

COUNCIL
110th session
Agenda item 4(a)

C 110/4(a)/1
3 July 2013
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 a senior-level appointment; the recruitment of women; the geographical and age distribution of staff; and staff development and training as at 30 June 2013

Strategic direction: 4

High-level action: 4.0.1

Planned output: 4.0.1.5

Action to be taken: Paragraph 9

Related document: C 109/4(a)/3

SENIOR-LEVEL APPOINTMENT

1 The Secretary-General has assigned Mr. Dandu Pughuic to the post of Senior Deputy Director, Sub-Division for Implementation, Marine Environment Division, with effect from 1 January 2013.

PRESENCE OF WOMEN IN IMO STAFF

2 As shown in the table overleaf, as at 30 June 2013, the percentage of women in the Professional and higher categories stood at 43.36 per cent – a slight decrease of 0.94 per cent from the 44.3 per cent reported at 31 October 2012, reflecting the retirement of several female staff members and the limited number of appointments during the period.



	Gender		Total	Percentage of female staff
	Female	Male		
SG		1	1	0.00%
D.2	2	6	8	25.00%
D.1	4	14	18	22.22%
P.5	12	24	36	33.33%
P.4	11	19	30	36.67%
P.3	13	12	25	52.00%
P.2	20	5	25	80.00%
Total	62	81	143	43.36%

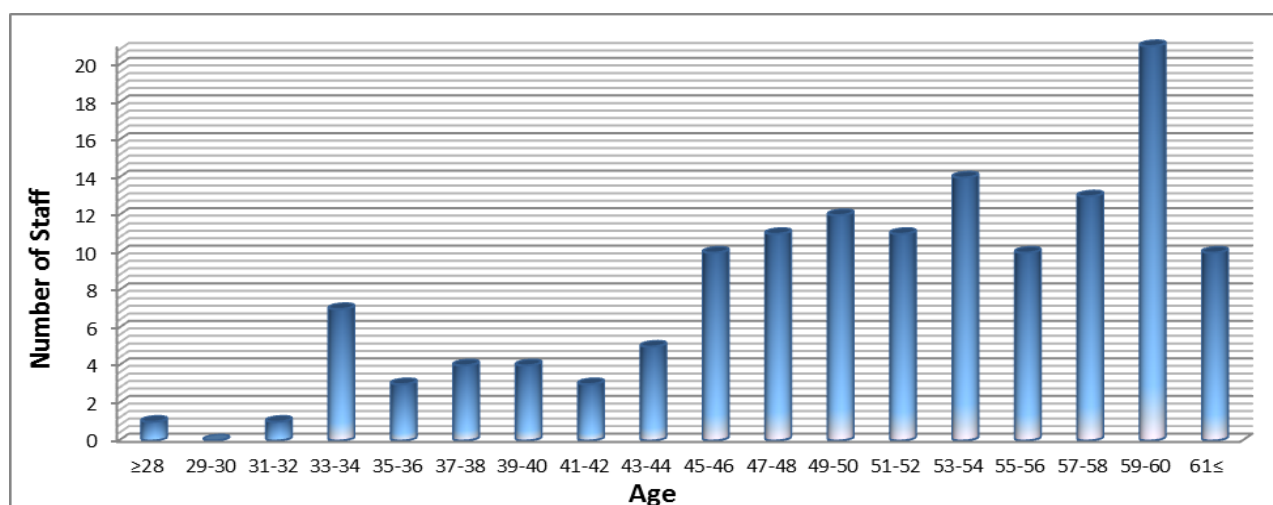
GEOGRAPHICAL DISTRIBUTION

3 A breakdown, as at 30 June 2013, 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

4 The median age of staff members in the Professional and higher categories between October 2012 and June 2013 is 51 years. More than 57.34 per cent of the staff members in the Professional and higher categories are currently 50 years of age or older. More than 35.66 per cent of staff members in that group will have reached early retirement age (55 years of age) by 30 June 2013 and could retire at any time. The average age at present is 49.93 years for staff in the Professional and higher categories.

Age of staff in the Professional and higher categories as of 30 June 2013 (including language staff)



STAFF DEVELOPMENT AND TRAINING

5 As part of the review of the staff development/training activities, a tender process was successfully conducted for training providers. The training companies were selected on the basis of quality of courses, trainers and services, cost effectiveness and ability to customize and design courses specifically to suit IMO's needs. In addition, Divisional Directors and senior staff were contacted to understand specific training needs. As a result, new courses were designed. Furthermore, direct involvement of IMO in the design of the courses resulted in the adoption of new strategies and methods to enhance the effectiveness of the courses.

6 A curriculum of 17 courses across the areas of management, personal development, communication and information technology, has been devised for this year, to be delivered over a period of 45 days. Staff members have shown considerable interest. The courses are scheduled to start in late June 2013.

ASSOCIATE PROFESSIONAL OFFICERS (APOS) AND SECONDEES

7 As part of the 2013 APO programme, nine posts were advertised. The APO programme has generated considerable interest from several countries. The recruitment process is currently underway. The on-boarding of the new cohort is anticipated for August 2013.

8 Since the APOs and secondees do not occupy established posts, they are not included in the statistical tables shown in the annex. At present there are 11 APOs and two secondees from the following Member States: China, Denmark, France, Germany, Japan, the Philippines, the Republic of Korea, Turkey and Viet Nam.

ACTION REQUESTED OF THE COUNCIL

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

ANNEX

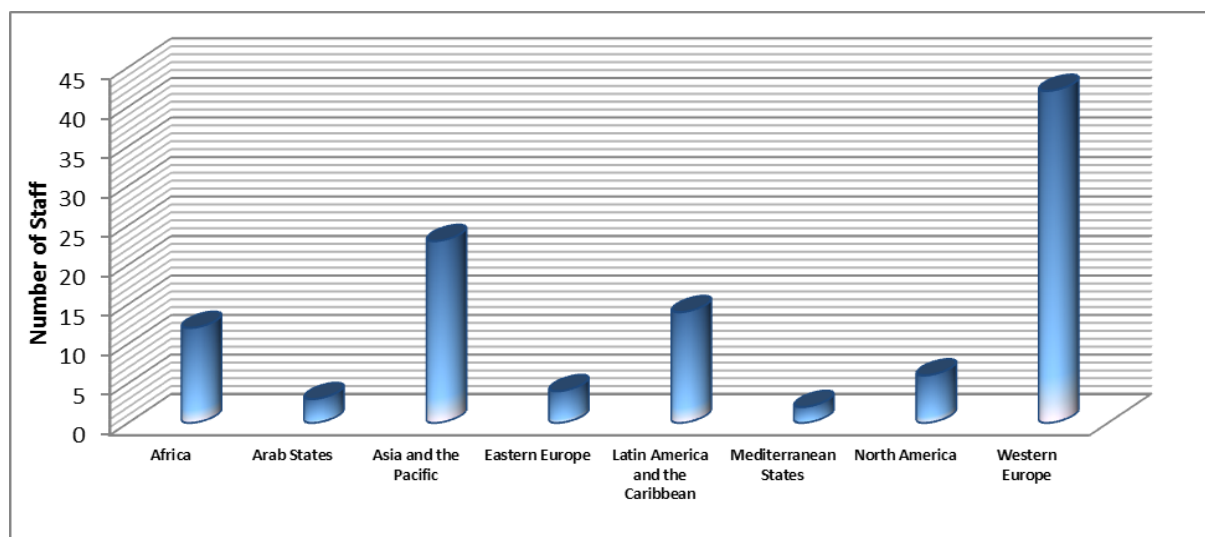
1. Professional and higher category staff by country, grade and gender at Headquarters at 30 June 2013 (excluding language staff)*

(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
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	0	1	1	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	0	0	0	1	0	0	0	1	0	0	0	2	0	2
Ghana	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Greece	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
India	0	0	0	0	2	0	1	1	0	0	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	1	0	0	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	0	0	0	1	0	0	1	0	1	1	2
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	3	0	0	0	0	0	0	0	3	3

* (Regular budget and Trading Fund only).

(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	
New Zealand	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
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
Pakistan	0	0	0	0	0	0	1	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
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
South Africa	0	0	0	0	0	0	0	0	0	0	0	0	1	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
Sweden	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
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	1	1	0	0	0	0	0	0	1	1	2
United Kingdom	0	0	1	2	1	0	3	2	2	2	0	4	1	10	8	18
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	2	0	0	0	0	0	0	0	0	0	2	2
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	6	3	14	8	20	6	12	8	7	15	4	42	64	106

**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 30 June 2013*

(11 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
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	1	0	0	1	1	2
Russia	0	0	1	0	1	0	0	1	1	0	3	1	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	4	4	5	7	5	5	5	1	20	17	37

3. Vacant posts as at 30 June 2013

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

Grade	Total
Uncl.	1
D.1	1
P.5	3
P.4	2
P.3	7
P.2	1
Total	15

Vacant language posts

Grade	Total
P.4	1
P.3	2
Total	3

* (Regular budget and Trading Fund only).

Total vacant posts in Professional and higher categories

Grade	Total
Uncl.	1
D.1	1
P.5	3
P.4	3
P.3	9
P.2	1
Total	18

4. Project posts – Breakdown of Professional and higher category staff by country, grade and gender as at 30 June 2013

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
Spain	P.4	Male	Malta

GloBallast Partnership Project Management Unit

Nationality	Grade	Gender	Duty Station
France	P.2	Male	London

Counter-Piracy Programme (Djibouti Code of Conduct)

Nationality	Grade	Gender	Duty Station
Japan	D.2	Male	London
United Kingdom	P.5	Male	London
Japan	P.4	Male	London
Greece	P.3	Male	London
Brazil	P.3	Female	London
Kenya	P.3	Male	Nairobi

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

As at 30 June 2013, the total number of National Officers and Professional staff in project posts is 15, of whom 13 are male and two are female, coming from 12 countries.