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CIRCULAR LETTER 45/2016  
20 September 2016

**APPROVAL OF EDITION 8.0.0 OF IHO PUBLICATION M-7 -  
STAFF REGULATIONS OF THE IHO**

Reference: IHO Circular Letter 26/2016 dated 03 June - *Call for Approval of a new edition of the Staff Regulations of the IHO*

Dear Hydrographer,

1. The referenced Circular Letter proposed the adoption of a new edition of the Staff Regulations of the IHO. The Directing Committee would like to thank the following 58 Member States that replied to the Circular Letter: Algeria, Argentina, Australia, Bahrain, Bangladesh, Belgium, Brazil, Brunei Darussalam, Canada, Chile, Colombia, Croatia, Cuba, Ecuador, Estonia, Fiji, Finland, France, Georgia, Germany, Greece, Guatemala, Iceland, India, Ireland, Italy, Japan, Latvia, Malaysia, Mauritius, Mexico, Monaco, Morocco, Mozambique, Myanmar, Netherlands, New Zealand, Nigeria, Norway, Papua New Guinea, Peru, Poland, Portugal, Republic of Korea, Romania, Russian Federation, Saudi Arabia, Slovenia, South Africa, Spain, Suriname, Sweden, Thailand, Tunisia, Turkey, Ukraine, United States of America, and Uruguay.

2. All the votes were positive, except one: Brunei Darussalam indicated that it could not approve the new text because as a new member of the IHO it did not have sufficient knowledge of the operation of the Secretariat. One Member State (Brazil) provided comments which are addressed in Annex A.

3. There are currently 85 Member States of the IHO with three States suspended. Therefore, the majority required for adoption of the revised edition is 55. As a result, edition 8.0.0 of IHO Publication M-7 - *Staff Regulations of the IHO* has been adopted and will enter into force on 1 January 2017. The new edition will be posted on the IHO website at *Home > Standards & Publications > Download* as soon as possible.

On behalf of the Directing Committee  
Yours sincerely,

Robert WARD  
President

Annex A: Member States' responses to IHO CL 26/2016 and comments from the Directing Committee

**MEMBER STATES' RESPONSES TO IHO CL 26/2016 AND COMMENTS FROM  
THE DIRECTING COMMITTEE**

**APPROVAL OF EDITION 8.0.0 OF  
IHO PUBLICATION M-7 - STAFF REGULATIONS OF THE IHO**

**BRAZIL**

Vote = YES

1 - Regarding to the Item 6) of the Executive Summary of the Summary Report it is not clear if the proposed amendments bring any benefit to the STAFF.

*Comment from the Directing Committee:*

*The proposed amendments were prepared in accordance with the instructions of the 5<sup>th</sup> Extraordinary International Conference. As indicated in the Executive Summary, the instructions were "to show separately and clearly the differences between internationally recruited staff and locally recruited staff thereby making it clear that internationally recruited staff are aligned with the UN Common System and locally recruited staff are aligned with the Monaco Civil Service".*

2 - Regarding to the Item 7) of the Executive Summary of the Summary Report it is not clear what does "little or no impact on the budget" mean in terms of percentage of the overall IHO Budget.

*Comment from the Directing Committee:*

*The budgetary impact of the proposed changes is detailed in paragraphs 126 to 139 of the Summary Report. The affordability is addressed in paragraphs 8 to 11 of the Executive Summary of the Summary Report.*