

salary scales in necessary. The difficulty lies in being able to judge whether the increases proposed lean on the generous side or are not generous enough. Even ICSAB seems to have some doubts since it notes that a comparison of United Nations positions with similar positions in the United States Civil Service has not been made.

One important criterion is an organization's ability to recruit and retain staff. This consideration has now, however been commented upon to any great extent in the Board's report. More particularly, it would be helpful to know at what levels and in what fields difficulties are being experienced. We agree with the Board's observation that it is an over-simplification to imagine that so long as organizations can recruit all the staff they need, salaries need never be adjusted; or conversely, that if they cannot recruit staff, salaries must be increased. It would be unduly expensive to raise salary levels to the point where the organizations had no recruitment difficulties, if indeed these difficulties could be overcome by money alone, which is far from certain.

Basically, Mr. Chairman, our position is that we fully endorse the intention of ICSAB to review the principles which form the basis for the remuneration of the United Nations International Civil Service, but in the meantime the United Nations staff should not be penalized. As the question of salary revision has been carefully considered by an impartial and competent body we believe that its recommendations should be accepted.