

***** CHECK AGAINST DELIVERY *****

Agenda item 139

Reports of the Secretary-General on

Composition of the Secretariat: staff demographics (A/70/605);

Disciplinary matters and cases of possible criminal behaviour (A/70/253);

Amendments to the Staff Regulations and Rules (A/70/135);

Mobility (A/70/254);

Seconded active-duty military and police personnel (A/70/229).

Fifth Committee

Statement by

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Friday, 4 March 2016

Mr. Chair, distinguished delegates,

It is my pleasure to present five reports of the Secretary-General under agenda item 139, Human resources management.

Three of the reports that I am presenting today are submitted to the General Assembly annually. These are the report on the composition of the Secretariat (A/70/605), which provides a demographic analysis of the composition of the staff of the Secretariat from 1 July 2014 to 30 June 2015; the report on practice in disciplinary matters and possible criminal behaviour (A/70/253), covering the period from 1 July 2014 to 30 June 2015; and the report on amendments to the Staff Regulations and Rules (A/70/135).

In addition, I will be introducing two other human resources reports, on mobility (A/70/254) and seconded active-duty military and police personnel (A/70/229).

Mr. Chair, distinguished delegates,

Let me first turn to the annual report on the composition of the Secretariat contained in document A/70/605.

The report contains a wealth of data which I shall not attempt to summarize here but allow me to briefly touch on a number of key points.

There has been a very slight decrease of 345 staff (less than 1%) in the Secretariat between 2014 (41,426) and 2015 (41,081). This number reflects the decrease of staff for UNAMID (579 staff) and 29 other entities (1,656 staff), and the increase for 46 entities (1,890 staff).

As shown in Table 2, the percentage of staff holding a permanent or continuing appointment to total staff has increased from 16% in 2011 to 23% in 2015. The percentage of staff holding a fixed-term appointment has fallen by a corresponding percentage, from 79% in 2011 to 71% in 2015. These trends are due to the one-time conversion to permanent appointment and the first continuing appointment exercise.

Over the last five years, the ratio of female staff to total staff has slightly increased from 33.0% to 34.4%, and the average age of staff has slightly increased from 42.3 to 44.2.

The General Assembly requested in paragraphs 13 and 17 of resolution 68/252 that the information presented in the composition report should be supplemented with additional analysis of demographic trends and possible underlying reasons for those trends.

One of the key enablers to our ability to do this is the required analysis of the trends in consultation with various departments. We therefore invite the General Assembly to approve the change in the reporting period to a calendar year of 1 January to 31 December, with a cut-off date of 15 March. This change would allow sufficient time for additional data analysis.

Mr. Chair, distinguished delegates,

I will now continue with the report on the amendments to the Staff Regulations and Rules (A/70/135).

The Secretary-General proposes amendments to three rules, as well as a comprehensive revision to appendix D to the Staff Rules governing compensation in the event of death, injury or illness attributable to the performance of official duties on behalf of the United Nations.

With regard to the changes to the Staff Rules, slight amendments are proposed to rule 4.15 on the Senior Review Group and central review bodies for the purpose of implementing the new managed mobility framework.

Rule 5.3 (d) on special leave for pension purposes is being amended following changes made to article 29 of the regulations of the United Nations Joint Staff Pension Fund, which introduced an early retirement age of 58 for staff joining the Fund on or after 1 January 2014. The amended wording in the rule would provide for both scenarios where staff may be eligible for early retirement at age 55 and at age 58.

It may be recalled, Mr. Chair, from last year's report on special measures for protection from sexual exploitation and sexual abuse, that the Secretary-General intended to

amend the Staff Rules to specify that annual leave that would normally be paid at the time of separation would not be payable to a staff member dismissed for sexual exploitation or abuse. An amendment is being proposed to rule 9.9 to introduce this measure.

Mr. Chair, distinguished delegates,

I now turn to the second annual report on mobility, which is contained in document A/70/254. To begin with, I wish to highlight that the concept of managed mobility, while a key component of our vision for managing the Organization's talent, is just one element of the new staffing system that is being progressively introduced across the Secretariat.

The report provides an update on progress made towards the implementation of the new staff selection and managed mobility system as at July 2015. It includes additional data and information requested by the General Assembly, including on staff mobility trends, costs and external recruitment. To make further progress towards meeting the 120-day target for the filling of vacancies, the report contains a request that the Assembly approve a reduction, from 60 days to 30 days, in the advertising time for vacancies posted as part of the new semi-annual staffing exercises.

I wish to take advantage of this opportunity to give the Committee a brief update on the current status of the new system. The legislative framework took effect on 1 January 2016; the political, peace and humanitarian job network (POLNET) was the first network to transition in to the system; the network staffing team for POLNET has been established; and the staffing processes described in section IV of the report are now up and running. The first managed mobility exercise for POLNET staff opened on 4 January and we are evaluating participating staff members' suitability for the positions in which they have expressed interest. Preparations are also under way for the first vacancy exercise for POLNET, which is due to launch on 4 April.

Please allow me to note here that, when I next come before this Committee with the subsequent report on mobility, I will be able to present the outcomes of the first semi-annual staffing exercise. At that point, you will have the opportunity to draw conclusions and make suggestions on the basis of actual data. I am looking forward to that discussion because it will allow us to see the first results of this important initiative and identify any areas for improvement.

Mr. Chair, distinguished delegates,

Let me continue with the report on seconded active-duty military and police personnel (A/70/229). It was prepared in response to resolution 68/252, in which the General Assembly extended for a further three years the exceptional measure authorized in its resolution 67/287, and requested the Secretary-General to intensify his engagement with Member States with a view to identifying alternative solutions for addressing conflicts between national legislation and the United Nations Staff Regulations and Rules regarding the secondment of active-duty military and police personnel.

In an effort to identify potential conflicts between national legislation and the United Nations Staff Regulations and Rules, the Secretariat requested all Member States to provide information on the subject. Unfortunately, however, notwithstanding repeated follow-up efforts, the Secretariat received limited responses.

Under the exceptional measure approved by the General Assembly, those officers continue to receive remuneration from their Government. The report also describes the application of the exceptional measure in two cases in which national legislation prohibited seconded active-duty officers from receiving remuneration from the United Nations.

Mr. Chair, distinguished delegates,

I now turn to the twelfth annual report of the Secretary-General on his practice in disciplinary matters and possible criminal behaviour, which has been prepared in response to General Assembly resolution 59/287. This year's report, A/70/253, covers the period from 1 July 2014 to 30 June 2015.

The first part of the report provides an overview of the legislative framework governing the investigative and disciplinary processes. The second part provides summaries of individual cases in which the Secretary-General imposed one or more disciplinary measures during the reporting period.

The third part provides 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 the completed cases.

The report also includes information on the overall outcome of appeals contesting disciplinary measures imposed since the introduction of the new system of justice in 2009 before the dispute and appeals tribunals. The last part provides information on the cases of proven misconduct and/or criminal behaviour in which the Organization informed Member States of the matter.

In conclusion, I take this opportunity to refer to the reports on human resources management that were deferred from the sixty-ninth session, namely the overview report on human resources management and the addenda thereto that were previously introduced. In the mean time I also wish to acknowledge that 2016 is an HR year and I look forward to coming back in the 71st session with a new comprehensive report on the Secretary-General's HR reforms.

I look forward to answering all your questions on all our reports during the informal consultations. In the mean time I thank you for your considerations.