

COUNCIL
110th session
Agenda item 4(a)

C 110/4(a)
13 May 2013
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RESOURCE MANAGEMENT

(a) Human Resources matters, including amendments to the staff regulations and staff rules

Note by the Secretary-General

SUMMARY

Executive summary: This document reports on the implementation, by the Organization, of the decisions of the United Nations General Assembly with respect to recommendations contained in the 2012 report of the International Civil Service Commission (ICSC). The implementation of one of these decisions requires an amendment to the IMO staff regulations

Strategic direction: 4

High-level action: 4.0.1

Planned output: 4.0.1.5

Action to be taken: Paragraph 7

Related documents: C 109/4(a) and C 109/4(a)/1

Introduction

1 The Council will recall that, at its 109th session, it approved the implementation, by the Organization, of the decisions of the United Nations General Assembly with respect to the recommendations in the 2012 report of the International Civil Service Commission (ICSC).

Implementation of the decisions of the United Nations General Assembly

2 The United Nations General Assembly, at its sixty-seventh session, adopted the ICSC recommendations concerning the introduction of new ceilings for education grant expenses, as shown in annex 1, with effect from the school year in progress on 1 January 2013. In accordance with the decision of the Council, at its 109th session, this recommendation has been implemented by the Organization.

3 The United Nations General Assembly did not adopt an ICSC recommendation to introduce a new base salary scale for staff in the Professional and higher categories on a no-gain/no-loss basis.

Pensionable remuneration for staff in the Professional and higher categories

4 The annual increase of the pensionable remuneration for staff in the Professional and higher categories was due on 1 August 2012. The United Nations General Assembly had decided to delay its implementation until 1 February 2013 when an average increase of approximately 1.9 per cent was implemented. In this context, pensionable remuneration was last adjusted on 1 August 2011 and the new amendment to annex 1 to the staff regulations is shown in annex 2 of this document. The budgetary impact of this increase is considered under agenda item 4(e).

Mandatory age of separation

5 The Council will recall that, at its 109th session, the decision to increase the mandatory age of separation to age 65 for staff members hired on or after 1 January 2014 was postponed until the United Nations General Assembly had discussed the matter. On 12 April 2013, the United Nations General Assembly adopted resolution 67/257 entitled "United Nations Common System" to endorse the decision of the ICSC to support the recommendation of the United Nations Joint Staff Pension Board to raise the mandatory age of separation to age 65 for new staff members, effective no later than 1 January 2014. Therefore, this recommendation should now be implemented throughout the common system.

6 In order to implement the above in IMO, the Council is invited to approve an amendment to regulation 9.5 of article IX of the staff regulations. Regulation 9.5 currently reads:

"REGULATION 9.5: Staff members shall not be retained in active service beyond the age of 60 years, or, if appointed on or after 1 January 1990, beyond the age of 62 years. The Secretary-General may, in the interest of the Organization, extend these age limits in exceptional cases."

The proposed amended text of regulation 9.5 is as follows:

"REGULATION 9.5: Staff members shall not be retained in active service beyond the age of 60 years, or, if appointed between 1 January 1990 and 31 December 2013, beyond the age of 62 years, or, if appointed on or after 1 January 2014, beyond the age of 65 years. The Secretary-General may, in the interest of the Organization, extend these age limits in exceptional cases."

Action requested of the Council

7 The Council is invited to:

- .1 note the information contained in this document and;
- .2 approve the revised staff regulation 9.5.

ANNEX 1

**EDUCATION GRANT ENTITLEMENT IN LOCAL CURRENCY
(effective from the school year in progress on 1 January 2013)**

Currency	Maximum amount admissible educational expenses and maximum grant for disabled child	Maximum education grant	Revised ceilings for boarding costs
Euro			
Austria	18,240	13,680	3,882
Belgium	16,014	12,011	3,647
France*	11,497	8,623	3,127
Germany	20,130	15,098	4,322
Ireland	17,045	12,784	3,147
Italy	21,601	16,201	3,223
Netherlands	18,037	13,528	3,993
Spain	17,153	12,864	3,198
Denmark (krone)	122,525	91,894	28,089
Japan (yen)	2,324,131	1,743,098	609,526
Sweden (krona)	157,950	118,462	26,219
Switzerland (Swiss franc)	32,932	24,699	5,540
United Kingdom (pound sterling)	25,864	19,398	3,821
United States dollar (limited to expenses incurred in the United States)	45,586	34,190	6,265
United States dollar (outside United States)	21,428	16,071	3,823

* Except for the following schools, where the US\$ in the United States will be applied:

1. American School of Paris
2. American University of Paris
3. British School of Paris
4. European Management School of Lyon
5. International School of Paris
6. Marymount School of Paris
7. Ecole Active Bilingue Victor Hugo (English Curriculum)
8. Ecole Active Bilingue Jeanine Manuel (English Curriculum)

ANNEX 2

**PENSIONABLE REMUNERATION FOR STAFF IN THE PROFESSIONAL
AND HIGHER CATEGORIES
(in United States dollars)
Effective 1 February 2013**

Grade	Steps														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
P-1	75,099	77,684	80,261	82,838	85,419	87,995	90,580	93,155	95,735	98,313					
P-2	96,441	99,131	101,810	104,495	107,179	109,862	112,545	115,226	117,913	120,597	123,276	125,962			
P-3	117,554	120,559	123,558	126,554	129,559	132,557	135,557	138,562	141,702	144,985	148,264	151,543	154,825	158,104	161,384
P-4	143,031	146,571	150,103	153,637	157,180	160,711	164,248	167,788	171,321	174,854	178,387	181,935	185,465	189,002	192,540
P-5	175,226	178,897	182,568	186,245	189,915	193,588	197,258	200,934	204,605	208,278	211,951	215,632	219,569		
D-1	210,577	214,896	219,215	223,524	227,842	232,374	237,003	241,629	246,248						
D-2	231,676	236,943	242,208	247,468	252,732	257,995									
ASG	278,617														
USG	301,443														