

COUNCIL
117th session
Agenda item 3

C 117/3/3
4 November 2016
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STRATEGY, PLANNING AND REFORM

Transparency and accountability of the Organization

Note by the Secretary-General

SUMMARY

<i>Executive summary:</i>	This document provides updated information on the introduction of a policy on outside activities for IMO staff members and a mandatory ethics training programme
<i>Strategic direction:</i>	4
<i>High-level action:</i>	4.0.1
<i>Output:</i>	4.0.1.1 and 4.0.1.4
<i>Action to be taken:</i>	Paragraph 4
<i>Related document:</i>	C 116/4/2

Introduction

1 To enhance the existing culture of ethics, integrity and accountability within IMO, the Secretariat introduced a policy on outside activities for IMO staff members in 2016, and is finalizing the development of a programme of mandatory ethics training.

IMO policy on outside activities for staff members

2 A policy on outside activities for staff members has been introduced and entered into effect in IMO on 1 July 2016, following consultation with senior management and Staff Association representatives. The policy establishes clear procedures for the implementation of Staff Rules 101.2(q) and 101.2(s) that require staff members to seek prior approval of the Secretary-General before engaging in any outside occupation or employment and other activities that relate to the purpose, activities and interests of IMO. The policy provides guidance on other outside activities, such as social or charitable activities; pursuit of studies; and political activities. The IMO policy on outside activities has been drafted based on the United Nations Secretariat policy on outside activities (UN document ref: ST/AI/2000/13).

Online ethics training programme for IMO staff members

3 The online ethics training course announced at the 116th session of the Council (C 116/4/2) is in the final stages of development and it is anticipated that it will be rolled out during the final quarter of 2016. The training will be mandatory for all IMO staff members and will comprise of training in the following areas: professional and personal integrity; avoiding conflicts of interest (including financial disclosure, outside activities, and accepting gifts); using information and resources responsibly; awareness of misconduct; reporting misconduct; and protection against retaliation. The training course will provide certification to staff members on successful completion of the assessment at the end of the course.

Action requested of the Council

4 The Council is invited to note the information provided.
