tion with staff worldwide consistently demonstrated a strong staff demand for counselling, consultation and guidance on ethics and integrity issues.

The Secretary-General further added that the Ethics Office remained a leading advocate for the values and principles enshrined in the Charter. By engaging directly with staff and other stakeholders on those values and promoting adherence to the highest standards of efficiency, competency and integrity, the Office played a distinctive and indispensable role within the Organization.

Amendments to Staff Regulations and Rules

Report of Secretary-General. In July [A/70/135], the Secretary-General presented amendments to the staff regulations and rules that he proposed to implement as at 1 January 2016.

The amendments pertained to the Rule 4.15 concerning senior review bodies (instead of the Senior Review Group) and central review bodies for staff selection and managed mobility; Rule 5.3 on special leave; and Rules 9.9 concerning commutation of accrued annual leave.

Staff safety and security

Report of Secretary-General. In response to General Assembly resolution 69/133 [YUN 2014, p. 1693], the Secretary-General, in September [A/70/383], submitted a comprehensive report on the safety and security of humanitarian personnel and protection of UN personnel, covering the period from January 2014 to June 2015.

The Secretary-General gave an overview of the global security environment, associated security threats and challenges facing UN personnel, and the response of the Organization to those threats and challenges. It also contained an analysis of emerging security trends, their key drivers and their implications for UN personnel, and highlighted the role of the Department of Safety and Security (DSS) in strengthening safety and security and, in turn, enabling the UN to deliver its programmes across the globe.

The Secretary-General noted that UN personnel continued to work in environments with significant security challenges marked by armed conflict, post-conflict instability, the proliferation of violent extremism and terrorism, rising crime, civil disorder and widespread human rights violations, most of which were fuelled by underlying political, economic and social crimes. The actors who represented the primary threat were violent extremists, armed groups, organized criminal networks and opportunistic individuals manifesting little or no respect for the mandate or values of the UN. Such actors did not view the Organization as a neutral or impartial entity and, in

some cases, viewed its presence as an impediment to their objectives.

The rapid rise of the Islamic State in Iraq and the Levant was of great concern, in particular given the already substantial threat by other extremist movements, such as Al-Qaida, Boko Haram and Al-Shabaab. In 2014, out of 15 UN personnel who lost their lives as a result of violence, 6 were killed in terrorist acts attributed to such groups. The persistent anti-UN propaganda that they conveyed, including through the Internet and various forms of social media, suggested that the threat of targeted attacks against the Organization would continue in the coming years. Such groups, and their growing number of affiliates, threatened UN personnel and programmes in an increasing range of geographic areas. Meanwhile, in Iraq, Mali, Somalia, the Syrian Arab Republic and Yemen, the UN faced unprecedented security challenges as armed conflict had become intertwined with terrorism and with violent extremists who exploited local, national and regional vulnerabilities, including underlying ethnic, religious, sectarian or socioeconomic tensions.

The evolving global security environment had profound impacts on the Organization, both in terms of risks to personnel and the continuing implementation of programmes. While the dangers in the operating environment had increased, as demonstrated by a rise in the number of attacks against UN premises in the first six months of 2015 relative to 2014, the impact on personnel had been steadily declining, with less loss of life annually since 2011, most likely due to improved security management practices, including the increased use of armoured vehicles, safety and security training, enhanced physical security measures, security threat analysis and the application of programme criticality as a tool to determine acceptable risk. Those practices had strengthened the safety and security of personnel around the globe, thereby enabling the UN to stay and deliver its programmes, despite a zero-growth budget and with no increase in DSS posts.

Fifteen UN personnel lost their lives and 65 were injured in 2014 as a result of acts of violence. An additional 8 personnel were killed and 42 injured during the first six months of 2015. The total of 23 personnel killed represented a decrease over the previous 18-month reporting period, during which 28 personnel were killed.

Six personnel were killed in 2014 as a result of terrorism and an additional five in the first six months of 2015, the first recorded period in which deaths from terrorism exceeded those resulting from other causes. It was too early, however, to determine whether that situation would develop into a trend. On 17 January 2014, four personnel died in an attack at a restaurant in Kabul, Afghanistan, and on 4 July 2014, two were killed in Gaalkacyo, Somalia. On 13 February 2015, a UN