

Canadian Delegate pointed out that in the event of any substantial increase in salary levels, the change from a ten to a five-year average might lead to demands on the Fund which could not be financed within present rates of contributions. The Assembly decided that pensions are to be based on the last five years of service but rejected a proposal submitted by Canada and the United Kingdom to defer implementation of this decision until after the next actuarial valuation of the Fund. The Assembly approved other amendments to the regulations including one concerning the rights under the pension scheme of a staff member who has been dismissed for misconduct. Resolutions noting the reports of the Pension Board and the Secretary-General were adopted unanimously at both the ninth and tenth sessions of the General Assembly.

Re-organization of the Secretariat

The question of re-organizing the Secretariat has been discussed for five years. At the eighth session in 1953, the General Assembly authorized the Secretary-General to proceed with his general plan for re-organization and requested him to report on the question the next year.

During 1954, the Secretary-General with the assistance of a Survey Group undertook a review of the Headquarters establishment exclusive of that of the Technical Assistance Administration and the United Nations Children's Fund. In his report to the 1954 session, the Secretary-General presented a plan recommending a reduction of 284 positions; the eventual result of this plan would have been a saving of \$2 million. The main structural changes that the Secretary-General proposed were: (a) the division of the Department of Conferences and General Services into a Department of Conference Services and an Office of General Services; (b) the merger into a single department of the former Departments of Economic Affairs and of Social Affairs; (c) the transformation of the Legal Department, the Bureau of Personnel, and the Bureau of Finance into an Office of Legal Affairs, an Office of Personnel, and an Office of Controller, all of which would be under the personal direction of the Secretary-General; and (d) the transfer of the Division of Narcotic Drugs and the Division of Transport and Communications to Geneva. In addition the Secretary-General suggested the creation of a single top supervisory rank at the level of Under-Secretary. This proposal would mean that instead of the existing double tier of eight posts of Assistant Secretary-General and eleven posts of Principal Directors, there would be in the top echelon seven Under-Secretaries, five Heads of Offices and four Deputy Under-Secretaries.

Although most delegations, including that of Canada, supported in general the Secretary-General's desire to re-organize the Secretariat, many members expressed misgivings about the continuation of the large number of posts in the top rank of the Secretariat. As a result, the Secretary-General agreed not only to reduce his request to three Deputy Under-Secretaries, but to accept merely tentative approval for the second Deputy Under-Secretary, and to appoint the third only if necessary. The General Assembly adopted a resolution approving the Secretary-General's recommendations, and asked him to take into consideration the comments of the delegations when executing his plan.

In his report to the 1955 session, the Secretary-General dealt with the Technical Assistance Administration (TAA), the European Office in Geneva, the Regional Economic Commissions and the United Nations Information Centres. Among his recommendations were proposals for a greater degree of decentralization of the work of TAA, and a closer relationship between TAA and the Department of Economic and Social Affairs including its regional commissions. The Secretary-General suggested that certain TAA personnel be sent from Headquarters to the regional commission offices; and