

international career service which would attract outstanding candidates from all parts of the world. With this objective in mind, it authorized, at its First Session in 1946, the establishment of the International Civil Service Advisory Board to counsel and assist the United Nations and Specialized Agencies on recruitment methods and standards, and related phases of personnel administration.

Joint Staff Pension Fund

In 1948, the Assembly instituted the United Nations Joint Staff Pension Scheme designed, among other purposes, to facilitate interchangeability of personnel, and urged the Agencies to participate in it. Agreements for participation in the Fund have already been concluded with WHO and FAO and negotiations with ICAO, ILO and UNESCO are well advanced. With these five Agencies participating, the number of beneficiaries will exceed 6,000. Separate pension systems are still maintained by the International Bank, the International Monetary Fund, the Universal Postal Union and the International Telecommunications Union.

New Salary, Allowance and Leave System

The most important single step towards the development of an international career service of high quality was the adoption by the Fifth Session of the General Assembly of a new salary, allowance and leave system for the United Nations Secretariat. The new system, which comes into effect on January 1, 1951, (subject to transitional provisions designed to safeguard the rights of present staff members) was based on the recommendations of a group of three independent experts. Its adoption will permit of greater flexibility in the use and assignment of staff members by reducing the number of categories of posts from more than forty under the previous system to three broad categories (exclusive of assistant secretaries-general). It will simplify staff administration and, in the long run, it should produce substantial financial economies.

Under the new plan, the assistant secretaries-general, who head the main departments of the Secretariat, will receive a salary of \$23,000, subject to deductions under a staff assessment plan. Below the assistant secretaries-general there will be a directorial category comprising senior policy-making and administrative posts. Officers doing professional work or entrusted with general administrative responsibilities will belong to a professional category. Staff in these two categories will be recruited on an international basis.¹

The third or general service category will comprise posts of a clerical or similar nature normally recruited locally. The salaries for these posts will be fixed by the Secretary-General on the basis of the best prevailing conditions of employment in the locality of the United Nations office concerned.

The new system also contains satisfactory arrangements for such diverse matters as representation allowances, leave provisions,

¹The detailed classification system and salary scales for these categories are shown in Appendix 19, p. 188.