendations were adopted in the Administrative and Budgetary Committee by 28 votes to 13, with 5 abstentions. However, this decision was reversed a few days later by an overwhelming vote in the General Assembly. As a result, the members of the Secretariat continue to receive home leave every two years.

The administrative heads of the Specialized Agencies have indicated their agreement with the fundamental principles expressed in the salary report, on the understanding that they may be applied flexibly to meet the particular needs of their Agencies. The executive bodies of certain Agencies have already begun a thorough study of the plan, and it is expected that most Agencies will take action during 1951 to implement its main provisions.

Permanent Staff Regulations

As a further move toward the adoption of uniform personnel standards and equivalent conditions of employment, a set of "permanent staff regulations" embodying the fundamental conditions of service and the basic rights, duties and obligations of staff members was considered in the Administrative Committee on Co-ordination. Each member of this committee has agreed to bring the basic principles in these proposed regulations to the attention of his organization. It was the intention of the General Assembly to consider these regulations at its Fifth Session. However, pressure of urgent business made it necessary to defer their consideration until the Sixth Session.