



IHB File No. SPWG -1

CIRCULAR LETTER No. 37/2006
7 April 2006

**SPWG PROPOSALS:
CHANGE FROM DIRECTING COMMITTEE TO SECRETARY-GENERAL AND DIRECTORS
AND EXAMINATION OF A NEW SALARY SCHEME**

Reference: IHB CL 02/2006 dated 13 January 2006.

Dear Hydrographer,

1. The Directing Committee is pleased to inform you that 41 Member States responded to the above-referenced Circular Letter and that the majority is in agreement with the two proposals made by the SPWG. The comments made by Member States are given in Annex A.

2. **Change-over to Secretary-General and Directors:** 40 Member States (Algeria, Australia, Belgium, Brazil, Canada, Chile, Colombia, Cyprus, Ecuador, Egypt, Estonia, Finland, France, Germany, Greece, Iceland, India, Italy, Japan, Korea, Rep. of, Latvia, Mexico, Monaco, Mozambique, Netherlands, New Zealand, Norway, Oman, Papua New Guinea, Peru, Poland, Portugal, Serbia & Montenegro, Slovenia, South Africa, Spain, Sri Lanka, Sweden, UK and USA) replied positively agreeing that the procedures for election of the Directing Committee, starting from the XVIIth I.H. Conference, should include a clause stating that the candidate accepts to convert from the present system of Directing Committee to the new system of Secretary-General and Directors, if the new structure of the Organization is approved after the election of the Directing Committee. One Member State (Argentina) replied negatively.

Note by IHB: This clause of acceptance has been included in the Nomination Form for candidates for the DC elections at the XVIIIth IHC.

3. **Establishment of a Finance Committee Working Group to study the salary scheme for the Secretary-General and Directors:** 38 Member States (Algeria, Australia, Belgium, Brazil, Canada, Chile, Colombia, Cyprus, Ecuador, Estonia, Finland, France, Germany, Greece, Iceland, India, Italy, Japan, Latvia, Mexico, Monaco, Mozambique, Netherlands, New Zealand, Norway, Oman, Papua New Guinea, Peru, Poland, Portugal, Serbia & Montenegro, Slovenia, South Africa, Spain, Sri Lanka, Sweden, UK and USA) agree to the establishment of such a WG and 8 countries have nominated representatives to participate in the WG, as follows:

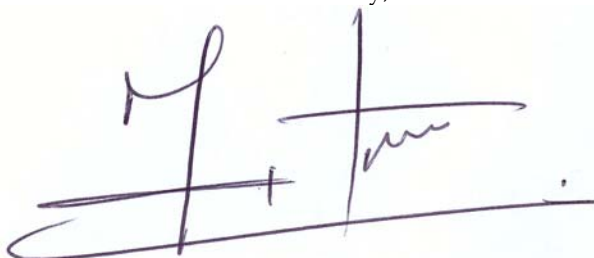
Ms Ingelore HERING	(Germany)
Mr. M. GAZIELLO, Chairman of the IHO Finance Committee	(Monaco)
Mr. S. MUNDLOVO	(Mozambique)
Mr. J. SPITTAL	(New Zealand)
Mr. F. KLEPSVIK	(Norway)
Captain Bayden JOHNSON	(Papua New Guinea)
Mr. B. BUSSEY, Vice-Chairman of the IHO Finance Committee or Mr. A. Maidment	(UK)
Ms Heather WARD, U.S. Dept. of State	(USA)

The three remaining countries reacted as follows: Argentina has voted negatively; Egypt has expressed concerns that the Member States' contributions might be increased whereas the Republic of Korea has proposed that this matter be handled by the SPWG, rather than creating another Working Group (see comments in Annex A).

The Working Group will be set up in due course and further details will be provided later.

On behalf of the Directing Committee

Yours sincerely,

A handwritten signature in dark ink, appearing to be 'A. Maratos', written over a light blue rectangular background. The signature is stylized with a large initial 'A' and a long horizontal stroke at the end.

Vice Admiral Alexandros MARATOS
President

Annex A: Member States' Comments

MEMBER STATES' COMMENTS IN RESPONSE TO CL 2/2006

SPWG PROPOSALS:

**Change from Directing Committee to Secretary-General and Directors
and the status of their salaries under the new IHO structure**

BELGIUM:

Requests clarification from the IHO Finance Committee as to what is meant by « *Consider additional benefits* », in point b., sub-para. iv.

Note by IHB : The IHB has responded to Belgium on this point explaining that such benefits refer to car allowance, telephone, utility expenses etc.

COLOMBIA:

1. The Hydrographic Service of Colombia recommends that the clause should indicate that this conversion will become effective three months after the date of ratification (DoR) of the amendments to the IHO Convention, if by April 2007 these amendments have not already entered into force.

2. The Hydrographic Service of Colombia recommends that, when the proposed WG meets, the salary policies of the United Nations Organization (UNO) should be followed for the review of the salary scheme, even though the IHO is not a specialized body of the UN system.

EGYPT:

Egypt does not agree to the establishment of a FC WG and makes the following remarks:

1. Increasing salaries and related allowances under the new structure would increase burdens on the financial expenses.
2. We are afraid that an expected increase in MS contributions would happen in due course.
3. If necessary, we propose that the candidate's country may pay the expected increase to its ¹..... and without changing financial procedures.

Note by IHB : The IHB has responded to Egypt assuring them that the proposed study of the salary structure for the Secretary-General and Directors will not result in an increase in the Member States' contributions .

INDIA:

This office does not have experts in financial matters.

KOREA, REPUBLIC OF:

Does not agree to the establishment of a FC WG. Although the NORI also understands that the salaries have to be re-examined, the IHO already has a lot of WGs. Accordingly, we think the IHO had better entrust the issue to the SPWG rather than establish a new WG.

¹ Text illegible due to poor quality fax copy

MEXICO:

1. We agree to the proposed changes considering that the new system of Secretary-General and Directors will bring improvements to the organization of the IHO and will facilitate the management and coordination between the Member States.
2. We agree that the salaries should be in accordance with the responsibilities and roles of the new structure of Secretary-General and Directors, clearly considering periodical adjustments without affecting the annual contributions of the Member States.

THE NETHERLANDS:

As communicated within the NSHC, the UN may be able to provide unambiguous, independent and accountable methods and schemes.

NEW ZEALAND:

Mr. J. Spittal will participate in the Working Group and indicates that he can only participate through email and telephone, and will not be able to attend meetings in Europe.