

Dossier del BHI No. S1/0410

CIRCULAR No. 16/2001
12 de Marzo del 2001

MODIFICACION DEL REGLAMENTO DEL PERSONAL DEL BHI -
5ª Edición - Julio de 1998

REINTRODUCCION DEL ESCALAFON DE SUELDOS DE LA CATEGORIA "C"

Referencia: Decisión No. 52 de la XVª Conferencia H.I.

Muy Señor nuestro,

La XVª Conferencia Hidrográfica Internacional adoptó (Decisión No. 52) ciertas recomendaciones al Informe del Subcomité sobre los Términos y las Condiciones de Servicio de los Directores y el Personal del BHI, y atribuyó al Comité Directivo la tarea de implementar las modificaciones aprobadas.

Se decidió que los nuevos cuadros de salarios B1 y B2, según lo propuesto en el Informe, combinarían las categorías B y C anteriores. Además, el informe indicó que la gama de índices para los escalafones de sueldos de la categoría B1 se fijarían entre 380 y 646 y entre 302 y 529 para la B2. La 5ª Edición (Julio de 1998) del Reglamento del Personal del BHI refleja esta modificación.

Posteriormente, el Comité Directivo ha emprendido la reestructuración de la actividad del BHI, que ha tenido un cierto impacto en el empleo de personal. Fundamentalmente, el Comité Directivo del BHI ha previsto mantener el puesto suplementario de Categoría A (aprobado por la 2ª Conferencia Hidrográfica Internacional Extraordinaria en Marzo del 2000) y reducir el número de puestos de Categoría B.

Por experiencia, sabemos ahora que el BHI necesita poder contratar personal (con contratos de duración limitada), a un nivel correspondiente a la antigua Categoría C, para proporcionar un apoyo general al personal del BHI, al mínimo coste.

Así pues, nos complace informarle que, basándonos en el Artículo I.3 del Reglamento de Personal en vigor, el Comité Directivo ha decidido introducir nuevamente el cuadro de la Categoría C (con índices que varíen de 223 a 355), que entrará en vigor inmediatamente.

En nombre del Comité Directivo
Atentamente,

Contralmirante Giuseppe ANGRISANO
Presidente

Anexos: - Anexo I (Decisión No. 52 de la XVª Conferencia H.I.) (*en Inglés únicamente*)
- Anexo II (Copia del Artículo I.3 del Reglamento de Personal del BHI (5ª Edición, Julio de 1998)) (*en Inglés únicamente*).

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.
