



Council

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Amendments to the staff regulations of the Authority

Note by the secretariat

I. Introduction

1. The purpose of the present note is to introduce and explain a number of proposed amendments to the staff regulations of the International Seabed Authority. The proposed amendments are made necessary by changes to the Staff Regulations of the United Nations, on which those of the Authority are based and, in particular, to reflect changes to the compensation package of the United Nations common system adopted by the General Assembly of the United Nations.

2. It will be recalled that the staff regulations of the Authority were approved by the Assembly of the Authority on 10 July 2001 ([ISBA/7/A/5](#)), having been applied provisionally since 2000 following their adoption by the Council at the sixth session. Prior to 2000, the Authority had applied, *mutatis mutandis*, the Staff Regulations of the United Nations in accordance with the Assembly's decision of 29 August 1996 ([ISBA/A/15](#)).

3. Amendments to the staff regulations of the Authority have been made necessary by changes to the Staff Regulations of the United Nations. At its 154th meeting, on 3 May 2010, the Council adopted and applied provisionally, pending approval by the Assembly, the amendments to the staff regulations of the Authority. Taking into account the recommendations of the Council ([ISBA/16/C/9](#)), the Assembly of the Authority, at its 129th meeting, approved the revision of the staff regulations on 6 May 2010 ([ISBA/16/A/9](#)).

4. It is proposed to make amendments to the staff regulations of the Authority in order to:

(a) Implement the changes approved by the General Assembly of the United Nations on the compensation package of the United Nations common system;

(b) Ensure, at the same time, that the Authority complies with the terms of the relationship agreement concluded with the United Nations in 1997.



II. Comprehensive review of the compensation package of the United Nations common system

5. Under the terms of the relationship agreement concluded with the United Nations in 1997, which entered into force on 26 November 1997 following its approval by the Assembly of the Authority (ISBA/3/A/3) and the General Assembly of the United Nations (resolution 52/27, annex), both organizations agreed to apply common personnel standards, methods and arrangements. This is considered essential to avoid unjustified differences in terms and conditions of employment and to facilitate interchange of personnel in order to obtain maximum benefit from their services.

6. At its 139th meeting, on 27 July 2012, the Assembly of the Authority, acting upon a recommendation of the Council, decided that it would be desirable for the Authority to subscribe to the statute of the International Civil Service Commission with effect from 2013 (ISBA/18/A/7). The same year, a comprehensive review of the common system compensation package was undertaken by the Commission in order to ensure that the pay and benefits provided to staff continued to be fit for purpose.

7. Having considered the report of the Commission for 2015 (A/70/30), the General Assembly of the United Nations approved the majority of the proposals and decided that these provisions should be implemented in phases from 2016 to 2018 (see resolution 70/244).

8. The changes in the new compensation package of the common system for staff in the Professional and higher categories, which have been presented in detail in the report submitted by the Secretary-General to the Finance Committee (ISBA/23/FC/2) and to which a table with proposed dates of implementation is attached, cover four areas:

- (a) Salary and dependency allowances;
- (b) Education grant as a dependency benefit;
- (c) Relocation;
- (d) Mobility and hardship.

9. Other benefits and entitlements, such as annual leave, sick leave, family visit travel, rest and recuperation framework and danger pay, remain unchanged.

III. Proposed amendments

10. Although the Authority is an autonomous international organization, by choosing to apply to its staff the common system of salaries, allowances and other conditions of service, the Authority is expected to implement the decisions of the International Civil Service Commission, as approved or modified by the General Assembly of the United Nations acting as the legislator for the rest of the common system.

11. It is therefore appropriate to introduce relevant amendments, as set out in the annex to the present note, to bring the staff regulations of the Authority into line with those of the United Nations.

12. It should be noted that once the amendments to the staff regulations are approved, it will also be necessary to make consequential amendments to the staff

rules of the Authority.¹ This will be done and reported to the Assembly and the Council in due course.

IV. Recommendations

13. The Council is invited to:

(a) Take note of the changes in the new compensation package of the United Nations common system as approved by the General Assembly of the United Nations and as described in further detail in document [ISBA/23/FC/2](#);

(b) Adopt and apply provisionally, pending approval by the Assembly, the amendments to the staff regulations of the Authority as set out in the annex to the present note.

¹ Pursuant to the staff regulations, the Secretary-General of the Authority promulgated the staff rules in November 2001. These were subsequently revised and new staff rules promulgated in 2006 following changes made to the Staff Rules of the United Nations. In 2011, the Secretary-General of the Authority promulgated a second revision of the staff rules which implemented the amendments made in 2010 to the staff regulations of the Authority.

Annex

Proposed amendments to the staff regulations of the International Seabed Authority

Current staff regulations of the International Seabed Authority

Proposed amendments to the staff regulations of the International Seabed Authority

Regulation 3.4

The Secretary-General shall establish terms and conditions, under which dependency benefits, an education grant, an assignment grant, a mobility and hardship allowance, and language benefits shall be available to eligible staff members.

The Secretary-General shall establish terms and conditions, under which dependency benefits and an education grant, a settling-in grant, a mobility and hardship allowance, and language benefits shall be available to eligible staff members.

Regulation 3.5

Subject to satisfactory service, salary increments within the levels shall be awarded annually, except that any increments above step XI of the Associate Officer level, step XIII of the Second Officer level and step IV of the Principal Officer level shall be preceded by two years at the previous step.

Subject to satisfactory service, salary increments within the levels shall be awarded annually, except that any increments above step VII of the Professional levels and step IV of the D-1 level shall be preceded by two years at the previous step. Subject to satisfactory service, salary increments at the D-2 level shall be awarded biennially.

Regulation 9.4

Staff members shall not be retained in service beyond the age of sixty-two years. The Secretary-General may, in the interest of the Authority, extend this age limit in exceptional cases.

Staff members shall not be retained in service beyond the age of 62 years or, if appointed on or after 1 January 2016, beyond the age of 65 years. In exceptional cases, the Secretary-General may, in the interest of the Organization, extend this age limit.

Appendix II

In principle, the repatriation grant shall be payable to staff members whom the Authority is obligated to repatriate and who at the time of separation are residing, by virtue of their service with the Authority, outside their country of nationality. The repatriation grant shall not, however, be paid to a staff member who is summarily dismissed. Eligible staff members shall be entitled to repatriation grant only upon relocation outside the country of the duty station. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Secretary-General.

In principle, the repatriation grant shall be payable to staff members who have completed at least five years of qualifying service, whom the Authority is obligated to repatriate and who at the time of separation are residing, by virtue of their service with the Authority, outside their country of nationality. The repatriation grant shall not, however, be paid to a staff member who is summarily dismissed. Eligible staff members shall be entitled to repatriation grant only upon relocation outside the country of the duty station. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Secretary-General.