



## **IHO Working Group on Staff Regulations**

**Preliminary meeting**

**Federal Maritime and Hydrographic Agency, Hamburg, Germany**

**12th December 2007**

### **Summary Minutes**

Participants: Ingelore Hering (chair, BSH)  
Alexandros Maratos (President of the IHO)  
Bob Hooton (UKHO)  
Ellen Davis (UKHO)  
Dr. Kai Trümpler (BSH)

#### **1. Introduction**

Ms. Hering welcomed the members of the working group. Mr. Maratos informed the WG that Australia has expressed its wish to participate in the WG. He will inform the group if any other member states wish to participate in the group.

#### **2. Scope of work**

Mr. Maratos informed the participants that the Bureau the past three years had studied the IHO Staff Regulations and had identified a number of anomalies. While a number of them could be resolved by simple improvements to the existing text, he recommended that certain issues within the existing staff regulations need detailed examination/discussion in the process of the group's work. These include:

- Possible applicability of certain Articles of the staff regulations to the directors;
- Social benefits for Directors and staff (i.e. the conditions for receiving medical care for Directors and retired staff who continue to reside in Monaco or France on completion of their term of service, provided that they have completed at least ten years' service). Consideration should be given to what provisions might be extended to international staff returning to other member states.
- PAs under the current staff regulations and Secretary-General and Directors under the new structure of the Organization are hired on Fixed Term contracts which can only be extended for up to nine years. At that point the post must be re-competed, and if the staff member is not selected, then they have no entitlement to the Social Benefits detailed in the Regulations. Consideration should be given to whether the

length of service required to qualify is reduced to nine years, or the Fixed Term contracts can be extended to ten years. )

- Adjustment of tables of salaries for categories B (except translators) and C staff. Consideration should be given to the feasibility of developing one table rather than the existing three.

The WG discussed these and other aspects of the Staff Regulations using Metaplan (card) technique (see attached pictures).

### **3. Further work, preliminary timetable**

The group agreed to concentrate its work for the immediate future on three areas. It was decided that Ms. Davis (UKHO) will identify options for the improvement of the salary system. Mr. Hooton (UKHO) will clarify the legal basis for the employee-IHO relationship in international law (taking dispute resolution mechanisms of the regulations and current ILO practice into account). Ms. Hering will identify options for the regulations on social benefits (health care).

Mr. Maratos will re-examine the amendments to the staff regulations that had been studied by the Bureau and will circulate a complete amended text to the members of the working group. In this text the period of 9 (instead of 10) years of employment to receive medical care and pensions will be highlighted for further discussion.

He will also provide the group with information about the cost of medical care under the current system and possible funds that will be required for medical care to be provided by a private company.

The group agreed that draft reports on the respective topics should be finished by February 2008 and made available to the other members of the working group by e-mail.

The group will then exchange comments by e-mail and discuss the results in the next meeting (date t.b.d., preferably 17th or 18th week of 2008, at the seat of the IHO).

for the protocol

Dr. Trümpler