

**Remarks by Ms. Catherine Pollard, Assistant Secretary General
for Human Resources Management**

Agenda item 139: Human Resources Management

**Report of the Secretary General on the Composition of the
Secretariat (A/68/356)**

**Report of the Secretary-General on practice in disciplinary
matters
and possible criminal behaviour, 1 July 2012 to 30 June 2013
(A/68/130)**

**Report of the Secretary-General on the amendments
to the Staff Regulations and Rules
(A/68/129)**

Mr. Chairman, distinguished delegates of the Fifth Committee,

It is my pleasure to present to the Committee three reports of the Secretary-General under agenda item 139 - Human Resources Management. The reports I am presenting today are submitted to the General Assembly on a regular basis. They are: the report on the Composition of the Secretariat (A/68/356) which provides a demographic analysis of the composition of the staff of the Secretariat over the period from 1 July 2012 to 30 June 2013; the report of the Secretary-General on practice in disciplinary matters and possible criminal behaviour (A68/130), covering the period from 1

July 2012 to 30 June 2013 and the report of the Secretary-General on the amendments to the Staff Regulations and Rules (A/68/129). The three other Human Resources reports, on mobility, seconded military and police personnel, and placement authority, will be presented at a later date.

Mr. Chairman,

Let me first turn to the annual report of the Secretary-General on the Composition of the Secretariat contained in document A/68/356.

As the Committee is aware, this report contains a great deal of detail on all aspects of composition, which I will not try to summarize here. However, I would note that there has been an overall decrease of 1,614 staff in the Secretariat since 2012, from 42,887 to 41,273. This represents a reduction of around 3.8% and is primarily because of changes in the field staff population, in particular the liquidation of UNMIT which resulted in a reduction of 1,180 staff.

It is also noteworthy that the number of staff subject to the system of desirable ranges increased in 2013, largely due to the changes in the methodology for calculating which staff counted towards the desirable ranges mandated by the General Assembly in its resolution 65/247.

I would also note that as requested by the General Assembly in its resolution 67/255, tables have for the first time been included in this year's report to show high level appointments with one dollar a year contracts, which is contained in Table 10 of the report, as well as representation and economic grouping for those staff subject to desirable ranges, contained in Table 22. This last table has also been published online using the June 2013 data on HR Insight.

Mr. Chairman,

I turn now to report A/68/130 which is the ninth annual report on the Secretary-General's practice in disciplinary matters and possible criminal behaviour and covers the period from 1 July 2012 to 30 June 2013. The report provides a broad overview of the administrative machinery in disciplinary matters, a summary of the cases for which a

disciplinary measure was imposed by the Secretary-General and statistics on the numbers and types of cases received by the Office of Human Resources Management during the reporting period, the number of cases completed, and the disposition of cases completed. This year, the report also includes data on the number of appeals contesting disciplinary measures imposed since the introduction of the new system of justice in 2009, and the status of those appeals before the Dispute and Appeals Tribunals. The last part of the report provides information on the cases of proven misconduct and/or criminal behaviour where the Organization informed member states of the matter.

With respect to the summaries of cases, the report continues the practice established in last year's report, A/67/171, of providing more information in each summary, compared with the reports in previous years. This has been done to better explain the considerations taken into account by the Secretary-General when deciding on what measure or measures to impose in a particular case. This continues to be a delicate task, as it is important that the

information provided not be such as to breach the right to confidentiality of the staff members involved.

I would also like to draw the Committee's attention to the fact that disciplinary cases are generally very fact-specific, and each case carries with it unique mitigating and aggravating circumstances. As such, while equality of treatment and consistency form part of the foundation in considering disciplinary cases, it is difficult to extract general principles concerning the proportionality of a disciplinary measure in a particular case from the type of measures imposed in other seemingly similar cases.

Mr. Chairman,

As provided for by Staff Regulations 12.1 and 12.3, I am also pleased to present the report on the amendments to the Staff Regulations and Rules in A/68/129. The Secretary-General's proposals are made principally for the purpose of implementing the decisions of the General Assembly and for strengthening or clarifying the Staff Regulations and Rules following judgments of the UN Dispute Tribunal.

Mr. Chairman, distinguished delegates,

My colleagues look forward to active discussions with you on all matters before the Committee and welcome your comments and questions.

Thank you for your consideration of these reports and we stand ready to provide you all necessary support and information.