

IHB File No. S1/0410

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**AMENDMENT TO IHB STAFF REGULATIONS -
5th Edition - July 1998**

RE-INTRODUCTION OF CATEGORY "C" SALARY SCALE

Reference: XVth IH Conference Decision No. 52

Dear Sir,

The XVth International Hydrographic Conference adopted (Decision No. 52) the Report of the Sub-Committee on Terms and Conditions of Service of the Directors and Staff of the IHB, and tasked the Directing Committee with the implementation of the recommended modifications.

It was decided that the new B1 and B2 salary tables, as proposed in the Report, would combine the previous B and C categories. Moreover, the report indicated that the range of indices for the B1 salary scales would be fixed between 380 and 646 and 302 and 529 for the B2. The 5th Edition (July 1998) of the IHB Staff Regulations reflects this modification.

Subsequently, the Directing Committee has been engaged in restructuring the IHB activity which has had a certain impact on staff employment. In essence, the IHB Directing Committee envisaged maintaining the supplementary Category A post (approved by the 2nd Extraordinary International Hydrographic Conference in March 2000) and reducing the number of Category B posts.

From experience, it has now become apparent that the IHB needs to be able to recruit staff (with contracts of limited duration) at a level corresponding to the former Category C in order to provide general support to the IHB staff at a lower cost.

Therefore, we are pleased to inform you that, on the basis of Article I.3 of the Staff Regulations in force, the Directing Committee has decided to re-introduce the Category C table (with indices going from 223 to 355), which will enter into force immediately.

On behalf of the Directing Committee
Yours sincerely,

Rear Admiral Giuseppe ANGRISANO
President

Encls: - Annex I (Decision No. 52 of the XVth I.H. Conference)
- Annex II (Copy of Article I.3 of the IHB Staff Regulations (5th Edition, July 1998))

Decision No. 52 of the XVth International Hydrographic Conference (1997)

DECISION No. 52 - Report of the Sub-Committee on Terms and Conditions of Service of the Directors and Staff of the IHB (CONF.15/F/05) and (CONF.15/F/05 Add.1)

It was decided to approve the following recommendations of the Sub-Committee:

a. Salaries for Directors

No increase in level before the next I.H. Conference.

b. Salaries for Category A Staff

Although there was a gap between remuneration for Category A personnel and that of United Nations personnel with similar qualifications, it was not judged large enough to require an adjustment.

c. Fixed Term Contracts of Employment for Category A Personnel

The principle of fixed term contracts without automatic renewal was adopted.

Appointments will be for an initial period of two years, followed by a second contract period of two years, followed by one contract of five years assuming fully satisfactory performance and a requirement for the duties of the position at the time of the renewal. There should be no expectation of automatic renewal. Incumbents of those positions will have to compete against other candidates, if any, to have a contract renewal beyond nine years. In addition, there is not to be any indemnity if an incumbent departs at the completion of any fixed contract period.

The Conference decided not to apply these rules to Category A Personnel already on staff, and left it optional for existing personnel to choose the new rules.

d. Salaries For Category B Personnel

It was decided that the new salary levels for categories B1 and B2 proposed in the Report of the Sub-Committee be studied to allow a staff member to reach the top of the relevant pay scale before retirement age. It is also proposed that the Directing Committee reclassify the Category B personnel after study, on a case by case basis. (See Addendum 1, para 3.7)

e. Advancement of Personnel

It was decided that the rules contained in Article V.10 (d) of the Staff Regulations April 1993 should be applied according to the Tables I, II and III, particularly in cases of exceptional advancement for senior personnel.

f. Amendments to Staff Regulations

A number of modifications will be made to the Staff Regulations of April 1993 to bring them in line with the proposals adopted by the Conference and to ensure that they are compatible with other regulations. A new edition of the Regulations should be prepared by the D.C. and circulated to Member States for their adoption.

NOTE : In interpreting these decisions of the Conference, reference should be made to the Report of the Sub-Committee on Terms and Conditions of Service of the Directors and Staff of the IHB (CONF.15/F/05) and Addendum 1 to the Report (CONF.15/F/05/Add.1).

Article I.3 of the Staff Regulations, 5th Edition - July 1998
(International Hydrographic Bureau, Monaco)

I.3 These Regulations may be amended by the Conference or by a decision by Member States voting by Circular Letter (Convention Article V (g)). They may also be amended by the Directing Committee subject to maintenance of the acquired rights of Staff Members and as long as no financial costs to the Bureau beyond those approved in the 5 year budget are introduced. All amendments will be serially numbered and promulgated by Staff Memorandum. A notification shall be made inside the front cover of each copy of the Staff Regulations when each correction has been made to that copy.

The tables annexed to these Regulations are subject to periodical changes by the Directing Committee to keep them updated with respect to the other systems on which they are based. Such changes will be notified to all Member States by Finance Committee (FC) letters.
