

## XII. RESOLUTIONS ADOPTED ON THE REPORTS OF THE FIFTH COMMITTEE

### 11(I). TERMS OF APPOINTMENT OF THE SECRETARY-GENERAL

*The General Assembly resolves that, in view of the heavy responsibilities which rest upon the Secretary-General in fulfilling his obligations under the Charter:*

1. The terms of the appointment of the Secretary-General shall be such as to enable a man of eminence and high attainment to accept and maintain the position.

2. The Secretary-General shall receive a salary of an amount sufficient to bring him in a net sum of \$20,000 (U.S.), together with representation allowance of \$20,000 (U.S.), per annum. In addition, he shall be provided with a furnished residence, the repairs and maintenance of which, excluding provision of household staff, shall be borne by the Organization.

3. The first Secretary-General shall be appointed for five years, the appointment being open at the end of that period for a further five-year term.

4. The following observations contained in paragraphs 18-21 of section 2, chapter VIII of the Preparatory Commission's Report be noted and approved:

(a) There being no stipulation on the subject in the Charter, the General Assembly and the Security Council are free to modify the term of office of future Secretaries-General in the light of experience.

(b) Because a Secretary-General is a confident of many governments, it is desirable that no Member should offer him, at any rate immediately on retirement, any governmental position in which his confidential information might be a source of embarrassment to other Members, and on his part a Secretary-General should refrain from accepting any such position.

(c) From the provisions of Articles 18 and 27 of the Charter, it is clear that, for the nomination of the Secretary-General by the Security Council, an affirmative vote of seven members, including the concurring votes of the permanent Members, is required; and that for his appointment by the General Assembly, a simple majority of the members of that body present and voting is sufficient, unless the General Assembly itself decides that a two-thirds majority is called for. The same rules apply to a renewal of appointment as to an original appointment; this should be made clear when the original appointment is made.

(d) It would be desirable for the Security Council to proffer one candidate only for the consideration of the General Assembly, and for debate on the nomination in the General Assembly to be avoided. Both nomination and appointment should be discussed at private meetings, and a vote in either the Security Council or the General Assembly, if taken, should be by secret ballot.

*Seventeenth plenary meeting, 24 January 1946.*

### 12(I). APPOINTMENT OF TEMPORARY STAFF

Recognizing the ability and faithful service of the temporary staff under the Executive Secretary and the need for the staff members to be informed soon of their status in the Secretariat; and recognizing also the desirability of leaving to the Secretary-General full freedom to select the permanent staff which will assist him to carry out his responsibilities:

*the General Assembly authorizes the Secretary-General to continue, pursuant to rule M of its provisional rules of procedure, the employment of the members of the staff of the Executive Secretary under the present terms and regulations until 1 April 1946, or until such prior date as the Secretary-General may enter into employment arrangements with such members in accordance with the provisional staff regulations and other conditions of employment in the Secretariat established by the General Assembly.*

*Twenty-first plenary meeting, 1 February 1946.*

### 13(I). ORGANIZATION OF THE SECRETARIAT

#### I. ADMINISTRATIVE ORGANIZATION OF THE SECRETARIAT

The administrative organization of the Secretariat should be so designed as to enable the work of the Secretariat to be conducted with the greatest possible efficiency.

*Therefore, the General Assembly resolves that:*

1. The Secretary-General shall take immediate steps to establish an administrative organization which will permit of the effective discharge of his administrative and general responsibilities under the Charter and the efficient performance of those functions and services required to meet the needs of the several organs of the United Nations.

2. The principal units of the Secretariat should be:

- (a) Department of Security Council Affairs.
- (b) Department of Economic Affairs.
- (c) Department of Social Affairs.
- (d) Department for Trusteeship and Information from Non-Self-Governing Territories.
- (e) Department of Public Information.
- (f) Legal Department.
- (g) Conference and General Services.
- (h) Administrative and Financial Services.

3. The Secretary-General is authorized to appoint Assistant Secretaries-General and such other officials and employees as are required and to prescribe their responsibilities and duties. Assistant Secretaries-General shall have responsibility for and supervision of Departments and Services. There shall always be one Assistant Secretary-General designated by the Secretary-General to deputize for him when he is absent or unable to perform his functions. The Secretary-General shall take whatever steps may be required to ensure the necessary co-ordination between the Departments of Economic Affairs and of Social Affairs, and the maintenance of appropriate administrative relationships between those Departments and the Economic and Social Council, on the one hand, and

between those Departments and the specialized agencies on the other.

4. At the outset, the Departments and Services should, broadly speaking, conform to the description given in paragraphs 22-40 of section 2, chapter VIII of the Report of the Preparatory Commission, but the Secretary-General shall make such changes in the initial structure as may be required to the end that the most effective distribution of responsibilities and functions among the units of the Secretariat may be achieved.

## II. INFORMATION

The United Nations cannot achieve its purposes unless the peoples of the world are fully informed of its aims and activities.

The recommendations of the Technical Advisory Committee on Information submitted by the Preparatory Commission to the General Assembly constitute a sound foundation for the public information policy and activities of the United Nations.

*Therefore the General Assembly:*

5. Approves the recommendations of the Technical Advisory Committee on Information contained in annex I and transmits them to the Secretary-General for his information and consideration.

## III. RECRUITMENT AND PROMOTION

In accordance with paragraph 3 of Article 101 of the Charter, appropriate methods of recruitment should be established in order that a staff may be assembled which is characterized by the highest standards of efficiency, competence and integrity, due regard being also paid to its recruitment on as wide a geographical basis as possible.

*Therefore the General Assembly resolves that:*

6. An International Civil Service Commission shall be established by the Secretary-General, after consultation with the heads of the specialized agencies brought into relationship with the United Nations, to advise on the methods of recruitment for the Secretariat and on the means by which common standards of recruitment in the Secretariat and the specialized agencies may be ensured.

7. In the selection of staff, the Secretary-General should follow in general the suggestions outlined in paragraphs 50-57 of section 2, chapter VIII of the Report of the Preparatory Commission.

8. A balanced age distribution should be achieved from the outset, in order to maintain regular inflow, promotion and outflow of staff.

9. Every member of the staff shall be eligible for such promotion within the United Nations as his or her services and abilities warrant, in accordance with paragraph 47, section 2, chapter VIII of the Report of the Preparatory Commission.

## IV. RIGHTS AND OBLIGATIONS OF THE STAFF

The degree in which the objects of the Charter can be realized will be largely determined by the manner in which the Secretariat performs its task. The Secretariat cannot successfully perform its task unless it enjoys the confidence of all the Members of the United Nations.

*Therefore the General Assembly:*

10. Adopts the provisional staff regulations, embodying the fundamental rights and obligations of the staff, as contained in annex II, and trans-

mits to the Secretary-General, for his consideration, the draft provisional staff rules, as contained in section 4 of chapter VIII of the Report of the Preparatory Commission, together with the paper submitted by the Canadian delegation (document A/C.5/10).

11. Authorizes the Secretary-General to appoint a small advisory committee, possibly including representatives of the staff, to draft, for submission to the second part of the first session of the General Assembly, a statute for an administrative tribunal.

## V. TAXATION

Having regard particularly to the administrative and budgetary arrangements of the Organization, the General Assembly concurs in the conclusion reached by the Administrative and Budgetary Committee that there is no alternative to the proposition that exemption from national taxation for salaries and allowances paid by the Organization is indispensable to the achievement of equity among its Members and equality among its personnel.

*Therefore the General Assembly resolves that:*

12. Pending the necessary action being taken by Members to exempt from national taxation salaries and allowances paid out of the budget of the Organization, the Secretary-General is authorized to reimburse staff members who are required to pay taxation on salaries and wages received from the Organization.

13. In the case of any Member whose nationals in the service of the Organization are required to pay taxation on salaries and allowances received from the Organization, the Secretary-General should explore with the Member concerned methods of ensuring as soon as possible the application of the principle of equity amongst all Members.

14. The records and documents of the Administrative and Budgetary Committee and of the Advisory Group of Experts respecting staff contributions plans be referred to the Secretary-General for his information, and the Secretary-General be requested to submit recommendations thereon to the second part of the first session of the General Assembly.

## VI. CLASSIFICATION, SALARIES AND ALLOWANCES

The conditions of employment in the Secretariat should be such as will attract qualified candidates from any part of the world.

*Therefore the General Assembly resolves that:*

15. An Assistant Secretary-General shall receive a net salary of \$13,500 (U.S.) together with an allowance varying from \$7,000 (U.S.) to \$11,500 (U.S.) at the Secretary-General's discretion.

16. A top-ranking Director<sup>1</sup> shall receive a net salary of \$11,000 (U.S.) together with an allowance varying from \$3,000 (U.S.) to \$6,000 (U.S.) at the Secretary-General's discretion.

17. The allowances for Assistant Secretaries-General and top-ranking Directors are deemed to include all representation (including hospitality), housing, education and children's allowances for these posts but not such reimbursable allowances

<sup>1</sup> The phrase "top-ranking Director" is intended to cover only the senior grade in the classified service and more specifically would apply to persons serving as deputy to an Assistant Secretary-General or as Director of a major "staff service," i.e. Director of Personnel, Director of Budget, Comptroller, et cetera.

as travel, subsistence and removal costs upon appointment, transfer or termination of appointment with the Organization; official travel and home leave travel.

18. Subject to the budgetary provisions voted by the General Assembly, and except in the case of the posts of Secretary-General, Assistant Secretary-General and Director, the Secretary-General, after discussion with the Advisory Group of Experts which he is recommended to appoint, is authorized to make a tentative classification of posts and to assign salaries to these posts according to the general principles set forth in paragraphs 41 to 45 and 71 of section 2 of chapter VIII of the Report of the Preparatory Commission. The Secretary-General is also authorized to employ members of the staff on short-term contracts pending the establishment of a permanent classification plan as outlined in resolution 19 below.

19. Subject to the budgetary provisions voted by the General Assembly, the Secretary-General, after discussion with the Advisory Group of Experts referred to in Resolution 18, shall arrange:

(a) for the development of a classification plan of all posts required by the Secretariat, based upon the duties, responsibilities and authority of each post;

(b) for the grouping of posts by main categories and within categories by grades;

(c) for the assignment of appropriate salaries to each main category and grades therein according to the salary standards which may be established by the General Assembly;

(d) for the assignment of each post in the Secretariat to its appropriate category and grade on the basis of its duties, responsibilities and authority.

The Secretary-General is authorized to employ temporary personnel on special limited term contracts outside of the permanent classification plan when he finds it necessary.

20. In determining the salaries for the several grades and for the various categories of posts, account should be taken of the special factors affecting service in the Secretariat, and, in particular, of the wide range of remuneration for comparable work prevailing in the government services of the Members of the United Nations; the more limited prospects of promotion to the highest posts in the Secretariat compared with the prospects of promotion in some of the national services; the cost of living at the seat of the United Nations—a factor which may be affected, in the early years, by possible housing difficulties; and the additional expenses which a large proportion of the staff will incur by living away from their own country, such expenses varying with the number of dependents and other factors.

21. The General Assembly approves, in principle, the adoption of schemes to become effective 1 January 1947:

(a) for the payment of children's allowances as a supplement to the salaries of eligible members of the staff of the Organization;

(b) for the payment of an education grant to an eligible member of the staff who may wish to send his child, or children, from the country to which he is assigned for duty to that country recognized as his home at the time of his appointment, provided such country be not the country where is permanently assigned for duty.

22. The Secretary-General shall submit to the second part of the first session of the General Assembly a scheme for children's allowances and education grants, and the memorandum of the Advisory Group of Experts on these subjects (document A/C.5/19/Rev.1) shall be transmitted to the Secretary-General for his consideration.

23. With regard to the installation of members of the staff at the interim site of the Organization, the Secretary-General is authorized to establish a scheme for installation allowances and the conditions under which such allowances shall be granted.

## VII. DURATION AND TERMINATION OF APPOINTMENTS

*The General Assembly resolves that:*

24. Subject to the Secretary-General's full latitude, as suggested in resolution 18, to employ members of the staff on short-term contracts pending the establishment of a permanent classification plan, and subject to appropriate arrangements for the appointment of temporary staff at all times, members of the staff who have successfully passed the period of probation shall be offered some reasonable assurance that they will be able to make their careers in the Secretariat.

25. Members of the staff who have passed the period of probation shall be given contracts for an indeterminate period which shall be subject to review every five years on the basis of reports by their superior officers.

26. Notwithstanding the provisions above, Assistant Secretaries-General, Directors and such other principal higher officers as the Secretary-General may determine, shall be appointed under contracts not to exceed five years, subject to the possibility of renewal.

27. Any contract shall be terminable by the Secretary-General under the conditions set forth in regulation 22 of the staff regulations if the necessities of the service require the abolition of the post or a reduction of the staff, or if the services of the individual concerned proved unsatisfactory.

## VIII. RETIREMENT AND COMPENSATION

*The General Assembly resolves that:*

28. The Secretary-General shall establish immediately a provident fund for members of the staff, giving consideration to the scheme outlined in part I of the suggestions of the Advisory Group of Experts on the establishment of a staff retirement scheme and related questions (document A/C.5/20).

29. The Secretary-General shall submit to the second part of the first session of the General Assembly a report on the operation of the provident fund, suggesting such changes in the scheme as he may consider desirable.

30. The Secretary-General shall submit to the second part of the first session of the General

Assembly proposals for a permanent staff retirement scheme to become operative 1 January 1947, taking due account of the suggestions of the Advisory Group of Experts, the various points raised during the general discussion of these suggestions in the Administrative and Budgetary Committee and other relevant considerations.

31. In establishing a permanent staff retirement scheme the Secretary-General shall give consideration to the desirability of adopting a system for the provision of benefits to widows and orphans of members of the staff, either by a separate scheme or by the grant of a lump sum benefit on the death of the member.

32. The Secretary-General appointed at the first session of the General Assembly shall be provided with an annual retirement allowance of one-half of his net salary (excluding allowances) on his retirement, provided that he has completed his term of service with the United Nations, as set out in chapter VIII, section 2, paragraph 18 of the Report of the Preparatory Commission.

33. (a) The Secretary-General shall submit to the second part of the first session of the General Assembly proposals for permanent schemes for injury compensation and compassionate benefits.

(b) Pending the adoption of a permanent scheme, the Secretary-General is authorized to indemnify a member of the staff who is injured as the result of an accident incurred in the course of his duties or to pay an indemnity to the staff member's estate should he die in such circumstances.

(c) Pending the adoption of a permanent scheme, the Secretary-General is authorized to indemnify a member of the staff who is compelled to discontinue his employment as a result of sickness directly attributable to his work in the service of the Organization or to pay indemnity to the staff member's estate should he die in such circumstances.

#### IX. TRANSMITTAL OF SECTION 2 OF CHAPTER VIII OF THE REPORT OF THE PREPARATORY COMMISSION

*The General Assembly resolves that:*

34. Section 2, chapter VIII of the Report of the Preparatory Commission be transmitted to the Secretary-General for his guidance.

*Thirty-first plenary meeting, 13 February 1946.*

#### ANNEX I

#### RECOMMENDATIONS OF THE TECHNICAL ADVISORY COMMITTEE ON INFORMATION CONCERNING THE POLICIES, FUNCTIONS AND ORGANIZATION OF THE DEPARTMENT OF PUBLIC INFORMATION

The United Nations cannot achieve the purposes for which it has been created unless the peoples of the world are fully informed of its aims and activities.

*Therefore*

the Technical Advisory Committee on Information makes the following recommendations:

1. A Department of Public Information should be established under an Assistant Secretary-General.

2. The activities of the Department of Public Information should be so organized and directed as to promote to the greatest possible extent an informed understanding of the work and purposes of the United Nations among the peoples of the world. To this end the

Department should primarily assist and rely upon the co-operation of the established governmental and non-governmental agencies of information to provide the public with information about the United Nations. The Department of Public Information should not engage in "propaganda." It should on its own initiative engage in positive informational activities that will supplement the services of existing agencies of information to the extent that these are insufficient to realize the purpose set forth above.

3. The United Nations should establish as a general policy that the press and other existing agencies of information be given the fullest possible direct access to the activities and official documentation of the Organization. The rules of procedure of the various organs of the United Nations should be applied with this end in view.

4. Subject to the general authority of the principal organs of the United Nations, responsibility for the formulation and execution of information policy should be vested in the Secretary-General and under him in the Assistant Secretary-General in charge of the Department of Public Information.

5. When negotiating an agreement with a specialized agency the Economic and Social Council should be requested to take into consideration the matter of co-ordinated information services and of a common information policy, and to consult with the Secretary-General concerning each individual agreement.

6. In order to ensure that peoples in all parts of the world receive as full information as possible about the United Nations, the Department of Public Information should consider the establishment of branch offices at the earliest practicable date.

7. The functions of the Department of Public Information appear to fall naturally into the following categories: press, publications, radio, films, graphics and exhibitions, public liaison and reference.

8. The Department should provide all the services for the daily, weekly and periodical press, both at the headquarters of the United Nations and through its branch offices, that may be required to ensure that the press is supplied with full information about the activities of the United Nations.

9. The Department should prepare and publish pamphlets and other publications on the aims and activities of the United Nations, within the limits of the criteria set forth in recommendation 2.

10. The Department should actively assist and encourage the use of radio broadcasting for the dissemination of information about the United Nations. To this end it should, in the first instance, work in close co-operation with radio broadcasting organizations of the Members. The United Nations should also have its own radio broadcasting station or stations with the necessary wavelengths, both for communication with Members and with branch offices, and for the origination of United Nations programmes. The station might also be used as a center for national broadcasting systems which desire to co-operate in the international field. The scope of the radio broadcasting activities of the United Nations should be determined after consultation with national radio broadcasting organizations.

11. In addition to assisting the newsreel and photographic press agencies, the Department of Public Information should also promote and where necessary participate in the production and non-commercial distribution of documentary films, film strips, posters and other graphic exhibits on the work of the United Nations.

12. The Department and its branch offices should actively assist and encourage national information services, educational institutions and other governmental and non-governmental organizations of all kinds interested in spreading information about the United Nations. For this and other purposes it should operate a fully equipped reference service, brief or supply lecturers, and make available its publications, documentary films, film strips, posters and other exhibits for use by these agencies and organizations.

13. The Department and its branch offices should also be equipped to analyse trends of opinion throughout the world about the activities of the United Nations and the extent to which an informed understanding of the work of the United Nations is being secured.

14. Consideration should be given to the setting up of an Advisory Committee to meet periodically at the seat of the United Nations to discuss and forward to the Secretary-General observations regarding the information policy and programme of the United Nations. This Advisory Committee would be composed of experts appointed on the basis of broad geographical representation, personal qualifications and experience. They would be representative of the various media of information of the Members, and would be in a position to reflect to the Secretary-General the needs and desires of the general public of the Members in the matter of public information about the aims and activities of the United Nations.

15. In order that the Advisory Committee may be as widely representative as possible and receive the maximum support from the information organizations of all Members, the Secretary-General might, in consultation with the governments of the Members, communicate with the representative officers of the leading organizations of the press, radio, film and other media and government information services of the Members on the establishment of such an Advisory Committee.

16. If it is found possible to set up an Advisory Committee, then at a later stage consideration should be given to establishing similarly composed national or regional advisory committees working in touch with the branches of the Department of Public Information.

## ANNEX II

### PROVISIONAL STAFF REGULATIONS

#### 1. DUTIES AND OBLIGATIONS OF THE SECRETARIAT

##### *Regulation 1*

The Secretary-General and all members of the staff of the Organization are international civil servants, and their responsibilities are not national but exclusively international. By accepting appointment, they pledge themselves to discharge their functions and to regulate their conduct with the interests of the United Nations only in view. In the performance of their duties they shall not seek nor receive instructions from any government or from any other authority external to the Organization. All members of the staff are subject to the authority of the Secretary-General, and are responsible to him in the exercise of their functions.

##### *Regulation 2*

Upon accepting their appointment, all members of the staff shall subscribe to the following oath or declaration:

"I solemnly swear (undertake, affirm, promise) to exercise in all loyalty, discretion and conscience the functions entrusted to me as a member of the international service of the United Nations, to discharge those functions and regulate my conduct with the interests of the United Nations only in view, and not to seek or accept instructions in regard to the performance of my duties from any government or other authority external to the Organization."

##### *Regulation 3*

The oath or declaration shall be made orally by the Secretary-General and Assistant Secretaries-General at a public meeting of the General Assembly, and by the other higher officers in public before the Secretary-General or his authorized deputy.

##### *Regulation 4*

The immunities and privileges attaching to the United Nations by virtue of Article 105 of the Charter are conferred in the interests of the Organization. These privileges and immunities furnish no excuse to the staff members who enjoy them for non-performance of their private obligations or failure to observe laws and police regulations. In any case where these privileges and immunities arise, the staff member concerned shall immediately report to the Secretary-General, with whom alone it rests to decide whether they shall be waived.

##### *Regulation 5*

Members of the staff shall exercise the utmost discretion in regard to all matters of official business. They shall not communicate to any person any unpublished information known to them by reason of their official position except in the course of their duties or by authorization of the Secretary-General.

##### *Regulation 6*

Members of the staff shall avoid any action, and in particular any kind of public pronouncement or activity which may adversely reflect on their position as international civil servants. They are not expected to give up their national sentiments or their political and religious convictions; but they shall at all times bear in mind the reserve and tact incumbent upon them by reason of their international status.

##### *Regulation 7*

No member of the staff shall accept, hold, or engage in any office or occupation which in the opinion of the Secretary-General is incompatible with the proper discharge of his duties with the United Nations.

##### *Regulation 8*

Any member of the staff who becomes a candidate for a public office of a political character shall resign from the Secretariat.

##### *Regulation 9*

No member of the staff shall accept any honour, decoration, favour, gift or fee from any Government or from any other source external to the Organization during the period of his appointment, except for war services.

#### 2. APPOINTMENT, PROBATION AND PROMOTION

##### *Regulation 10*

Men and women are equally eligible for all posts in the Secretariat.

##### *Regulation 11*

So far as practicable, appointments to posts in the Secretariat shall be made on a competitive basis.

##### *Regulation 12*

Persons appointed to permanent posts in the Secretariat shall serve such probationary period as may be prescribed by the Secretary-General.

##### *Regulation 13*

The Secretary-General shall provide facilities to train members of the staff in subjects relating directly or indirectly to their duties. This training shall apply particularly to members on probation whose earlier educational opportunities have been inadequate or whose language qualifications are deficient.

##### *Regulation 14*

With due regard to the maintenance of the staff on as wide a geographical basis as possible and without prejudice to the inflow of fresh talent at the various levels, vacancies shall be filled by promotion of persons already in the service of the United Nations in preference to appointments from outside. This consideration shall also be applied, on a reciprocal basis, to the specialized agencies brought into relationship with the Organization.

#### *Regulation 15*

The Secretary-General shall provide machinery through which members of the staff may participate in the discussion of questions relating to appointment and promotion.

### 3. SALARIES

#### *Regulation 16*

Pending the adoption of a permanent classification plan, the salaries of the members of the staff other than Assistant Secretaries-General and Directors shall be determined by the Secretary-General within a range between the salary adopted by the General Assembly for the post of Director and the best salaries and wages paid for stenographic, clerical, and manual work at the seat of the United Nations.

### 4. HOURS OF WORK

#### *Regulation 17*

The whole time of members of the staff shall be at the disposal of the Secretary-General. The Secretary-General shall establish a normal working week.

### 5. LEAVE

#### *Regulation 18*

Members of the staff shall be allowed sick leave, maternity leave, special leave, annual local leave and home leave, as prescribed by the Secretary-General.

### 6. DISCIPLINARY MEASURES

#### *Regulation 19*

The Secretary-General may impose disciplinary measures on members of the staff whose conduct or work is unsatisfactory. He may discharge a member of the staff who persistently fails to give satisfactory service. He may summarily dismiss a member of the staff for serious misconduct.

### 7. TERMINATION OF APPOINTMENTS

#### *Regulation 20*

The normal age of retirement for members of the staff shall be 60 years. In exceptional circumstances the Secretary-General may, in the interest of the Organization, extend this age limit to 65 years if it would be in the interest of the United Nations to do so.

#### *Regulation 21*

The Secretary-General may terminate the appointment of a member of the staff if the necessities of the service require the abolition of the post or a reduction of the staff, or if the services of the individual concerned prove unsatisfactory.

#### *Regulation 22*

If the Secretary-General terminates an appointment under regulation 21 he shall give at least three months' notice and pay an indemnity equivalent to at least three months' salary. The amount of the indemnity shall be increased with length of service up to a maximum of nine months' salary. These provisions of notice and indemnity shall not apply to probationers, to persons holding short-term contracts, or to persons summarily dismissed.

#### *Regulation 23*

The Secretary-General shall establish administrative machinery for inquiry and appeal in disciplinary and termination cases. This machinery shall provide for staff participation.

### 8. TRAVELLING EXPENSES AND ALLOWANCES

#### *Regulation 24*

The travel expenses and travel allowances of members of the staff in respect of authorized journeys on the business of the United Nations shall be paid by the Organization subject to such conditions as may be prescribed by the Secretary-General.

#### *Regulation 25*

Subject to such conditions as may be prescribed by the Secretary-General, the United Nations shall pay the removal costs and the travel expenses and travel allowances of members of the staff, and, in appropriate cases, their wives and dependent children:

(a) upon appointment to the Secretariat and on subsequent change of official station;

(b) at appropriate intervals for a journey to and from the place recognized as the staff member's home at the time of the initial appointment; and

(c) upon termination of appointment.

### 9. STAFF PROVIDENT FUND

#### *Regulation 26*

Pending the establishment of a permanent staff retirement scheme, a deduction shall be made from the salaries of members of the staff and paid into a staff provident fund to which the United Nations shall make an additional contribution.

### 10. SPECIAL INDEMNITIES

#### *Regulation 27*

A member of the staff who is injured as the result of an accident incurred in the course of his duty or who is compelled to discontinue his employment as a result of sickness directly attributable to his work in the service of the United Nations shall receive reasonable compensation. Should the staff member die in such circumstances, reasonable compensation shall be paid to his widow or such dependents as the Secretary-General may determine.

### 11. GENERAL PROVISIONS

#### *Regulation 28*

These regulations may be supplemented or amended by the General Assembly without prejudice to the acquired rights of members of the staff.

#### *Regulation 29*

The Secretary-General shall report annually to the General Assembly such staff rules and amendments thereto as he may make to implement these regulations.

## 14(1). BUDGETARY AND FINANCIAL ARRANGEMENTS

### A.

The permanent budgetary and financial arrangements of the United Nations should be so designed as to promote efficient and economical administration and command the confidence of Members.

*Therefore the General Assembly resolves that:*

1. Arrangements be made on the basis of the general principles set out in section 2 of chapter IX of the Report of the Preparatory Commission and of the provisional financial regulations, for budgetary procedures, the collection and custody of funds, the control of disbursements and the auditing of accounts.

2. To facilitate the consideration of administrative and budgetary questions by the General Assembly and its Administrative and Budgetary Committee, there be appointed at the beginning of the second part of the first session of the General Assembly, an Advisory Committee on Administrative and Budgetary Questions of nine members (instead of seven as laid down in rule 37 of the provisional rules of procedure) with the following functions:

(a) to examine and report on the budget submitted by the Secretary-General to the General Assembly;