

CONSULTANTS, INDIVIDUAL CONTRACTORS, INTERNS AND GRATIS PERSONNEL ELIGIBILITY TO APPLY FOR OR TO BE APPOINTED TO POSTS

- ❑ Legislative basis
 - Section III.B, paragraph 26, of GA resolution 51/226 requested the Secretary-General “to extend to consultants and to personnel provided on a non-reimbursable basis the current practice of barring interns from applying for or being appointed to posts in the Secretariat for a period of six months after the end of their internship”.
 - Based on the discussions leading to the adoption of the resolution, the six-month break requirement has been consistently applied to current or former interns, consultants, individual contractors and gratis personnel.
 - The requirement applies to all appointments against any position. It is incorporated into paragraph 6.11 of [ST/AI/2010/3](#), in respect of appointments of one year or longer and in paragraph 5.3 in [ST/AI/2010/4/Rev.1](#) in respect of temporary appointments.
- ❑ The purpose of the restriction requested by the General Assembly was to address the concern expressed by a number of Member States that many of their own nationals would be denied the advantage enjoyed by other persons who, using the opportunity of serving in the Secretariat in a non-staff capacity, could obtain valuable professional experience and establish contacts that would facilitate subsequent selection for appointment as staff members at the professional level.
- ❑ The following guidelines have been approved to ensure that the goal of the restriction imposed by the General Assembly is met, without extending its scope beyond what was intended by the Member States:
 - Application of the requirement of a six-month break between the prior service as a non-staff member and application for or appointment to a position as a staff member should be limited to positions at the professional level and above carrying international recruitment status;
 - The requirement applies in respect of appointments to any position regardless of source of funding and/or duration;
 - The requirement is not applicable when a person considered for appointment is serving or has previously served as a consultant, individual contractor, intern or gratis personnel with a specialized agency or an Office, Fund or Programme – such as UNHCR, UNICEF or UNDP – which is separately administered and funded from voluntary contributions unless the contract was administered by such entities on behalf of a UN Secretariat entity;
 - The fact that a person is subject to the requirement does not affect the possibility of extending the service of that person as a consultant, individual contractor, intern or gratis personnel when this is consistent with the rules governing these categories of personnel.

Approved on 2 October 2003
Revised on 21 April 2010
Revised on 02 September 2014

modified 3 Nov 2011 to incorporate ST/AI/2010/4/Rev.1