

terminated. Except for overriding considerations in the interests of the United Nations, it was his intention to give reasons for termination in all cases. The Secretary-General asked only the powers of termination — set forth in the draft regulations before the Committee — which would enable him to carry out the staff review he proposed.

On the draft permanent staff regulations submitted to the Committee, there was wide agreement between the Secretary-General, the Staff Association and the Advisory Committee on Administrative and Budgetary Questions. Considerable debate developed nevertheless, and particularly on the clauses in the regulations dealing with termination of appointment. Soviet bloc representatives were opposed to the granting of any wide powers of dismissal to the Secretary-General, but they did not submit specific proposals to the Committee. The main debate developed between those who supported the stand taken by the Secretary-General and a few delegations who would have granted him even more sweeping powers over the staff. In the end the regulations as supported by the Secretary-General were adopted by the affirmative votes of the overwhelming majority of the Fifth Committee, including Canada, and they were subsequently adopted without debate by the plenary session of the Assembly. The regulations will be reviewed by the Assembly after two years.

Cost of Living Adjustment

In a report submitted to the sixth session of the General Assembly in January 1952, the Secretary-General of the United Nations requested a cost of living allowance of $7\frac{1}{2}$ per cent of basic salaries for all headquarters staff. He contended that the allowance was necessary to offset the increased cost of living in the New York area, as shown in official surveys. He pointed out that substantial increases for this purpose had already been granted to employees by the City of New York, the State of New York and private employers. Originally the Staff Association had requested a 10 per cent increase. While the Secretary-General agreed that the staff was facing a "serious situation", he stated that he considered 10 per cent excessive. He proposed an initial increase of $7\frac{1}{2}$ per cent with subsequent automatic adjustments to be based on variations in the cost of living index.

In its report on this question the Advisory Committee on Administrative and Budgetary Questions expressed the belief that remuneration of staff members in the intermediate and high salary levels was more than enough to absorb increases in the cost of living. The Advisory Committee recommended an allowance payable on a flat rate of 5 per cent for staff members receiving a basic salary of less than \$7,000 per year.

The United States Delegation in the Assembly's Fifth (Administrative and Budgetary) Committee proposed, as an alternative to the recommendations of the Secretary-General and the Advisory Committee, that salaries of general service personnel should be brought into line with the "best prevailing rates" in the New York area; the rate of increase for other staff members to be 5 per cent of gross salaries up to the level of \$15,000 per year.