

tory Commission to advise the Executive Secretary on his plans for the organization of the IRO and his appointments of senior members of the staff. The terms of reference of the Advisory Committee were subsequently widened to enable it to recommend action to the Preparatory Commission on all outstanding matters concerning the bringing into effective operation of the IRO.

At the third part of its first session, held in July 1947, the Preparatory Commission received with regret the resignation of Mr. Arthur J. Altmeyer and elected as Executive Secretary in his stead Mr. William Hallam Tuck. At the same time, Sir Arthur Rucker, K.C.M.G., C.B., C.B.E., was appointed Deputy Executive Secretary.

The Preparatory Commission convened for the fourth part of its first session in October 1947 and again for the fifth part of its first session in January 1948, by which time it felt able, in view of the degree of reorganization which had been achieved by the Executive Secretary, to give its approval in principle to the personnel establishment which had been set up.

At the sixth part of its first session, in May 1948, the Preparatory Commission took certain final steps towards the coming into existence of the IRO itself. By that time, twenty-one governments had signed the Constitution, fourteen of them having either signed without reservation as to subsequent approval or having formally accepted the Constitution subsequent to signature ; thus it was necessary for only one more government to complete the formalities of accepting the Constitution to bring it into force. The Commission therefore took preliminary steps to arrange for the convening of the General Council on 13 September 1948.

## SECTION II

### **Transfer from UNRRA and IGCR**

In assuming, on 1 July 1947, operational responsibility for the refugees and displaced persons eligible for assistance under the terms of the Constitution of the IRO, the Preparatory Commission also took over in large part such assets and personnel of the UNRRA Displaced Persons Operation and of the IGCR as were considered appropriate. Shortly after that date, in accordance with plans made by the Executive Secretary, the personnel of the Headquarters of the IGCR who were to

join the Preparatory Commission were transferred to the Commission's Headquarters at Geneva. For reasons of operational facility, the Field Liaison Centre in Paris, which had been created by UNRRA, was maintained for a few weeks by PCIRO. The Field Liaison Centre supervised the amalgamation in the various areas of operation of the missions or field offices of UNRRA with those of the IGCR. The Field Liaison Centre was closed during August 1947 and the necessary staff transferred to PCIRO Headquarters at Geneva.

### SECTION III

## Scope of Operation

On 1 July 1947, PCIRO became the largest operating agency of the United Nations in both the geographical scope of operations and numbers of people employed and served. It undertook the operation of missions and field offices in twenty-five different countries on five continents. The number of international staff members taken over from the predecessor organizations during July was 1,950, including 30 who had already been engaged in the preliminary work of the Organization. This international staff represented thirty-two different nationalities. In addition, 2,833 local employees came on to the payroll of the Organization during July 1947.

The Organization inherited four separate headquarters—those of IGCR in London, UNRRA in Paris, UNRRA Finance in London and the PCIRO staff in Geneva—and field missions and offices of the two predecessor organizations. The consolidation of the headquarters elements in Geneva and the field missions throughout the areas of operation was an administrative task of considerable magnitude.

Moreover, in order to introduce into PCIRO persons who had no connexion with either of the predecessor organizations and to secure the widest geographical representation possible among the staff, new personnel of the nationalities of the countries Members of the Preparatory Commission were recruited and incorporated into the new Headquarters and into the reorganized establishments in the field. A salary scale suitable to attract sufficiently experienced and qualified personnel (some of them to do work of a highly specialized nature) and yet at a level which could be met from the limited funds at the disposal of the Organization was drawn up and detailed conditions of service established.