

Check against delivery

Human resources management

Statement by the Chairman of the Advisory Committee on Administrative and Budgetary Questions to the Fifth Committee

(ACABQ report A/67/545)

Mr. Chairman,

I have the honour to introduce the report of the Advisory Committee on Administrative and Budgetary Questions on human resources management, which is contained in document A/67/545 and sets out the Committee's comments and recommendations on the seven human resources-related reports submitted to the General Assembly by the Secretary-General.

I turn first to the proposed mobility and career development framework, which is discussed in

... has the potential to contribute to improving the

that measures to ameliorate the situation of staff who have served in hardship duty stations for long periods of time without being able to move are not contingent on General Assembly approval of the proposed mobility and career development framework. The Committee therefore recommends that the Assembly request the Secretary-General, when making selection decisions, to give, with immediate effect, priority among internal candidates to staff

I turn now to the Advisory Committee's comments and recommendations on the overview of human resources management reform presented by the Secretary-General, which are set out in section II of its report. Overall, while recognizing the continuing efforts of the Secretary-General to address the issues raised by the General Assembly in its resolutions 63/250 and 65/247, the Committee believes that much remains to be done. The Committee's report contains its views on a number of human resources-related issues, including workforce planning, learning and career development and staff-management relations.

To mention a few of the Committee's specific recommendations, in the area of staff selection and recruitment the Committee is concerned that the 120-day target for filling a post has still not been reached. It takes the view that a meaningful reduction in the time taken to recruit will be achieved only if the causes of delays, particularly at the "recommendation of candidates" stage, are addressed and those responsible held accountable. The Committee is

The Committee comments further on the situation of staff subject to the system of desirable ranges in section IV of its report. While noting that some progress has been made in terms of increasing the number of posts subject to the system of desirable ranges that are encumbered by staff having geographical status, the Committee remains concerned by the large proportion of such posts that are not encumbered by these staff. The Committee therefore recommends