



INTERNATIONAL
OIL POLLUTION
COMPENSATION
FUND

ASSEMBLY - 6th session
Agenda item 17

FUND/A.6/13
8 September 1983
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ANY OTHER BUSINESS

AMENDMENT OF STAFF REGULATIONS

Note by the Director

- 1 The IOPC Fund's Staff Regulations and Rules were adopted by the Assembly at its second session in April 1979 and are contained in the Annex of document FUND/A.3/6 of 4 February 1980. The Staff Regulations may be supplemented or amended by the Assembly (Regulation 27) while the Staff Rules implementing the Regulations have to be issued by the Director who shall report such Rules and amendments thereto to the Executive Committee (Regulation 28).
- 2 Amendments to the Staff Rules issued by the Director were reported to the Executive Committee at its third and tenth sessions (documents FUND/EXC.3/6 and FUND/EXC.10/4). The Staff Regulations, as originally adopted by the Assembly, have so far not been amended. However, one amendment is now proposed in paragraph 3 below and considerations for further amendments are given in paragraph 4.
- 3 Change of Reference
Following the enactment of IMO Assembly Resolution 358 of 14 November 1975, the Inter-Governmental Maritime Consultative Organization (IMCO) changed its name to "International Maritime Organization" (IMO), with effect from 23 May 1983. Therefore, the reference to the Inter-Governmental Maritime Consultative Organization in Staff Regulation 14 shall be changed to International Maritime Organization.

4 Loans to Staff Members

4.1 Since the establishment of the IOPC Fund's secretariat and the adoption of the Staff Regulations and Rules, the question has repeatedly arisen of whether and under what circumstances staff members can be allowed loans with or without interest, in addition to salary advances as provided for in Staff Rule IV.12. Salary advances are a welcome benefit but they do not always meet the needs of staff members for financial support from the Organisation. In the case of the purchase of property, especially, it is felt that a loan from the Organisation would be beneficial for staff members. In the case of a staff member who has been with the IOPC Fund for a considerable time, such a loan could be - at least partly - either taken from or secured by the individual staff member's share in the Provident Fund. Such loans, at preferential terms, are available to staff members in IMO and other organisations. Details of the operation of such loans will be reported by the Director to the Assembly.

4.2 The Director would appreciate it if he could receive guidance from the Assembly on whether and, if so, under what circumstances loans may be granted by the IOPC Fund to its staff members. The necessary amendments to the Staff Regulations and Rules will then be drafted and submitted to the Assembly for consideration at its next session.

5 The Assembly is invited to consider the proposed amendment of the Staff Regulations for adoption and to express an opinion on the considerations regarding loans to staff members.
