

UNITED NATIONS

SECRETARIAT



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SECRETARY-GENERAL'S BULLETIN

To: MEMBERS OF THE STAFF

Subject: COMPETITIVE EXAMINATIONS FOR PROMOTION TO THE PROFESSIONAL CATEGORY
OF STAFF MEMBERS FROM OTHER CATEGORIES

1. The Secretary-General has decided to establish annual competitive examinations by occupational groups as the basis for selecting staff members in the General Service and other categories for promotion to posts in the Professional category subject to geographical distribution. This new policy is among the reforms in personnel administration being introduced in the Secretariat. It is based on recommendations of the Joint Inspection Unit and the Administrative Management Service as well as on the request made by the General Assembly in its resolution 33/143 of 20 December 1978. The new policy is consistent with regulations 4.3 and 4.4 of the United Nations Staff Regulations and in line with the practice that has been followed in the selection of qualified staff to fill Professional posts with special language requirements, such as posts for translators and editors.
2. The competitive examination procedure, which replaces the current annual department-by-department review, will provide eligible staff members with an opportunity to compete for selected posts for which they qualify in any department or office at any duty station. Staff members in the General Service and other categories, including the Field Service, with five years or more of continuous service in the United Nations Secretariat and post-secondary educational qualifications will be eligible to sit for the examination.
3. Selection from among the new posts and vacancies foreseen for the forthcoming year of the Professional posts at the P-1/P-2 level to be reserved for the competitive examination will be made by a Central Examination Board upon recommendation of the Office of Personnel Services in consultation with heads of departments and offices at each duty station.
4. Examinations will consist of a written test and an interview. They will be conducted by Boards of Examiners established for each occupational group in which one or more posts at the P-1/P-2 level have been verified as being available for promotion. The Central Examination Board will be responsible for the co-ordination and review of the examinations programme. Both the Central Examination Board and the Boards of Examiners will be established each year with joint staff and administration membership.

5. The successful candidates in the examination will be promoted to the posts for which they have been selected.
6. The first examination will take place in 1979 and will replace the current review.

Kurt WIEDLICH
Secretary-General
