

COUNCIL
108th session
Agenda item 5(a)

C 108/5(a)/2
21 May 2012
Original: ENGLISH

RESOURCE MANAGEMENT

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

Note by the Secretary-General

SUMMARY

Executive summary: This document reports on Senior appointments; the recruitment of women; the geographical and age distribution of staff; and staff development and training as at 31 May 2012

Strategic direction: 4

High-level action: 4.0.1

Planned output: 4.0.1.5

Action to be taken: Paragraph 13

Related document: C/ES.26/5(a)/2

SENIOR-LEVEL APPOINTMENTS AND PROMOTIONS

1 In December 2011, the former Secretary-General promoted Mr. L. Barchue to D.2 as Senior Deputy Director, Member State Audit and Internal Oversight Services. Mr. C. Dahoui, Mr. M. El Housseini-Hilal, Mr. D. Pughiuc and Ms. P. Richards were simultaneously designated as Deputy Director/Head of their respective sections and promoted to the D.1 level.

2 One of the biggest challenges facing the Organization in the coming years, in terms of management, is how to improve the "delivery mechanism" in the Secretariat to address demanding issues, such as anti-piracy measures, the introduction of the mandatory Member State Audit Scheme and the ever-increasing workload. To address this will require effective human resource deployment and redeployment, the creation of new ways of handling work and improvements to working methods. It will also require close cooperation between the Secretariat and Member Governments.

3 In order to meet this challenge, in January 2012, Assistant Secretary-General, **Mr. A. Winbow** was transferred from the Administrative Division to the Maritime Safety Division, as its Director. In addition, Mr. Winbow has been requested to coordinate a review of procedures and processes with a view to introducing reforms aimed at improving the Organization's delivery mechanism.

4 As the successor to Mr. Winbow, and in recognition of his successful support to the Organization's strategic planning process whilst in the Office of the Secretary-General, **Mr. J. Espinoza-Ferrey** was transferred from the Marine Environment Division to head the Administrative Division as its Director. **Mr. S. Micallef** was promoted at the D.2 grade to the post of Director of the Marine Environment Division.

5 In the field of the Organization's anti-piracy activities, **Mr. H. Hesse** was appointed as Special Representative of the Secretary-General for Maritime Security and Anti-Piracy Programmes and promoted to the D.2 level. In this capacity, he has been entrusted with the responsibility of making further progress in the implementation of the Djibouti Code of Conduct and representing IMO in conferences and meetings dealing with piracy issues.

6 The coming four years are crucial for IMO in relation to the successful introduction of the mandatory Member State Audit Scheme and, in order to provide ample resources for these activities, staff members dealing with the Audit Scheme have been transferred from the Office of the Secretary-General to a new location in the Maritime Safety Division, through the creation of a new Department for Member State Audit and Implementation Support, thereby ensuring closer linkages between the audit activities, the coordination of flag, port and coastal State matters and the provision of support for the implementation of IMO standards. Under this arrangement, resources will be made available for the preparation of the mandatory Scheme in order to meet the target implementation dates set by the Assembly. **Mr. L. Barchue** was appointed as Head of this Department, to maintain continuity and responsibility for the handling of the audit activities.

7 In order to strengthen the function of the Office of the Secretary-General in dealing with internal audit and matters of ethics, **Mr. K-R. Min** was appointed as the Senior Deputy Director in charge of the Internal Oversight and Ethics Office in the Office of the Secretary-General.

PRESENCE OF WOMEN IN IMO STAFF

8 As shown in the table below, as at 31 May 2012, the percentage of women in the Professional and higher categories stood at 44.97 per cent – a decrease of 1.34 per cent from the 46.31 per cent reported at 31 October 2011.

	Gender		Total	Percentage of female staff
	Female	Male		
SG		1	1	0.00%
D.2	2	7	9	22.22%
D.1	5	15	20	25.00%
P.5	14	24	38	36.84%
P.4	10	19	29	34.48%
P.3	15	11	26	57.69%
P.2	21	5	26	80.77%
Total	67	82	149	44.97%

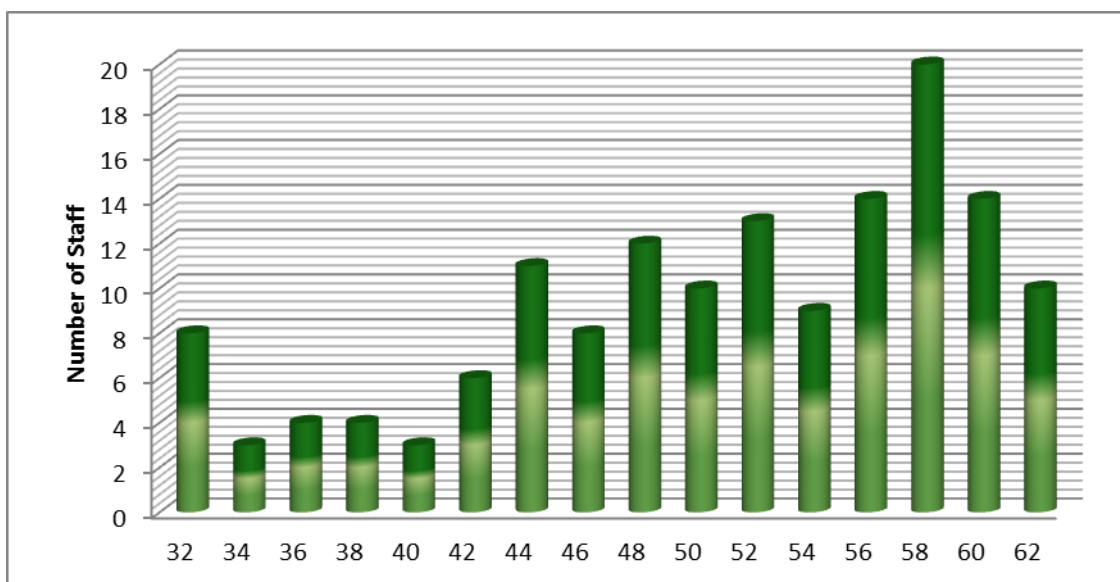
GEOGRAPHICAL DISTRIBUTION

9 A breakdown, as at 31 May 2012, of Professional and higher category posts by country, grade and gender (excluding language staff) is shown in the annex. Any significant changes to these figures between now and the time the Council meets will be reported orally.

AGE OF IMO STAFF

10 The median age of staff members in the Professional and higher categories between October 2011 and May 2012 is 51 years. More than 57.5 per cent of the staff members in the Professional and higher categories are currently 50 years of age or older. More than 36.9 per cent of staff members in that group have reached early retirement age (55 years of age) as of 31 May 2012 and could retire at any time. The average age at present is 49.87 years for staff in the Professional and higher categories. The percentage of young professionals has also increased.

**Age of staff in the Professional and higher categories as of 31 May 2012
(including language staff)**



STAFF DEVELOPMENT AND TRAINING

11 Staff development activities and courses have been limited in the first five months of 2012 as training needs are currently being assessed. Consultations have been conducted with all Divisions and a new staff development programme will be issued shortly.

ASSOCIATE PROFESSIONAL OFFICERS (APOS)

12 The new Associate Professional Officer programme was launched in November 2011 and Divisions are currently conducting interviews to select the most suitable candidates. Results will be communicated shortly to the Member States concerned and new APOs to be selected are expected to start in mid-July 2012. This will allow the Secretariat to offer training simultaneously to all new APOs in summer 2012.

ACTION REQUESTED OF THE COUNCIL

13 The Council is invited to take note of the information contained in this document and comment, as it may deem necessary.

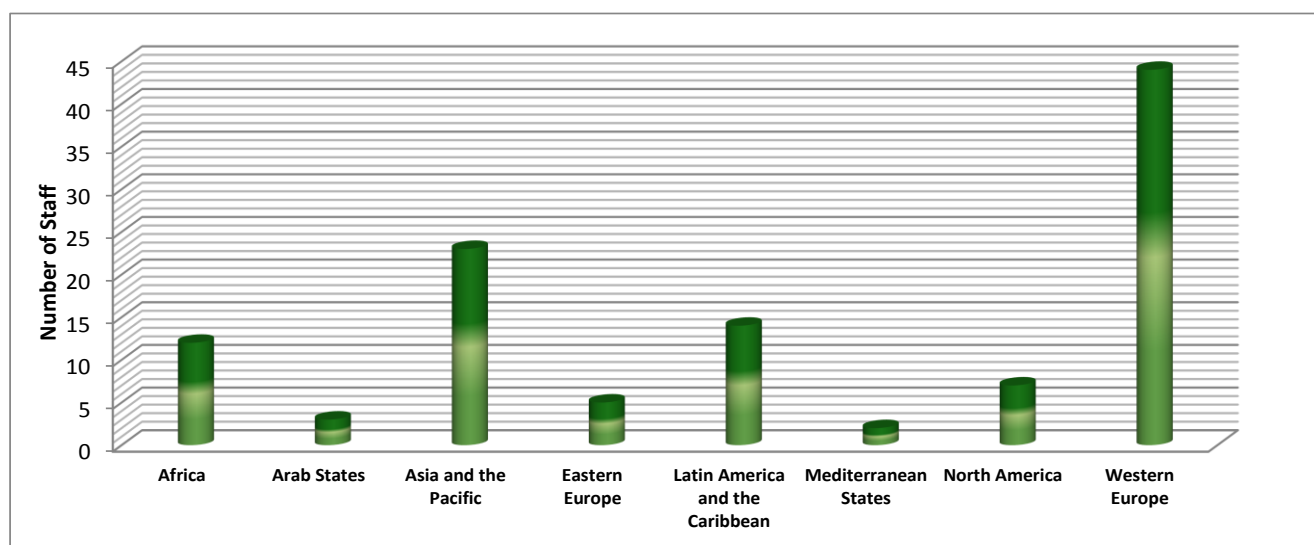
ANNEX

1. Professional and higher category staff by country, grade and gender at Headquarters at 31 May 2012 (excluding language staff)

(55 Nationalities)	SG	D.2		D.1		P.5		P.4		P.3		P.2		Total		Grand Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Argentina	0	0	0	0	0	0	1	0	0	0	1	1	0	1	2	3
Australia	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Bangladesh	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Belgium	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Brazil	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	2
Bulgaria	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Canada	0	0	0	0	0	2	0	0	1	0	0	1	0	3	1	4
China	0	0	2	0	0	0	0	0	2	0	0	0	1	0	5	5
Colombia	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	2
Croatia	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Denmark	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Egypt	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Eritrea	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
Ethiopia	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Finland	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
France	0	0	0	0	0	1	1	0	1	2	0	2	0	5	2	7
Gambia	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Germany	0	0	1	0	0	1	0	0	0	1	1	0	0	2	2	4
Ghana	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Greece	0	0	0	0	0	0	1	0	0	0	0	1	0	1	1	2
India	0	0	0	0	2	0	1	0	0	1	0	0	0	1	3	4
Iraq	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Ireland	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Italy	0	0	0	0	1	0	0	0	0	0	0	0	1	0	2	2
Japan	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2	2
Kenya	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Liberia	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Malaysia	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Malta	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Mauritius	0	0	0	0	0	1	0	0	1	0	0	1	0	2	1	3
Mexico	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Morocco	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Myanmar	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Netherlands	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	2
New Zealand	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	2

(55 Nationalities)	SG	D.2		D.1		P.5		P.4		P.3		P.2		Total		Grand Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Nicaragua	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Nigeria	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2
Norway	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Panama	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Peru	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Philippines	0	0	0	0	0	1	0	0	1	0	0	0	0	1	1	2
Poland	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Portugal	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Republic of Korea	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	2
Romania	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Russian Federation	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Spain	0	0	0	0	0	0	1	0	0	2	0	0	0	2	1	3
Sri Lanka	0	0	0	0	0	0	1	0	0	0	1	0	0	0	2	2
Trinidad and Tobago	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Turkey	0	0	0	0	0	0	1	1	0	0	0	0	0	1	1	2
United Kingdom	0	0	1	2	1	1	3	2	2	2	0	4	1	11	8	19
United Republic of Tanzania	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
United States	0	0	0	0	3	0	0	0	0	0	0	0	0	0	3	3
Uruguay	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Venezuela (Bolivarian Republic of)	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Grand Total	1	2	7	4	15	11	19	5	12	10	7	15	4	47	65	112

IMO Professional and higher category staff by region (excluding language staff)



2. Incumbents in language posts (including Word Processing Units) by grade and gender as at 31 May 2012

(12 Nationalities)	D.1		P.5		P.4		P.3		P.2		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Belgium	0	0	0	0	0	0	1	0	0	0	1	0	1
Canada	0	0	0	1	0	0	0	0	0	0	0	1	1
China	0	0	0	1	0	1	0	0	0	1	0	3	3
Colombia	0	0	0	0	0	0	0	0	1	0	1	0	1
France	1	0	1	0	1	3	3	0	2	0	8	3	11
Honduras	0	0	0	1	0	0	0	0	0	0	0	1	1
Kenya	0	0	0	0	0	0	0	0	1	0	1	0	1
Lebanon	0	0	0	0	1	0	0	0	0	0	1	0	1
Russian Fed.	0	0	0	1	1	0	0	1	1	0	2	2	4
Spain	0	0	2	0	2	2	1	3	0	0	5	5	10
United Kingdom	0	0	0	1	0	0	0	0	1	0	1	1	2
Uruguay	0	0	0	0	0	1	0	0	0	0	0	1	1
Grand Total	1	0	3	5	5	7	5	4	6	1	20	17	37

3. Vacant posts as at 31 May 2012

**Vacant posts subject to geographical distribution
(excluding language posts)**

Grade	Total
Uncl.	1
D.1	1
P.5	1
P.4	1
P.3	3
P.2	2
Total	9

Vacant language posts

Grade	Total
P.4	1
P.3	4
Total	5

Total vacant posts in Professional and higher categories

Grade	Total
Uncl.	1
D.1	1
P.5	1
P.4	2
P.3	7
P.2	2
Total	14

4. Breakdown of Professional and higher category posts by country, grade and gender: field posts as at 31 May 2012

Regional Marine Pollution Emergency Response Centre for the Mediterranean Sea, Malta (REMPEC)

Nationality	Grade	Gender	Duty Station
France	D.1	Male	Malta
Malta	P.5	Male	Malta
France	P.4	Male	Malta
Malta	P.4	Male	Malta
Spain	P.4	Male	Malta

GloBallast Partnership Project Management Unit

Nationality	Grade	Gender	Duty Station
Sweden	P.4	Male	London

Counter-Piracy Programme (Djibouti Code of Conduct)

Nationality	Grade	Gender	Duty Station
United Kingdom	P.5	Male	London
Japan	P.4	Male	London
Greece	P.3	Male	London
Brazil	P.3	Female	London

GEF/IBRD/IMO Marine Electronic Highway Demonstration Project in the Straits of Malacca and Singapore (Batam, Indonesia)

Nationality	Grade	Gender	Duty Station
Malaysia	P.4	Male	Batam, Indonesia

IMO Regional Presence for Technical Co-operation in the Eastern and Southern Sub-region of Africa (Anglophone) (Kenya)

Nationality	Grade	Gender	Duty Station
Kenya	NOD	Male	Nairobi, Kenya

IMO Regional Presence for Technical Co-operation in the West and Central Sub-Region of Africa (Anglophone) (Ghana)

Nationality	Grade	Gender	Duty Station
Ghana	NOD	Male	Accra, Ghana

IMO Regional Presence for Technical Co-operation in the West and Central Sub-Region of Africa (Francophone) (Côte d'Ivoire)

Nationality	Grade	Gender	Duty Station
Côte d'Ivoire	NOD	Male	Abidjan, Côte d'Ivoire

IMO Regional Presence for Technical Co-operation in East Asia, Manila, Philippines

Nationality	Grade	Gender	Duty Station
Philippines	NOD	Female	Manila, Philippines

IMO Regional Maritime Adviser for the Caribbean, Port-of-Spain, Trinidad and Tobago

Nationality	Grade	Gender	Duty Station
Trinidad and Tobago	NOD	Male	Port-of-Spain, Trinidad and Tobago

The total number of National Officers and Professional staff in field posts is 16, of whom 14 are male and 2 are female, coming from 14 countries.
