

(a) Means of comparing and, if possible, standardizing the different budgets, in order to enable the activities covered therein to be rationalized,

(b) Means of ensuring that the activities of the United Nations and the agencies brought into relationship with it under Articles 57 and 63 of the Charter are pursued in the most effective and economical manner, with the greatest regard to development needs and the costs that Member States have to bear as a result of these activities,

1. *Decides* to establish an *Ad Hoc* Committee of Experts to Examine the Finances of the United Nations and the Specialized Agencies, consisting of fourteen Member States;

2. *Requests* the President of the General Assembly, upon the adoption of the present resolution, to designate the Member States which will compose the *Ad Hoc* Committee, choosing them on an equitable geographical basis;

3. *Requests* the members of the *Ad Hoc* Committee to appoint, as soon as possible and not later than the end of the present session, such experts as they deem best qualified to perform the functions listed in paragraphs 5 and 6 below;

4. *Requests* the Secretary-General to:

(a) Prepare an analysis of the finances of the United Nations, showing the actual expenditure by type of activity, including the amount of expenditure committed to the different peace-keeping operations since their inception, the resources utilized to meet them and, where applicable, the debts contracted by the United Nations;

(b) Prepare, on the basis of the work mentioned in sub-paragraph (a) above, a complete statement of the financial situation of the Organization as at 30 September 1965;

(c) Deliver the document in question to the members of the *Ad Hoc* Committee, as soon as the experts have been appointed, and transmit it at the same time to other Member States;

5. *Invites* the *Ad Hoc* Committee to examine the document delivered to it by the Secretary-General and, after asking, if necessary, for any additional information it considers useful, to transmit its comments, through the Secretary-General, to Member States at the earliest possible date and by 31 March 1966 at the latest;

6. *Further invites* the *Ad Hoc* Committee to:

(a) Examine, with the assistance of the Advisory Committee on Administrative and Budgetary Questions and in liaison with the Secretary-General and the executive heads of the specialized agencies and of the International Atomic Energy Agency, the entire range of the budgetary problems of the United Nations and the organizations brought into relationship with it, notably their administrative and budgetary procedures, the means of comparing and, if possible, standardizing their budgets and the financial aspect of their expansion, with a view to avoiding needless expenditure, particularly expenditure resulting from duplication;

(b) Submit to the General Assembly at its twenty-first session, without prejudice to the terms of reference of the Special Committee on Peace-keeping Operations, such recommendations as it may deem appropriate, in order, on the one hand, to secure better utilization of the funds available through rationalization and more thorough co-ordination of the activities of the organi-

zations and, on the other, to ensure that any expansion of those activities takes into account both the needs they are intended to meet and the costs Member States will have to bear as a result;

7. *Invites* the Secretary-General of the United Nations and the executive heads of the specialized agencies and of the International Atomic Energy Agency to give the *Ad Hoc* Committee whatever assistance it may require in carrying out its work.

1393rd plenary meeting,  
13 December 1965.

\* \* \*

*The President of the General Assembly, in pursuance of paragraph 2 of the above resolution, appointed the members of the Ad Hoc Committee of Experts to Examine the Finances of the United Nations and the Specialized Agencies.<sup>18</sup>*

*The Ad Hoc Committee will be composed of the following Member States: ARGENTINA, BRAZIL, CANADA, FRANCE, HUNGARY, INDIA, ITALY, JAPAN, NIGERIA, SENEGAL, UNION OF SOVIET SOCIALIST REPUBLICS, UNITED ARAB REPUBLIC, UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND and UNITED STATES OF AMERICA.*

## 2050 (XX). Review of salary scales of the professional and higher categories of the international civil service

### A

#### AMENDMENTS TO THE STAFF REGULATIONS OF THE UNITED NATIONS

*The General Assembly,*

*Having considered* the report of the Secretary-General<sup>19</sup> together with the relevant reports of the International Civil Service Advisory Board<sup>20</sup> and the Advisory Committee on Administrative and Budgetary Questions,<sup>21</sup>

*Decides* that:

1. With effect from 1 January 1966 in the case of staff in the professional and higher categories, and from such date as the Secretary-General may determine in the case of other staff, regulation 3.3, paragraphs (a) and (b), of the Staff Regulations of the United Nations shall be amended to read as follows:

#### *"Regulation 3.3*

*"(a) An assessment at the rates and under the conditions specified below shall be applied to the salaries and such other emoluments of staff members as are computed on the basis of salary, excluding post adjustments, provided that the Secretary-General may, where he deems it advisable, exempt from the assessment the salaries and emoluments of staff engaged at locality rates.*

*"(b) The assessment shall be calculated according to the following rates:*

<sup>18</sup> *Ibid.*, Twentieth Session, Plenary Meetings, 1408th meeting, para. 181.

<sup>19</sup> *Ibid.*, Twentieth Session, Annexes, agenda item 77, document A/5918.

<sup>20</sup> *Ibid.*, document A/5918/Add.1.

<sup>21</sup> *Ibid.*, document A/6056.

| <i>"Total assessable payments<br/>(In US dollars)"</i> | <i>Assessment<br/>per cent</i> |
|--|--------------------------------|
| First \$1,000 per year .....                           | 5                              |
| Next \$1,000 per year .....                            | 10                             |
| Next \$1,000 per year .....                            | 15                             |
| Next \$1,000 per year .....                            | 20                             |
| Next \$6,000 per year .....                            | 25                             |
| Next \$6,000 per year .....                            | 30                             |
| Next \$8,000 per year .....                            | 35                             |
| Next \$8,000 per year .....                            | 40                             |
| Next \$8,000 per year .....                            | 45                             |
| Remaining assessable payments .....                    | 50                             |

"The resulting net salary may be rounded to the nearest \$10. In the case of staff whose salary scales are established in currencies other than United States dollars, the relevant amounts to which the assessment rates apply shall be fixed at the local currency equivalent of the above-mentioned dollar amounts at the time the salary scales of the staff concerned are approved."

2. With effect from 1 January 1966, annex I to the Staff Regulations shall be amended as follows:

(a) In paragraph 1, substitute "\$US30,000" for "\$US27,000";

(b) In paragraph 3, delete the first two sentences and the words "In addition," in the third sentence so that the paragraph shall open with the words "The Secretary-General is authorized. . .";

(c) Under paragraph 4, substitute the following salary scales:

*(In US dollars)*

*Principal Officer and Director category*

Director ..... \$24,050 by increments of \$650 to \$26,000  
Principal Officer .. \$20,000 by increments of \$650 to \$23,900

*Professional category*

Senior Officer .... \$17,400 by increments of \$500 to \$21,900  
First Officer ..... \$13,900 by increments of \$430 to \$18,630  
Second Officer ... \$11,270 by increments of \$360 to \$15,590  
Associate Officer .. \$ 9,050 by increments of \$310 to \$12,150  
Assistant Officer .. \$ 6,920 by increments of \$280 to \$ 9,440

(d) In paragraph 5, substitute the words "above step IV of the Principal Officer level" for the words "to a salary step above \$US18,500";

3. The step at which staff in service on 1 January 1966 shall enter the new salary scales shall be determined in accordance with the proposals contained in paragraph 14 I (c) of the report of the Secretary-General;<sup>19</sup>

4. In applying paragraph 9 of annex I of the Staff Regulations:

(a) The amounts of post adjustment for each 5 per cent variation in the cost of living above or below the new base level shall, at all the main headquarters areas and normally at all other offices, be those specified in annex I of the report of the Secretary-General;

(b) The United Nations post-adjustment index at Geneva as of 1 January 1966 shall be deemed to be 105, and a class 1 post adjustment shall be payable at Geneva from that date;

(c) The post-adjustment indices at other offices as of 1 January 1966 shall be adjusted so that they bear the same percentage relationship to the new Geneva index of 105 as they bore to the old Geneva index on 31 December 1965; post adjustments shall be payable according to the class determined by the new index figure.

*1393rd plenary meeting,  
13 December 1965.*

**B**

**PENSIONABLE REMUNERATION OF THE STAFF**

*The General Assembly*

*Decides* that its resolution 2007 (XIX) of 10 and 18 February 1965 shall be amended as follows:

(a) In section I, paragraph 1 (a), delete the words following "of the United Nations";

(b) In section I, insert a new paragraph 2 as follows (renumbering the present paragraph 2 as paragraph 3):

"2. *Further decides* that in the case of staff in the professional and higher categories:

"(a) During the period 1 March to 31 December 1965, the pensionable remuneration established under paragraph 1 (a) above shall be increased by 5 per cent;

"(b) With effect from 1 January 1966, for each complete 5 per cent by which the weighted average of the post-adjustment classifications of the headquarters and regional offices of the member organizations of the United Nations Joint Staff Pension Fund varies from the weighted average as of 1 January 1966, the pensionable remuneration established under paragraph 1 above shall be increased or decreased, as the case may be, by a corresponding 5 per cent; for this purpose the weighted average shall be calculated as of March and September of each year and any consequent variation shall take effect from the following 1 July or 1 January respectively;"

(c) In section II, replace the present text of subparagraph 1 (a) by the following:

"(a) In the case of staff in the professional and higher categories during the periods 1 January 1959 to 31 December 1961 and 1 January to 28 February 1965, pensionable remuneration shall be deemed to have been increased by an additional 5 per cent;"

*1393rd plenary meeting,  
13 December 1965.*

**2051 (XX). Appointments to fill vacancies in the membership of the United Nations Administrative Tribunal**

*The General Assembly*

1. *Appoints* the following persons as members of the United Nations Administrative Tribunal:

The Right Honourable Lord Crook,  
Mr. Francis T. P. Plimpton;

2. *Declares* Lord Crook and Mr. Plimpton to be appointed for a three-year term beginning on 1 January 1966.

*1393rd plenary meeting,  
13 December 1965.*

\* \* \*

*As a result of the above appointments, the United Nations Administrative Tribunal will be composed as follows: Mrs. Paul BASTID (France), the Right Honourable Lord CROOK*