

COUNCIL  
108th session  
Agenda item 5(a)

C 108/5(a)/1  
30 April 2012  
Original: ENGLISH

## RESOURCE MANAGEMENT

### (a) Human resource matters, including amendments to the Staff Regulations and Staff Rules

#### Note by the Secretary-General

#### SUMMARY

|                             |  |
|-----------------------------|--|
| <i>Executive summary:</i>   | This document seeks the Council's approval of amendments to staff regulation 1.4 and introduction of new staff regulation 10.4 |
| <i>Strategic direction:</i> | 4  |
| <i>High-level action:</i>   | 4.0.1  |
| <i>Planned output:</i>      | 4.0.1.5  |
| <i>Action to be taken:</i>  | Paragraph 4  |
| <i>Related document:</i>    | C 105/16   |

#### Recommendations of the Joint Inspection Unit (JIU)

1 The Joint Inspection Unit (JIU), in its report entitled "Selection and Conditions of Service of Executives Heads in the United Nations System Organizations (JIU/REP/2009/8) made 13 recommendations, some of which were found not to be applicable to IMO or already in force in the Organization. Some recommendations, in line with the decisions of the Council at its 105th session, were incorporated in the contract of the Secretary-General. However, the Council at its 105th session further decided that two recommendations should result in amendments to the IMO Staff Regulations.

2 In accordance with recommendation 9 of the above-mentioned JIU report, the Council is invited to approve a revised regulation 1.4 of article I of the Staff Regulations to confirm that all IMO staff members, including the Secretary-General, are subject to the Standards of Conduct for International Civil Service. The previous and suggested new texts of regulation 1.4 are given in the annex.

3 Furthermore, in accordance with recommendation 10 of the same JIU report, the Council is invited to approve the introduction of new regulation 10.4 to article X of the Staff Regulations to deal with alleged wrongdoings allegedly committed by the Executive Head. The new suggested regulation 10.4 reads as follows:

*"REGULATION 10.4: The Internal Oversight and Ethics Office, or the Joint Inspection Unit, as appropriate, will conduct investigations into alleged cases of wrongdoings or misconduct allegedly committed by the Secretary-General."*

**Action requested of the Council**

4 The Council is invited to approve the revised staff regulation 1.4 and the new staff regulation 10.4.

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**ANNEX**

**AMENDMENTS TO THE STAFF REGULATIONS AND STAFF RULES**

| Previous text of regulation 1.4   | New text of regulation 1.4   |
|---|--|
| <p style="text-align: center;"><b>Article 1</b></p> <p style="text-align: center;"><b>DUTIES, OBLIGATIONS AND PRIVILEGES</b></p> <p>REGULATIONS 1.1 to 1.3. No change.</p> <p>REGULATION 1.4 Members of the Secretariat shall conduct themselves at all times in a manner befitting their status as international civil servants. They shall not engage in any activity that is incompatible with the proper discharge of their duties with the Organization. They shall avoid any action and in particular any kind of public pronouncement which may adversely reflect on their duties with the Organization. They shall avoid any action and in particular any kind of public pronouncement which may adversely reflect on their status or on the integrity, independence and impartiality which are required by that status. While they are not expected to give up their national sentiments or their political and religious convictions, they shall at all times bear in mind the reserve and tact incumbent upon them by reason of their international status.</p> <p>REGULATIONS 1.5 to 1.10. No change.</p> | <p style="text-align: center;"><b>Article 1</b></p> <p style="text-align: center;"><b>DUTIES, OBLIGATIONS AND PRIVILEGES</b></p> <p>REGULATIONS 1.1 to 1.3. No change.</p> <p>REGULATION 1.4 Members of the Secretariat, <i>including the Secretary-General, are subject to the provisions of the Standard of Conduct for International Civil Servants and</i> shall conduct themselves at all times in a manner befitting their status as international civil servants. They shall not engage in any activity that is incompatible with the proper discharge of their duties with the Organization. They shall avoid any action and in particular any kind of public pronouncement which may adversely reflect on their duties with the Organization. They shall avoid any action and in particular any kind of public pronouncement which may adversely reflect on their status or on the integrity, independence and impartiality which are required by that status. While they are not expected to give up their national sentiments or their political and religious convictions, they shall at all times bear in mind the reserve and tact incumbent upon them by reason of their international status.</p> <p>REGULATIONS 1.5 to 1.10. No change.</p> |