



INTERNATIONAL
OIL POLLUTION
COMPENSATION
FUND 1971

ASSEMBLY
21st session
Agenda item 22

71FUND/A.21/20/1
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BUDGET FOR 1999

PROMOTIONS AND DETERMINATION OF SALARY LEVELS OF INDIVIDUAL STAFF MEMBERS

Note by the Director

Summary:	The procedure for determining salary levels of individual staff members and for promotions is examined.
Action to be taken:	Decide on the procedure for determining salary levels and promotions.

1 Practice for the determining of salary levels and promotions

1.1 Since the establishment of the 1971 Fund, the salary grades of individual staff members of the Secretariat have been decided by the Assembly, on the basis of proposals by the Director, in connection with the adoption of the budget for the administrative expenses of the Organisation. Promotions of staff members have also been decided by the Assembly in that context.

1.2 The Director's salary has been determined by the Assembly. In recent years this has been done on the basis of a proposal by an informal working group set up by the Assembly, composed of a few delegations as suggested by the Chairman.

2 Consideration at the Assembly's 4th extraordinary session

2.1 At its 4th extraordinary session, the Assembly approved a new structure of the Secretariat and decided to establish several new posts. The Assembly fixed the salary grades of the new posts in the professional and higher categories, whereas it authorised the Director to determine the grades

of the new or remodelled posts in the general service category (document 71FUND/A/ES.4/16, paragraphs 4.18, 4.19 and 4.21).

2.2 At that session the Assembly also examined a proposal by the Director for certain promotions of staff members in the professional category. A number of delegations considered that questions of individual promotions and salary levels should not be discussed in the Assembly but should be decided by the Director, who was the person best placed to make judgements in this regard (document 71FUND/A/ES.4/16, paragraph 4.34).

3 Consideration of possible options

3.1 In the light of the discussion at the Assembly's 4th extraordinary session, it might be appropriate for the Assembly to reconsider the procedure for determining the salary levels of staff members.

3.2 It should be noted that it is very unusual in intergovernmental organisations that individuals' salaries and promotions are considered by the governing bodies.

3.3 The Director submits the following options to the Assembly for consideration:

- (a) The Director could be authorised to determine the grades of individual posts in the general service category and in the professional category up to a specified level, say P5, and to decide on promotions within these limits, provided that the increased costs resulting therefrom could be covered within the total budget appropriation for Personnel adopted by the Assembly. Decisions relating to grades above the P5 level (ie grades D1 and D2) would be taken by the Assembly, on the proposal of the Director.
- (b) As a variation of option (a), the Director's proposal in respect of posts above grade P5 could be referred to a Salary Board composed of a small number of delegates elected by the Assembly from representatives of Member States. The Salary Board could either be authorised to take decisions on behalf of the Assembly, or it could solely advise the Director who would then take the decisions.

4 Action to be taken by the Assembly

The Assembly is invited:

- (a) to take note of the information contained in this document; and
 - (b) to decide on the procedure to be followed for the determination of salary grades of individual staff members and for promotions.
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