

Assembly adopted a resolution instructing the Secretary-General to implement many improvements in pay, dependency allowances and other related items¹.

With only eleven years experience, it is also to be expected that adjustments and refinements in the areas of salary, allowances and benefits must be made on the basis of that experience, and that the need for this will continue for some time to come. One such adjustment agreed to at the twelfth session was to add two further increments at \$10,540 and \$10,920, at two-yearly intervals, to staff in the Second Officer level who have remained in that level for at least five years and who are, in the opinion of the Secretary-General, qualified for promotion.

Another matter which received attention at the twelfth session was a clarification of the definition of dependency. This was achieved by an appropriate amendment in Staff Regulations and is to be examined further after the benefit of a full year's experience of its application.

Studies are continuing on the extension of the general service category for staff and the machinery necessary for dealing with certain pay and personnel problems. Reports on these studies are expected to be ready for consideration at the thirteenth session.

A subject of interest and concern to United Nations members is the question of the geographical distribution of the staff of the Secretariat. The Charter refers to this important matter in Article 101 which reads: "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible". As a guide to establishing this geographical basis the scale of assessments for member countries has been generally accepted although it has never been established by resolution. Whatever the distribution is at any particular time, the Secretary-General is restricted in bringing about rapid changes, partly by reason of the fact that most of the staff are employed on a career basis and partly because turnover is comparatively small.

Some countries make claims for greater representation on the basis that population should be taken into account. Some also feel that the geographical basis is of equal importance to that of standards of efficiency.

The outcome of lengthy discussions on this subject at the twelfth session was the adoption of a resolution expressing appreciation of the action already taken by the Secretary-General regarding changes in the geographical distribution of staff and requesting him when making future appointments, at all levels, to continue his efforts to ensure the fullest possible conformity to recommendations to this end made in the past. Related to geographical distribution is the question of the breakdown of the Secretariat into the two categories of career staff and fixed term staff. An objective set at the 1956-57 eleventh session was 20 per cent of the total to be fixed term. This has never been reached but efforts are being made in that direction.

The powers of the Secretary-General in the matter of staff dismissals, which are defined in the Staff Regulations, receive careful attention when staff matters are under review. In this same general field the function and authority of the United Nations Administrative Tribunal come up for consideration from time to time. This body hears complaints from staff who feel they have been aggrieved through unjust dismissal or related action, and has the duty of awarding compensation when it finds in favour of the complainant.

¹See *Canada and the United Nations 1956-57*, p. 112.