

with the United Nations.

However, my Delegation would like to make clear its expectation that, in the Secretary-General's efforts to improve geographic distribution and to ensure that there is a fair proportion of fixed term and career staff, he will ensure equality of treatment as between the nationals of different Member States in terms of opportunities for promotion and the proportion of high level posts. We, for our part, will be watching developments in respect of this problem closely, not only in their general application but also of course as they affect the position of Canadians on the Secretariat.

Turning to the Secretary-General's suggestions contained in his report, the Canadian Delegation hopes that the Fifth Committee will continue to show its good judgment in permitting the Secretary-General a high degree of latitude in the performance of his responsibilities. In the light of the very real progress made, we hope that the General Assembly will take its time in considering any proposals to ensure further improvement and will allow the Secretary General and members time to assess the implications and desirability of any suggestions.

Most of my remarks thus far have been concerned with geographic distribution and while some of the points I have raised apply to the proportion of fixed-term staff I would like to outline briefly the Canadian Delegation's views on fixed-term and career staff. We believe that it is desirable to have a fair balance between fixed term and career staff in order to ensure a healthy influx of new ideas while maintaining high efficiency and morale. No business, government or other organization can operate effectively or efficiently with a high rate of staff turnover. Every organization needs a sizeable body of devoted, loyal career personnel if it is to be efficient. At this and previous sessions, the Committee has heard much about the need for efficiency within the Secretariat. It is highly questionable in my Delegation's view whether efficiency can be maintained when most of the staff members on fixed-term contracts leave the Secretariat within two years or less. Documents A/C.5/933