

**Statement by Ms. Martha Helena Lopez, Assistant Secretary-General
for Human Resources, to the Resumed 75th Session of the Fifth Committee**

**Agenda item 141 Human resources management
Seconded active-duty military and police personnel (A/75/646)**

11 March 2021

Mr. Chairperson, distinguished delegates,

I am pleased to present the annual report of the Secretary-General on the seconded active-duty military and police personnel (A/75/646).

The report builds on four reports of the Secretary-General since 2013, and it responds to General Assembly resolution 74/254/B. In that resolution, the Assembly took note of paragraph 14 of the report of the Advisory Committee 74/796, and with a view to identifying solutions to conflicts between national legislation and the Staff Regulations and Rules of the United Nations, decided to authorize the Secretary-General to extend the exceptional measures regarding seconded active-duty military and police personnel until 31 July 2021.

In an effort to identify potential conflicts, the Secretariat circulated two surveys in September 2020. The first survey was addressed to all Member States and requested information on potential conflicts as well as on remuneration and benefits provided to active-duty seconded officers. The second survey was sent to the 232 active-duty seconded officers serving at Headquarters and in field missions. That survey asked them to report any payments, benefits or allowances they were receiving from their national Governments as a result of their active-duty status. As outlined in the supplementary information provided to the Committee, these surveys build on similar ones that were carried out in 2012, 2014, 2019 and 2020.

Mr. Chairperson, distinguished delegates,

As a possible solution to this issue, the Secretary-General has previously proposed amendments to staff regulation 1.2 (j) and staff rule 1.2 (l) on honours, gifts or remuneration.

In the current year's report, A/75/646, the Secretary-General proposes additional options:

- First, engaging active-duty military and police personnel as non-staff, so that they would not be in violation of the Staff Regulations and Rules;
- Second, enforcing the Staff Regulations and Rules whereby the Secretariat would not hire active-duty military and police personnel from any Member State that declares conflicts with the Staff Regulation and Rules;
- Third, not hiring active-duty personnel, and rather switch to recruitment of non-active military and police personnel with relevant experience; and
- Fourth, identifying any remuneration or benefits provided by Member States to seconded personnel, and to put in place an agreement to amend the conditions of employment to ensure that there is no duplication of remuneration or benefits between the Member State and the United Nations.

The report includes a number of principles that may be helpful to guide the consideration of the General Assembly on this issue, including the importance of ensuring all Member States can participate, and that the seconded officers can carry out the full functions of their positions.

The General Assembly is requested to consider the options presented and decide on a solution.

The Secretary-General also requests the approval of the continuation of the exceptional measure already approved in resolution 67/287 for currently serving seconded personnel until the end of their appointment as a transitional measure pending the implementation of the adopted solution.

Mr. Chairperson, distinguished delegates,

We look forward to providing additional details on the report of the Secretary-General on seconded active-duty military and police personnel to you.

Thank you.