

Note to Mr. Takasu

Delegation of Authority in the Administration of the Staff Regulations and Rules

1. You^y note received on 20 December 2013 in respect of delegation of authority refers. Please be advised that the aforesaid proposal contained in Annex I "Proposal for authorities to be retained by the Secretary-General in the administration of the Staff Regulations and Rules" (attached) has been approved.
2. I hereby authorise the Department of Management to proceed with the preparation of the relevant issuances for the final approval of the Secretary-General.



Sasana Malcorra
9 January 2014

13-11385

HRM/02/006



Approved EOSG:

Date:

(subject to further changes in the context of Umoja implementation)

ANNEX I

**Proposal for authorities to be retained by the Secretary-General
in the administration of the Staff Regulations and Staff Rules**

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
ARTICLE I	CHAPTER I		
Regulation 1.1 (f)		Decision whether privileges and immunities exist and Decision to waive them	X
Regulation 1.2 (c)		Decision to assign a staff member to any of the activities or offices of the UN at ASG and USG levels	X
Regulation 1.2 (n)		Establishment of procedures for filling and utilization of financial disclosure statements ¹	X
	Rule 1.2 (q)	Establishment of procedures for filling and utilization of financial disclosure statements ²	X

¹ The Secretary-General has delegated the implementation of the Financial Disclosure programme to the Ethics Office; see ST/SGB/2005/2 (as may be amended or superseded by another issuance on this subject).

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
	Rule 1.3 (c)	Promulgation of procedures on performance report preparation – for staff at the Assistant Secretary-General level and above.	X
<u>ARTICLE III</u>	<u>CHAPTER III</u>		
Regulation 3.1, Annex I, para. 2		Authority to make additional payments to Under-Secretaries-General and Assistant Secretaries-General, including Heads of Offices away from Headquarters	X
	Rule 3.10 (b) and (c)	Granting of special post allowance at D.2 and above levels	X
<u>ARTICLE IV</u>	<u>CHAPTER IV</u>		

² The Secretary-General has delegated the implementation of the Financial Disclosure programme to the Ethics Office; see ST/SGB/2005/2.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
Regulation 4.1	Rule 4.1	Offer of appointments for staff being recruited at the ASG and USG level. Issue offer of appointment letter for staff being recruited at the ASG and USG level	X
Regulation 4.1³, 4.3 and 4.5 (a)		Selection of staff members at the D.2 and above levels (following review by Senior Review Group where required) and renewal of appointments of staff at ASG and USG level.	X
Regulation 4.5 (d)		Prescription on which staff members are eligible for continuing appointments	X⁴
	Rule 4.12 (a) and (b)	Decision to grant temporary appointment to and exceptionally renew for up to one additional year temporary appointments held by staff at the ASG, USG and D.2 level.	X
	Rule 4.14 (c)	Establishment of criteria determining	X

³ See also Rule 4.15.

⁴ In consideration of General Assembly Resolution A/RES/65/247.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
		eligibility for consideration for continuing appointments ⁵	
	Rule 4.15	Appointment of members of the Senior Review Group	X
<u>ARTICLE VIII</u>	<u>CHAPTER VIII</u>		
Regulation 8.1 (b)		Agreement to electoral regulations drawn up by the staff representative bodies	X
Regulation 8.2		Establishment of joint staff-management machinery.	X
	Rule 8.2 (a)-(e)	Selection of president and of members representing the Secretary-General, of the Joint Negotiation Committee at Headquarters and of the Secretariat-wide joint staff management body and designation of secretary.	X

⁵ Subject to GA Resolutions A/Res/63/250 and A/Res/65/247.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
ARTICLE IX	CHAPTER IX		
Regulation 9.2		Decision to retain in service beyond the age of 60 or 62 as appropriate staff members at the D.2 level or above	X
	Rule 9.2 (b) and (c)	Acceptance of resignation on short notice of staff at the Assistant Secretary-General level and above. Decision to require submission of resignation in person.	X
Regulation 9.3 (a)(ii)	See also staff rule 9.6 (c)(ii).	Termination for unsatisfactory service for Under-Secretaries-Generals and Assistant Secretaries-General.	X
Regulation 9.3 (a)(iv)		Termination of appointments for conduct falling short of the highest standards of integrity of Under-Secretaries-General and Assistant Secretaries-General	X

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
Regulation 9.3 (a)(v)	See also Rule 9.6 (c)(v)	Termination for facts anterior to the appointment of the staff member and relevant to his or her suitability having come to light that should have precluded his or her appointment, for Assistant-Secretaries-General and Under-Secretaries-General	X
Regulation 9.3 (a)(vi)		Offer and approval of agreed separation packages for staff at the D.2 and above level (termination not contested by staff member)	X
Regulation 9.3 (c) & Annex III (c)		Decision to pay and/or limit indemnity to staff member terminated for unsatisfactory or who for disciplinary reasons is separated from service for misconduct other than by dismissal at the Assistant Secretary-General or Under-Secretary-General level	X
Regulation 9.3 (d)		Decision to pay higher termination indemnity when terminating appointments of staff at the D.2 or above level	X

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
	Rule 9.3	Separation of staff on abandonment of post of Under-Secretaries-General and Assistant Secretaries-General	X
	Rule 9.6 (c)(i)	Termination on abolition of posts of Under-Secretaries-General and Assistant Secretaries-General	X
	Rule 9.6 (c)(ii)	Termination for unsatisfactory service of Assistant-Secretaries-General and Under-Secretaries-General	X
	Rule 9.6 (c)(iv)	Termination for disciplinary reasons of Assistant-Secretaries-General and Under-Secretaries-General. ⁶	X
	Rule 9.6 (c)(v)	Termination for facts anterior to the appointment of the staff member and relevant to his or her suitability having come to light that should have precluded his or her appointment, for Assistant-	X

⁶ See below under Staff Regulation 10.1.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
		Secretaries-General and Under-Secretaries-General	
	Rule 9.6 (c)(vi)	Termination in the interest of good administration not contested by the staff member at the D.2 and above levels ⁷	X
	Rule 9.6 (d)	Termination of continuing appointments without consent of the staff member, in the interest of the good administration of the organization, at the D.2 and above level	X
	Rule 9.7 (d)	Decision to pay compensation in lieu of notice for termination of Assistant Secretaries-General and Under-Secretaries-General	X
ARTICLE X	CHAPTER X		
Regulation 10.1		Decision to impose disciplinary	

⁷ See also Staff Rule 9.3 above on agreed termination.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
		measure on Assistant Secretaries-General and Under-Secretaries-General	X
	Rule 10.1 (b)	Decision to require Assistant Secretaries-General and Under-Secretaries-General to reimburse United Nations for financial loss	X
	Rule 10.1 (c)	Decision to launch an investigation ⁸ into allegations of misconduct of Assistant Secretaries-General and Under-Secretaries-General	X
	Rule 10.2 (b)(i)	Reprimand to Assistant Secretaries-General and Under-Secretaries-General	X
	Rule 10.3 (a)	Decision to initiate the disciplinary process concerning Assistant Secretaries-General and Under-Secretaries-General	X

⁸ The Office of Internal Oversight Services' (OIOS) authority to launch and conduct investigations is not impacted by this delegated authority.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
	Rule 10.3 (d)⁹	Authority to appeal against a judgment of the United Nations Dispute Tribunal	X¹⁰
	Rule 10.4 (a)&(c)	Decision to grant/place on administrative leave with or without pay pending investigation of Assistant Secretaries-General and Under-Secretaries-General	X
ARTICLE XI	CHAPTER XI		
	Rule 11.2 (d)	Response to the management evaluation submitted by Assistant Secretaries-General and Under-Secretaries-General contesting administrative decision	X
	Rule 11.5 (b)	Authority to appeal against a judgment of the United Nations Dispute Tribunal	X¹¹

⁹ See also Rule 11.5 (b).

¹⁰ The Secretary-General has authorized the Office of Legal Affairs to represent him before the United Nations Appeals Tribunal.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
<u>ARTICLE XII</u>	<u>CHAPTER XII</u>		
Regulation 12.2	Rule 12.3 (a)	Provisional amendments of the staff rules	X
	<u>CHAPTER XIII</u>		
	Rule 13.1 (b) (ii)	Appointment of special advisory board	X
	Rule 13.4	Decision to grant permanent appointments to staff with five or more consecutive years of service on 100 series of Staff Rules on or before 30 June 2009 and who were 53 years of age on completion of five years, for staff at the D.2 level	X

¹¹ The Secretary-General has authorized the Office of Legal Affairs to represent him before the United Nations Appeals Tribunal. See also footnotes to regulation 11.1 and rule 10.3 above.

Note to Chef de Cabinet

Review of Delegation of Authority under the Staff Regulations and Rules

1. Attached note from the USG DM on the above-mentioned subject refers. The note is submitted further to a comprehensive review of the delegation of authority in the administration of the staff regulations and staff rules. This review also entailed discussions and consultations between OUSG/DM and OHRM with ODSG in 2011; and between OHRM and OCdC in August and November 2013.
2. The main elements to the delegation of authority are:
 - i. Distinguishing between grade-levels of staff concerned by specific decisions. Therefore, certain decisions concerning staff at grade level D-2 and/or above (USG/ASG) are indicated or proposed to be retained for Secretary-General's decisions.
 - ii. Other authorities in the administration of the Staff Regulations and Rules are envisaged to be delegated to the Under-Secretary-General for Management.
3. Once approved in principle by this office, details of which authority will be personally retained by the Secretary-General will be reflected in an SG/SGB. That bulletin would also indicate what authorities are directly delegated by the Secretary-General to the Ethics Office or the Office of Legal Affairs (for example decisions on which UNDT judgements to appeal). The bulletin would also be complemented by an Administrative Instruction with detailed annex tables on further sub-delegation from the Under-Secretary-General for Management to other officials. These forthcoming issuances will clarify that for further sub-delegation of authority, the *accountability* remains in each case with the original owner of the authority.
4. As pointed out during our discussions with OHRM, with the advent of Umoja, it is understood that a further review will be undertaken within the framework of Umoja's redesign of human resources functionalities along streamlined and rational accountability and further revisions to the delegation of authority may be required in due course

Recommended course of action

5. Concurrence to proceed with a revised Secretary-General's bulletin is recommended. The bulletin, once finalised, shall be submitted for final approval by the Secretary-General prior to issuance.


Patrick Carey
9 January 2014

Cdc (w/ends)



Note to Ms. Malcorra

Delegation of Authority in the Administration of the Staff Regulations and Rules

1. A comprehensive revision and updating of the delegation of authority in the administration of the staff regulations and staff rules is required following multiple GA resolutions (e.g. A/Res/64/259), OIOS recommendations, tribunal jurisprudence and the issuance of the revised Staff Rules in 2009. Prior to proceeding with the revisions of authorities and delegating authority to appropriate offices, departments and entities, a decision is required as to what authority the Secretary-General may wish to retain personally.
2. Attached to this Note is
 - (a) a table displaying exclusively those areas proposed to be retained by the Secretary-General for ease of reference for approval by the EOSG (ANNEX I); and
 - (b) as illustrative background, a table displaying for background information the past and current practice vis-à-vis authorities formally retained for decision by the Secretary-General and/or *de facto* exercised by other entities, with explanatory comments (i.e. what the actual status is at this time); with the proposals for changes where applicable (ANNEX II);
 - (c) as background, a copy of the somewhat outdated, but currently still legally applicable Annex table to ST/AI/234/Rev. 1 listing decisions retained for the SG formally to date (ANNEX III).
3. The proposals recognize the level of relevance and impact of decisions under each pertinent staff regulation or staff rule. They distinguish between grade-levels of staff concerned by specific decisions. Therefore, certain decisions concerning staff at grade level D-2 and/or above (USG/ASG) are indicated or proposed to be retained for Secretary-General's decisions. However, where other considerations prevail over the need for the Secretary-General's personal involvement; authority is proposed to be delegated to the USG/DM.
4. The Secretary-General's decision as to what authority will be personally retained will be reflected in a forthcoming Secretary-General's bulletin. That bulletin will indicate items retained as well as a few line items where authorities are directly delegated by the Secretary-General to the Ethics Office or OLA (indicated in the table through footnotes or comments). Please note that all other authorities in the administration of the Staff Regulations and Rules are envisaged to be delegated to the Under-Secretary-General for Management; the attached table only displays those select areas relevant in the context of decisions to be retained by the Secretary-General. The forthcoming bulletin will in due course be complemented by an Administrative Instruction with detailed annex tables on further sub-delegation from the USG/DM to other officials. These forthcoming issuances will clarify that for further sub-delegation of authority, the *accountability* remains in each case with the original owner of the authority. They will replace the currently applicable ST/SGB/151, ST/AI/234/Rev. 1, as amended, and ST/AI/1999/1 on this subject; as well as a large number of memoranda, notes and handwritten delegations.


4241021006

5. The attached table has previously been submitted to EOSG through the ODSG in mid-2011; and is hereby resubmitted following further consultations between OUSG/DM and OHRM with ODSG in 2011; and between OHRM and your office (Messrs. Kisob, Sharma and Carrey) in August and November 2013.

6. Once the authorities to be retained by the Secretary-General have been confirmed, OHRM and OUSG/DM will proceed with the preparation of the relevant issuances and annex tables, in consultation with respective departments and offices. This is a complex matter and will require some time to finalize. Naturally, the bulletin will be again submitted for final approval by the Secretary-General prior to issuance.

7. Once the bulletin is promulgated, you may wish to consider manifesting within EOSG where decisions retained by the Secretary-General are to be exercised by the CdC or other officials. A reference that decisions are taken "on behalf of the Secretary-General" remains vulnerable to legal challenges by staff members where no express delegation from the Secretary-General to you is documented; or no evidence of approval by the Secretary-General can be produced for a particular decision.

8. Finally, please note that the tabulation of authorities will be subject to further changes due to the ongoing review of authorities in human resources management matters in the context of UMOJA implementation. Any approval of the proposal by EOSG is understood in light of these possible future changes. ANNEX I would be the document requested for approval; as indicated by the signature box. Such approval will by itself indicate legal force of delegation; it serves exclusively to advance subsequent preparatory work on legally binding administrative issuances.


Yukio Takasu
Under-Secretary-General for Management

Approved EOSG: Date: (subject to further changes in the context of Umoja implementation)
--

ANNEX I
Proposal for authorities to be retained by the Secretary-General
in the administration of the Staff Regulations and Staff Rules

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
<u>ARTICLE I</u>	<u>CHAPTER I</u>		
Regulation 1.1 (f)		Decision whether privileges and immunities exist and Decision to waive them	X
Regulation 1.2 (c)		Decision to assign a staff member to any of the activities or offices of the UN at ASG and USG levels	X
Regulation 1.2 (n)		Establishment of procedures for filling and utilization of financial disclosure statements ¹	X
	Rule 1.2 (q)	Establishment of procedures for filling and utilization of financial disclosure statements ²	X

¹ The Secretary-General has delegated the implementation of the Financial Disclosure programme to the Ethics Office; see ST/SGB/2005/2 (as may be amended or superseded by another issuance on this subject).

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
	Rule 1.3 (c)	Promulgation of procedures on performance report preparation – for staff at the Assistant Secretary-General level and above.	X
<u>ARTICLE III</u>	<u>CHAPTER III</u>		
Regulation 3.1, Annex I, para. 2		Authority to make additional payments to Under-Secretaries-General and Assistant Secretaries-General, including Heads of Offices away from Headquarters	X
	Rule 3.10 (b) and (c)	Granting of special post allowance at D.2 and above levels	X
<u>ARTICLE IV</u>	<u>CHAPTER IV</u>		

² The Secretary-General has delegated the implementation of the Financial Disclosure programme to the Ethics Office; see [ST/SGB/2005/2](#).

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
Regulation 4.1	Rule 4.1	Offer of appointments for staff being recruited at the ASG and USG level. Issue offer of appointment letter for staff being recruited at the ASG and USG level	X
Regulation 4.1³, 4.3 and 4.5 (a)		Selection of staff members at the D.2 and above levels (following review by Senior Review Group where required) and renewal of appointments of staff at ASG and USG level.	X
Regulation 4.5 (d)		Prescription on which staff members are eligible for continuing appointments	X ⁴
	Rule 4.12 (a) and (b)	Decision to grant temporary appointment to and exceptionally renew for up to one additional year temporary appointments held by staff at the ASG, USG and D.2 level.	X
	Rule 4.14 (c)	Establishment of criteria determining	X

³ See also Rule 4.15.

⁴ In consideration of General Assembly Resolution A/RES/65/247.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
		eligibility for consideration for continuing appointments ⁵	
	Rule 4.15	Appointment of members of the Senior Review Group	X
ARTICLE VIII	CHAPTER VIII		
Regulation 8.1 (b)		Agreement to electoral regulations drawn up by the staff representative bodies	X
Regulation 8.2		Establishment of joint staff-management machinery.	X
	Rule 8.2 (a)-(e)	Selection of president and of members representing the Secretary-General, of the Joint Negotiation Committee at Headquarters and of the Secretariat-wide joint staff management body and designation of secretary.	X

⁵ Subject to GA Resolutions A/Res/63/250 and A/Res/65/247.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
ARTICLE IX	CHAPTER IX		
Regulation 9.2		Decision to retain in service beyond the age of 60 or 62 as appropriate staff members at the D.2 level or above	X
	Rule 9.2 (b) and (c)	Acceptance of resignation on short notice of staff at the Assistant Secretary-General level and above. Decision to require submission of resignation in person.	X
Regulation 9.3 (a)(ii)	See also staff rule 9.6 (c)(ii).	Termination for unsatisfactory service for Under-Secretaries-Generals and Assistant Secretaries-General.	X
Regulation 9.3 (a)(iv)		Termination of appointments for conduct falling short of the highest standards of integrity of Under-Secretaries-General and Assistant Secretaries-General	X

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
Regulation 9.3 (a)(v)	See also Rule 9.6 (c)(v)	Termination for facts anterior to the appointment of the staff member and relevant to his or her suitability having come to light that should have precluded his or her appointment, for Assistant-Secretaries-General and Under-Secretaries-General	X
Regulation 9.3 (a)(vi)		Offer and approval of agreed separation packages for staff at the D.2 and above level (termination not contested by staff member)	X
Regulation 9.3 (c) & Annex III (c)		Decision to pay and/or limit indemnity to staff member terminated for unsatisfactory or who for disciplinary reasons is separated from service for misconduct other than by dismissal at the Assistant Secretary-General or Under-Secretary-General level	X
Regulation 9.3 (d)		Decision to pay higher termination indemnity when terminating appointments of staff at the D.2 or above level	X

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
	Rule 9.3	Separation of staff on abandonment of post of Under-Secretaries-General and Assistant Secretaries-General	X
	Rule 9.6 (c)(i)	Termination on abolition of posts of Under-Secretaries-General and Assistant Secretaries-General	X
	Rule 9.6 (c)(ii)	Termination for unsatisfactory service of Assistant-Secretaries-General and Under-Secretaries-General	X
	Rule 9.6 (c)(iv)	Termination for disciplinary reasons of Assistant-Secretaries-General and Under-Secretaries-General. ⁶	X
	Rule 9.6 (c)(v)	Termination for facts anterior to the appointment of the staff member and relevant to his or her suitability having come to light that should have precluded his or her appointment, for Assistant-	X

⁶ See below under Staff Regulation 10.1.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
		Secretaries-General and Under-Secretaries-General	
	Rule 9.6 (c)(vi)	Termination in the interest of good administration not contested by the staff member at the D.2 and above levels ⁷	X
	Rule 9.6 (d)	Termination of continuing appointments without consent of the staff member, in the interest of the good administration of the organization, at the D.2 and above level	X
	Rule 9.7 (d)	Decision to pay compensation in lieu of notice for termination of Assistant Secretaries-General and Under-Secretaries-General	X
<u>ARTICLE X</u>	<u>CHAPTER X</u>		
Regulation 10.1		Decision to impose disciplinary	

⁷ See also Staff Rule 9.3 above on agreed termination.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
		measure on Assistant Secretaries-General and Under-Secretaries-General	X
	Rule 10.1 (b)	Decision to require Assistant Secretaries-General and Under-Secretaries-General to reimburse United Nations for financial loss	X
	Rule 10.1 (c)	Decision to launch an investigation ⁸ into allegations of misconduct of Assistant Secretaries-General and Under-Secretaries-General	X
	Rule 10.2 (b)(i)	Reprimand to Assistant Secretaries-General and Under-Secretaries-General	X
	Rule 10.3 (a)	Decision to initiate the disciplinary process concerning Assistant Secretaries-General and Under-Secretaries-General	X

⁸ The Office of Internal Oversight Services' (OIOS) authority to launch and conduct investigations is not impacted by this delegated authority.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
	Rule 10.3 (d)⁹	Authority to appeal against a judgment of the United Nations Dispute Tribunal	X¹⁰
	Rule 10.4 (a)&(c)	Decision to grant/place on administrative leave with or without pay pending investigation of Assistant Secretaries-General and Under-Secretaries-General	X
ARTICLE XI	CHAPTER XI		
	Rule 11.2 (d)	Response to the management evaluation submitted by Assistant Secretaries-General and Under-Secretaries-General contesting administrative decision	X
	Rule 11.5 (b)	Authority to appeal against a judgment of the United Nations Dispute Tribunal	X¹¹

⁹ See also Rule 11.5 (b).

¹⁰ The Secretary-General has authorized the Office of Legal Affairs to represent ~~him~~ before the United Nations Appeals Tribunal.

UN Staff Regulations	UN Staff Rules	Decision	Authorities Retained by the Secretary-General
ARTICLE XII	CHAPTER XII		
Regulation 12.2	Rule 12.3 (a)	Provisional amendments of the staff rules	X
	CHAPTER XIII		
	Rule 13.1 (b) (ii)	Appointment of special advisory board	X
	Rule 13.4	Decision to grant permanent appointments to staff with five or more consecutive years of service on 100 series of Staff Rules on or before 30 June 2009 and who were 53 years of age on completion of five years, for staff at the D.2 level	X

11 The Secretary-General has authorized the Office of Legal Affairs to represent him before the United Nations Appeals Tribunal. See also footnotes to regulation 11.1 and rule 10.3 above.

ANNEX II - Background

Authority retained by the Secretary-General and authority delegated to the Under-Secretary-General for Management in the administration of the Staff Regulations and Staff Rules

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
<u>ARTICLE I</u>	<u>CHAPTER I</u>				
Regulation 1.1 (f)		Decision whether privileges and immunities exist and Decision to waive them	X		Currently retained by SG
Regulation 1.2 (c)		Decision to assign a staff member to any of the activities or offices of the UN at ASG and USG levels	X		Currently retained by SG

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
Regulation 1.2 (n)		Establishment of procedures for filling and utilization of financial disclosure statements ¹	X		Ethics Office established relatively recently; never been delegated. Procedures set out through SGB.
	Rule 1.2 (q)	Establishment of procedures for filling and utilization of financial disclosure statements ²	X		Ethics Office established relatively recently; never been delegated. Procedures set out through SGB.
Regulation 1.3 (b)		Establishment of normal working week at each duty station		X ³	Currently formally retained by SG.

¹ The Secretary-General has delegated the implementation of the Financial Disclosure programme to the Ethics Office; see ST/SGB/2005/2 (as may be amended or superseded by another issuance on this subject).

² The Secretary-General has delegated the implementation of the Financial Disclosure programme to the Ethics Office; see ST/SGB/2005/2.

³ In consultation with the Executive Office of the Secretary-General.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
	Rule 1.3 (c)	Promulgation of procedures on performance report preparation – for staff at the Assistant Secretary-General level and above.	X		Currently retained by SG.
	Rule 1.4 (a)	Establishment of normal working hours for each duty station		X⁴	Currently retained by SG.
	Rule 1.4 (c)	Establishment of official holidays at Headquarters ⁵ not mandated by the General Assembly		X	Currently retained by the SG.
ARTICLE III	CHAPTER III				

⁴ For HQ, in consultation with the Executive Office of the Secretary-General.

⁵ Staff rule 1.4(c) expressly and directly authorized heads of offices or missions at other duty stations to determine official holidays for their duty station not mandated by the GA and after staff consultations.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
Regulation 3.1, Annex I, para. 2		Authority to make additional payments to Under-Secretaries-General and Assistant Secretaries-General, including Heads of Offices away from Headquarters	X		Currently retained by SG.
Regulation 3.1, Annex I, para. 2		Authority to make additional payments to officials in the Director category		X	Currently retained by SG.
Regulation 3.1, Annex I, para. 5		Establishment of salary scales for Field Service Personnel		X	Currently retained by SG; in practice not exercised by SG.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
	Rule 3.1(a)	Publishing of salary scales ⁶ for Field Service personnel (in consultation with DFS)		X	
	Rule 3.18 (c) (iii)	Authorization of deductions for indebtedness to third parties to which the staff member does not agree		X	Currently formally retained by SG; in practice Controller.
	Rule 3.10 (b) and (c)	Granting of special post allowance at D.2 and above levels	X		Currently retained by SG. Follows automatically w/approval of assignment to D2 post.
ARTICLE IV	CHAPTER IV				

⁶ In accordance with the mandate(s) of the International Civil Service Commission.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
Regulation 4.1	Rule 4.1	Offer of appointments for staff being recruited at the ASG and USG level. Issue offer of appointment letter for staff being recruited at the ASG and USG level	X		Currently retained by SG. ASG&USG received consolidated offer and appointment letter; other staff receive two separate letters.
Regulation 4.1⁷, 4.3 and 4.5 (a)		Selection of staff members at the D-2 and above levels (following review by Senior Review Group where required) and renewal of appointments of staff at ASG and USG level.	X		Currently D-2 and above retained by SG in staff selection system.
Regulation 4.1⁸, 4.3 and 4.5 (a)		Renewal of appointments of staff at the D-2 level		X	Currently D-2 and above retained by SG in staff selection system; no clarity on who determined

7 See also Rule 4.15.

8 See also Rule 4.15.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
					renewal decision.
Regulation 4.5 (d)		Prescription on which staff members are eligible for continuing appointments	X⁹		New authority; not yet been delegated. Pls. note this authority is to establish process/conditions (e.g. through SGB), not the actual granting of cont'ing appointments.
	Rule 4.5 (c)	Determine conditions when staff who have been recruited to serve in posts in the General Service and related categories may be considered internationally recruited.		X	Retained by SG for previous version of similar staff rule.

⁹ In consideration of General Assembly Resolution A/RES/65/247.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
	Rule 4.5 (d)	Establishment of conditions governing loss of entitlement to international benefits		X	Currently retained by SG.
	Rule 4.12 (a) and (b)	Decision to grant temporary appointment to and exceptionally renew for up to one additional year temporary appointments held by staff at the ASG, USG and D.2 level.	X		New type of contract. Follows authority to appoint D-2 level. So far not expressly clarified in delegation.
	Rule 4.14 (a)&(b), with rule 4.11 and regulation 4.5	Decision to grant continuing appointments ¹⁰ to staff in the professional and above categories up to and including D.2 ¹¹ level and staff in the General Service and related categories ¹²		X	Continuing appointments not yet implemented. Foreseen is approval of all continuing appointments up to D-2 by

¹⁰ Subject to GA Resolutions A/Res/63/250 and A/Res/65/247.

¹¹ Initial appointment at D-2 level and renewal is reserved to the Secretary-General, see regulation 4.5 (a) above.

¹² References to staff in the Professional and General Service and related category in this tabulation includes the Field Service category.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
					ASG/OHRM. Continuing appointments are granted based on point-system; there is no discretionary element.
	Rule 4.14 (c)	Establishment of criteria determining eligibility for consideration for continuing appointments ¹³	X		New contact type; not yet delegated in any form. See SReg. 4.5 (d).
	Rule 4.15	Appointment of members of the Senior Review Group	X		Currently formally retained by SG.

¹³ Subject to GA Resolutions A/Res/63/250 and A/Res/65/247.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
	Rule 4.15	Appointment of members of the Central Review Boards, Committees and Panels		X	Currently all CRB composition formally retained by SG.
ARTICLE VI	CHAPTER VI				
	Rule 6.4 & Appendix D	Grant of compensation for death, injury or illness attributable to service		X	Currently, in formal delegation system (ST/AI/234/Rev.1) retained by SG for >25,000\$; and delegated to Controller for <25,000\$. In practice exercised by Controller; who reports to USG/DM for all amounts.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
<u>ARTICLE VII</u>	<u>CHAPTER VII</u>				
Regulation 7.1		Establishment of conditions of travel.		X	Currently retained by SG is 'standards of travel accommodation' (i.e. business/economy class etc.).
	Rule 7.6 (i)	Approval of exceptions to the standards of travel accommodation		X	Currently formally retained by SG.
<u>ARTICLE VIII</u>	<u>CHAPTER VIII</u>				
Regulation 8.1 (b)		Agreement to electoral regulations drawn up by the staff representative bodies	X		Currently retained by SG. In current practice, staff union presents electoral

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg. or Rule/Other)
					regulations, and SG only responds if there are objections.
Regulation 8.2		Establishment of joint staff-management machinery.	X		Not formally delegated, so retained by SG.
	Rule 8.2 (a)-(e)	Selection of president and of members representing the Secretary-General, of the Joint Negotiation Committee at Headquarters and of the Secretariat-wide joint staff management body and designation of secretary.	X		Currently retained by SG.
ARTICLE IX	CHAPTER IX				

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
Regulation 9.2		Decision to retain in service beyond the age of 60 or 62 as appropriate staff members at the D.2 level or above	X		Currently retained by SG.
	Rule 9.2 (b) and (c)	Acceptance of resignation on short notice of staff at the Assistant Secretary-General level and above. Decision to require submission of resignation in person.	X		Currently retained by SG.
Regulation 9.3 (a)		Termination of appointments	X¹⁴		The current delegation reserves all termination decisions to the SG, except a few variants that have been delegated to OHRM and OAH.

¹⁴ Except as otherwise delegated in this table.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
					The same principle applies in this significantly more detailed proposal/table. A final table will include a positive list of variants reserved to the SG; as per areas marked with X below (primarily where relevant for ASG/USG level).
Regulation 9.3 (a)(ii)	See also staff rule 9.6 (c)(ii).	Termination for unsatisfactory service for Under-Secretaries-Generals and Assistant Secretaries-General.	X		
Regulation 9.3 (a)(ii)	See also staff rule 9.6(c)(ii).	Termination for unsatisfactory service for staff in the professional and above category up to and including the D.2 level and in the General Service and related		X	

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
		categories			
Regulation 9.3 (a)(iv)		Termination of appointments for conduct falling short of the highest standards of integrity of Under-Secretaries-General and Assistant Secretaries-General	X		No specifically addressed in current delegation. Logical consequence of appointment authority at ASG/USG level.
Regulation 9.3 (a)(iv)		Termination of appointments for conduct falling short of the highest standards of integrity in the professional and above category up to and including the D.2 level and in the General Service and related categories		X	Not specifically addressed in current delegation. Disciplinary measures are exercised by USG/DM based on a Note. Proposal to formally delegate this specifically even though D2 are

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
					selected/appointed by SG
Regulation 9.3 (a)(v)	See also Rule 9.6 (c)(v)	Termination for facts anterior to the appointment of the staff member and relevant to his or her suitability having come to light that should have precluded his or her appointment, for Assistant-Secretaries-General and Under-Secretaries-General	X		Retained by SG.
Regulation 9.3 (a)(v)	See also Rule 9.6 (c)(v)	Termination for facts anterior to the appointment of the staff member and relevant to his or her suitability having come to light that should have precluded his or her appointment, for professional staff and above, up to and including D.2 and for staff in the general service and related categories		X	Not yet formally delegated..

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
Regulation 9.3 (a)(vi)		Offer and approval of agreed separation packages for staff at the D.2 and above level (termination not contested by staff member)	X		Not yet formally delegated. Would be aligned w/selection authority.
Regulation 9.3 (a)(vi)		Offer and approval of agreed separation packages for professional staff and above, up to and including D.1 and for staff in the general service and related categories (termination not contested by staff member).		X	Not yet formally delegated.
Regulation 9.3 (b)	See also Rule 9.6 (d)	Termination of staff holding continuing appointments without the consent of the staff member where such action is in the interest of the good administration of the		X ¹⁶	New provision. Not yet formally delegated.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
		Organization, for professional staff and above, up to and including D.2 level, and for staff in the general service and related categories ¹⁵ .			
Regulation 9.3 (c) & Annex III (c)		Decision to pay and/or limit indemnity to staff member terminated for unsatisfactory or who for disciplinary reasons is separated from service for misconduct other than by dismissal at the Assistant Secretary-General or Under-Secretary-General level	X		Not yet formally delegated and retained by SG.
Regulation 9.3 (c) & Annex III (c)		Decision to pay and/or limit indemnity to staff member terminated for unsatisfactory or who for disciplinary reasons		X	Not yet formally delegated but in practice not exercised by SG.

¹⁵ See also Staff Rule 9.3 above on agreed termination.

¹⁶ In consultation with the Executive Office of the Secretary-General.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
		is separated from service for misconduct other than by dismissal for professional staff and above, up to and including the D.2 level and for staff in the general service and related categories			
Regulation 9.3 (d)		Decision to pay higher termination indemnity when terminating appointments of staff at the D.2 or above level	X		Retained by SG.
Regulation 9.3 (d)		Decision to pay higher termination indemnity when terminating appointments of professional staff and above, up to and including D.1 and for staff in the general service and related categories		X	Not yet formally delegated.
	Rule 9.3	Separation of staff on	X		Retained by SG

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
		abandonment of post of Under-Secretaries-General and Assistant Secretaries-General			through umbrella clause.
	Rule 9.3	Separation of professional staff and above, up to and including D.2 and for staff in the general service and related categories on abandonment of post		X	Currently technically retained by SG through umbrella clause. Was never expressly delegated.
	Rule 9.6 (c)(i)	Termination on abolition of posts of Under-Secretaries-General and Assistant Secretaries-General	X		Currently retained by SG.
	Rule 9.6 (c)(i)	Termination of professional staff and above, up to and including D.2 and for staff in the general service and related categories on abolition		X	Technically currently retained by SG because never been formally delegated under

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
		of post			current scheme.
	Rule 9.6 (c)(ii)	Termination for unsatisfactory service of Assistant-Secretaries-General and Under-Secretaries-General	X		Currently retained by SG through umbrella clause on termination (see above).
	Rule 9.6 (c)(iv)	Termination for disciplinary reasons of Assistant-Secretaries-General and Under-Secretaries-General. ¹⁷	X		Currently, USG/DM has authority to take disciplinary measures without distinction in level of staff through a "Note" by EOSG.
	Rule 9.6 (c)(iv)	Termination for disciplinary reasons of professional staff and above, up to and including D.2 and for staff in the general service and		X	Currently, USG/DM has authority to take disciplinary measures without distinction in level of staff through a

¹⁷ See below under Staff Regulation 10.1.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg. or Rule/Other)
		related categories			"Note" by EOSG.
	Rule 9.6 (c)(v)	Termination for facts anterior to the appointment of the staff member and relevant to his or her suitability having come to light that should have precluded his or her appointment, for Assistant-Secretaries-General and Under-Secretaries-General	X		Retained by SG.
	Rule 9.6 (c)(v)	Termination for facts anterior to the appointment of the staff member and relevant to his or her suitability having come to light that should have precluded his or her appointment, of professional staff and above, up to and including D.2 and for staff in the general service and related categories		X	Currently technically retained by SG due to umbrella clause and because it was never formally delegated.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
	Rule 9.6 (c)(vi)	Termination in the interest of good administration not contested by the staff member at the D.2 and above levels ¹⁸	X		Technically currently retained by SG through umbrella clause.
	Rule 9.6 (c)(vi)	Termination in the interest of good administration not contested by the staff member of professional staff and above, up to and including D.1 level, and for staff in the general service and related categories ¹⁹		X	Technically retained by SG due to umbrella clause but in practice not implemented by SG. (not problematic area as it's with consent of staff member).
	Rule 9.6 (d)	Termination of continuing appointments without consent of the staff member, in the interest of the good	X		New authority; never been delegated, so technically

¹⁸ See also Staff Rule 9.3 above on agreed termination.

¹⁹ See also Staff Rule 9.3 above on agreed termination.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
		administration of the organization, at the D.2 and above level			currently still with by SG.
	Rule 9.6 (d)	Termination of continuing appointments without consent of the staff member, in the interest of the good administration of the organization, of professional staff and above, up to and including D.1 level and for staff in the general service and related categories		X	New authority; never been delegated, so technically still retained by SG.
	Rule 9.7 (d)	Decision to pay compensation in lieu of notice for termination of Assistant Secretaries-General and Under-Secretaries-General	X		Never been delegated, so retained by SG.
	Rule 9.7 (d)	Decision to pay compensation		X	Never been

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg. or Rule/Other)
		In lieu of notice for termination of professional staff and above, up to and including D.2 and for staff in the general service and related categories			delegated so currently technically retained by SG.
ARTICLE X	CHAPTER X				
Regulation 10.1		Decision to impose disciplinary measure on Assistant Secretaries-General and Under-Secretaries-General	X		Currently, USG/DM has authority to impose disciplinary measures through a "Note" by the EOSG without distinction in levels of staff.
Regulation 10.1		Decision to impose disciplinary measure on professional staff and above, up to and including D.2 and for staff in		X	Currently, USG/DM has authority to impose disciplinary measures through a "Note" by the

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
		the general service and related categories			EOSG without distinction in levels of staff.
	Rule 10.1 (b)	Decision to require Assistant Secretaries-General and Under-Secretaries-General to reimburse United Nations for financial loss	X		Currently delegated to for all levels of staff to ASG/OHRM. Proposal to appropriately distinguish authority between grade levels.
	Rule 10.1 (c)	Decision to launch an investigation ²⁰ into allegations of misconduct of Assistant Secretaries-General and Under-Secretaries-General	X		Decision to launch an investigation currently lies with each Head of Department/Office. For ASG/USG, SG's decision is more appropriate. Actual

²⁰ The Office of Internal Oversight Services' (OIOS) authority to launch and conduct investigations is not impacted by this delegated authority.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
					charges etc. would still be implemented by OHRM.
	Rule 10.2 (b)(i)	Reprimand to Assistant Secretaries-General and Under-Secretaries-General	X		ASG/OHRM and all supervisors can currently issue reprimands. Current delegation for ASG/USG not clear; proposal clarifies.
	Rule 10.3 (a)	Decision to initiate the disciplinary process concerning Assistant Secretaries-General and Under-Secretaries-General	X		Currently, decision to initiate discipl. process for all levels staff lies w/ASG/OHRM. Proposal appropriately distinguishes for this decision for ASG/USG level staff.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
	Rule 10.3 (a)	Notification of the charges in writing and provision of opportunity to respond (any level)		X	Never before formally delegated in this –appropriate-detail.
	Rule 10.3 (d)²¹	Authority to appeal against a judgment of the United Nations Dispute Tribunal	X²²		Not formally delegated. May be contained in OLA's TOR. The proposal clarifies.
	Rule 10.4 (a)&(c)	Decision to grant/place on administrative leave with or without pay pending investigation of Assistant Secretaries-General and Under-Secretaries-General	X		New authority. Currently for staff at all levels, authority lies with ASG/OHRM and Heads of Dptments and Offices. Proposal distinguishes

²¹ See also Rule 11.5 (b).

²² The Secretary-General has authorized the Office of Legal Affairs to represent him before the United Nations Appeals Tribunal.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
					appropriately for ASG/USG and other staff.
ARTICLE XI	CHAPTER XI				
	Rule 11.1 (b)	Decision to initiate informal resolution, including mediation, and settlement, of the issues involved at any time before or after the staff member chooses to pursue the matter formally		X²³	New authority; never been formally delegated. Proposal includes authority for USG to settle cases.
	Rule 11.2 (c)	Extension of deadline to request for management evaluation pending efforts at informal resolution as conducted by the Office of the Ombudsman		X	New authority; never been formally delegated. TOR for DM indicate this authority for DM already, however.

²³ For matters regarding staff at D-2 and above levels, in consultation with the Executive Office of the Secretary-General.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
	Rule 11.2 (d)	Response to the management evaluation submitted by Assistant Secretaries-General and Under-Secretaries-General contesting administrative decision	X		New authority, never been formally addressed. Proposal clarifies that for management evaluations by ASG/USG, response comes from SG.
	Rule 11.2 (d)	Response to the management evaluation submitted by professional staff and above, up to and including D.2 level and for staff in the general service and related categories		X	New authority; never been formally delegated. TOR for DM indicate this authority for DM already, however.
	Rule 11.2 (d)	Extension of the deadline for the Secretary-General's		X	New authority; never been formally delegated. TOR for

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary-General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
		response reflecting the outcome of the management evaluation, pending efforts at informal resolution as conducted by the Office of Ombudsman			DM indicate this authority for DM already, however.
	Rule 11.3 (b) (ii)	In cases involving separation from service, decision to suspend the implementation of the contested administrative decision until the management evaluation has been completed		X	New authority; never been formally delegated. TOR for DM indicate this authority for DM already, however.
	Rule 11.5 (b)	Authority to appeal against a judgment of the United Nations Dispute Tribunal	X²⁴		See rule 10.3 and regulation 11.1 above.

²⁴ The Secretary-General has authorized the Office of Legal Affairs to represent him before the United Nations Appeals Tribunal. See also footnotes to regulation 11.1 and rule 10.3 above.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
ARTICLE XII	CHAPTER XII				
Regulation 12.2		Provisional amendments of the staff rules	X		Retained by SG.
	Rule 12.3 (a)	Provisional amendments of the staff rules	X		Retained by SG.
	CHAPTER XIII				
	Rule 13.1 (b) (i) and (ii), with staff regulation 9.3 (a)(ii) and staff rule 9.6(c)(ii)	Termination of permanent appointments for unsatisfactory performance of professional staff and above, up to and including D.2 level and for staff in the general service and related categories		X	Retained by SG.
	Rule 13.1 (b)	Appointment of special	X		Retained by SG.

UN Staff Regulations	UN Staff Rules	Decision	Authority		
			Proposal: Retained by the Secretary-General	Proposal: Delegated to the Under-Secretary- General for Management	CURRENT STATUS (e.g. retained by SG/New Staff Reg or Rule/Other)
	(ii)	advisory board			
	Rule 13.1 (d) with staff regulation 9.3 and staff rule 9.6	Termination of permanent appointment on abolition of post or reduction of the staff		X	Not yet formally addressed in delegation. Abolition is a budget decisions.
	Rule 13.4	Decision to grant permanent appointments to staff with five or more consecutive years of service on 100 series of Staff Rules on or before 30 June 2009 and who were 53 years of age on completion of five years, for staff at the D.2 level	X		This authority will be phased out once one-time conversion is completed. Currently with SG.

Annex III

Annex I

MATTERS RESERVED TO THE SECRETARY-GENERAL

<u>Regulation 1.5</u>	Decision to waive privilege or immunity
Rule 101.2 (a)	Establishment of normal working hours at Headquarters
101.3 (a)	Establishment of official holidays at Headquarters
<u>Regulation 3.1. annex I (2)</u>	Authority to make additional payments to Under-Secretaries-General and Assistant Secretaries-General
<u>annex I (5)</u>	Authority to make additional payments to Directors and to heads of offices away from Headquarters
Rule 101.1	Establishment of salary scales for Field Service personnel
103.18 (b) (iii)	Authorization of deductions for indebtedness to third parties to which the staff member does not agree
<u>Regulation 4.5</u>	Appointment of Under-Secretaries-General and Assistant Secretaries-General
	Appointment for one year or more of staff members in the Director (D-2) level and extension of such appointments. Appointment for one year or more of staff members at the Principal Officer (D-1) level and at the Senior Officer (P-5) level in the Professional category
Rule 104.6	Establishment of conditions under which staff members shall be regarded as local recruits
104.7	Establishment of conditions governing loss of entitlement to international benefits
104.14 (b) (i) and (c) (i)	Appointment of members of the Appointment and Promotion Board and Committees
(c) (iii)	Promotion of staff to the Director (D-2) and principal Officer (D-1) levels and to the Senior Officer (P-5) level in the Professional category
106.4	Grant of compensation over \$25,000 for death, injury or illness

/...

- Rule 107.8 Establishment of standards of travel accommodation
- 107.10 Approval of exceptions to the standards of travel accommodation
- Regulation 8.1 (b) Agreement to electoral regulations drawn up by the staff representative bodies
- Rule 108.2 (a) and (b) Selection of president, and of members representing the Secretary-General, of the Joint Advisory Committee at Headquarters and of the Secretariat-wide joint staff-management body
- (e) Designation of secretary of Joint Advisory Committee at Headquarters and of Secretariat-wide joint staff-management body
- Regulation 9.1 Termination of appointments (except as provided in annexes II and V)
- 9.3 (a) and annex III (d) Decision to pay indemnity to staff member dismissed for misconduct
- 9.3 (b) Decision to pay higher termination indemnity
- 9.5 Decision to retain in service beyond the age of 60 staff members at the Senior Officer (P-5) level and above
- Rule 109.1 (a) Appointment of chairman and members of the Special Advisory Board
- 109.2 (b) Decision to waive notice of resignation of staff at the Assistant Secretary-General level and above
- (c) Decision to require that resignation be submitted in person
- Regulation 10.2 Decision to impose disciplinary measures or to summarily dismiss a staff member
- Rule 110.2 (a) (i) and (ii) Appointment of chairpersons and members of Joint Disciplinary Committees
- (d) Removal of chairperson or member appointed by Secretary-General
- 111.2 (a) (i) and (ii) Appointment of chairpersons and members of Joint Appeals Boards

Rule 111.2 (c) (iii)

Decision to refer appeal to a board other than
Headquarters Board or to establish an appropriate
ad hoc body

(d)

Removal of chairperson or member appointed by
Secretary-General

111.3 (1)

Decision on reports of the Joint Appeals Boards

112.2 (a)

Provisional amendments of the staff rules