

Proposal on the re-establishment of the Staff Regulations Working Group (SRWG)

Terms of Reference

1. To receive from the Directing Committee (DC) and provide independent review and, if considered necessary, propose amendments or alternative options for the eventual consideration of Member States:
 - a. Proposed Revised Staff Regulations;
 - b. An implementation plan to bring the revisions into effect;
 - c. Proposed job descriptions for the Secretary-General and the two subordinate Directors.
2. Ensure that all the recommendations and guidance agreed by Member States at the 5th Extraordinary International Hydrographic Conference are addressed in the revised version of the Staff Regulations to be presented to Member States
3. Ensure that the proposed revision of the Staff Regulations is accompanied by a financial analysis of the implications of all proposed changes that can be reviewed by the Finance Committee.
4. Ensure that a comparison of IHB staff salaries and equivalent grades in the comparator organisations (United Nations or Monaco Civil Service) is provided.

Timing

1. DC to prepare drafts by end of June 2015;
2. SRWG to respond by end of August 2015;
3. Finance Committee to review and comment on any financial implications by end of November 2015;
4. Final drafts agreed and submitted to Member States by Circular Letter by end of December 2015.

Note: If a solution to the health care issues that have been identified can be determined in advance of this timetable, this solution to be submitted to Member States, if required, as soon as practicable.

Chair

Mr Andrew Millard (UK).

Membership

The Working Group is open to all Member States.

Member States wishing to participate should preferably provide representatives with relevant personnel administration experience.