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AMENDMENTS TO THE STAFF REGULATIONS

Note by the Director

Introduction

1 The Staff Regulations of the IOPC Fund were adopted by the Assembly in April 1979, at its 2nd session (document FUND/A.2/16/1, paragraph 8). The Staff Regulations may be supplemented or amended by the Assembly (Staff Regulation 27). Amendments to the Staff Regulations were adopted by the Assembly at its 6th, 7th and 9th sessions (documents FUND/A.6/16, paragraph 17.1, FUND/A.7/14, paragraph 13.2 and FUND/A.9/18, paragraph 19).

2 Under Staff Regulation 14, the IOPC Fund's staff members' salaries, allowances and grants, and the conditions of entitlement thereto, shall, except as may otherwise be provided in the Staff Regulations, conform whenever appropriate with the United Nations common system, as applied by the International Maritime Organization (IMO). Changes to the IMO Staff Regulations and Rules therefore have to be reflected, mutatis mutandis, in the IOPC Fund's Staff Regulations and Rules.

Recent Changes Within the United Nations System

3 At its session in December 1989, the United Nations General Assembly adopted certain changes to the United Nations pension scheme. Some of these measures were intended to improve the actuarial situation of the pension system operated by the United Nations system, the Joint Staff Pension Fund. A change which is of interest to the IOPC Fund concerns the age of retirement. For participants who enter or re-enter the UN Joint Staff Pension Fund on or after 1 January 1990, the normal retirement age was raised from 60 to 62 years.

4 The Secretary-General of IMO has amended the IMO Staff Regulations in order to introduce this change in the retirement age.

Present Situation Within the IOPC Fund

5 With regard to the IOPC Fund Secretariat, the age of retirement is governed by Staff Regulation 17 which reads:

"The normal age of retirement for staff members of the Secretariat shall be 60 years. This age limit may be extended in the interest of the Fund in exceptional cases."

6 The question arises of whether the IOPC Fund should amend the retirement age in accordance with the decision taken by the United Nations General Assembly.

Proposed Amendment to the Staff Regulations

7 The IOPC Fund operates a Provident Fund instead of a pension scheme. The reason behind the increase in the retirement age within the United Nations system was to improve the actuarial situation within the UN Joint Staff Pension Fund. With regard to the IOPC Fund, there is no such need. An actuarial deficit can never arise in the Provident Fund, as each staff member receives, on separation, exactly the amount corresponding to his share in the Provident Fund, and the IOPC Fund has no further pension obligation towards that staff member.

8 Staff Regulation 14, under which the benefits of staff members of the IOPC Fund should, in certain respects, conform whenever appropriate with the United Nations common system, as applied by IMO, does not explicitly refer to the retirement age. However, the policy of the IOPC Fund has always been to follow as closely as possible the staff policy within the United Nations and, in particular, within IMO. For this reason, the Director considers that it may be appropriate also for the IOPC Fund to increase the retirement age from 60 to 62 years. As within IMO, such an increase in retirement age should apply only to staff members who join the IOPC Fund after 1 January 1990.

9 If the Assembly were to decide to increase the retirement age to 62 years, the Director proposes that Staff Regulation 17 be amended to read as follows (amendments underlined):

"The normal age of retirement for staff members of the Secretariat shall be 62 years. However, for staff members appointed before 1 January 1990, the normal age of retirement shall be 60 years. These age limits may be extended in the interest of the Fund in exceptional cases."

Action to be Taken by the Assembly

10 The Assembly is invited to consider the Director's proposals to:

- (a) increase the retirement age of members of the Secretariat; and
 - (b) amend Staff Regulation 17.
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