

COUNCIL
29th extraordinary session
Agenda item 4(a)

C/ES.29/4(a)/Add.1
10 November 2017
Original: ENGLISH

RESOURCE MANAGEMENT

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

Note by the Secretary-General

SUMMARY

<i>Executive summary:</i>	This document reports on the classification of posts according to staff rule 102.1
<i>Strategic direction:</i>	4
<i>High-level action:</i>	4.0.1
<i>Output:</i>	4.0.1.5
<i>Action to be taken:</i>	Paragraph 3
<i>Related documents:</i>	C/ES.29/4(a) and C/ES.29/5

1 Staff rule 102.1 establishes the process for reclassification of posts, noting inter alia that:

"Established posts shall be reviewed for classification purposes only if:

- (i) there is supporting evidence that the duties and responsibilities attached to a post have changed significantly since the current grading level was established; and
- (ii) the change in duties and responsibilities has been sustained for at least six months and is expected to be of a lasting nature."

2 The evaluation process involves a Classification Committee including an independent job classification expert from outside IMO with experience across the United Nations system. The most recent classification exercise took place from 16 to 20 October 2017. While the final results will not be available until later in the year and cannot be prejudged, at this stage there is no reason to suggest that the overall budgetary impact will vary significantly from the estimation made for budgetary purposes.

Action requested of the Council

3 The Council is invited to note the information contained in this document.