

ments in the Secretariat's composition. Others, including Canada, reiterate the paramount Charter provisions, encourage the adoption of measures to strengthen the Secretariat and stress the need for efficiency and effectiveness. They encourage the adoption of measures to strengthen the Secretariat and support improvements in the terms and conditions of employment intended to make service in the Secretariat more attractive.

Canada welcomes the presence of its nationals in the international civil service. Over the years, many Canadians have served in the United Nations in all grades, including some of the most senior positions.

A recent far-reaching measure of the General Assembly has been the creation of the International Civil Service Commission. This body, composed of 15 members appointed in their personal capacity, started its work in the spring of 1975. The Commission regulates and co-ordinates conditions of service not only in the United Nations proper but also in all those Specialized Agencies in the so-called United Nations Common System that accept the statute of the Commission. The Commission, among other matters, makes recommendations on conditions of service, salaries, allowances and benefits, standards and practices of recruitment, career development, and development of staff regulations. Its aim is the development of a single, unified international civil service through the application of common personnel standards, methods and arrangements.

Over the years, the Secretariat, built on principles enshrined in the Charter, has been strengthened by experience and by the struggle to resist encroachments on its independence. Its expertise, and the services it has provided to member states, have made an invaluable contribution to the conduct of multilateral business, which increases year by year in volume and complexity.