



## Secretariat

24 May 2022

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### Secretary-General's bulletin

To: Members of the staff

From: The Secretary-General

Subject: **Amendments to the Staff Rules of the International Seabed Authority**

1. The Secretary-General, pursuant to staff regulations 12.2, hereby promulgates the following amendments to the provisions of the Staff Rules [ISBA/ST/SGB/2020/1](#) contained in the annex to the present document (see annex).
2. In accordance with staff rule 13.5, the amendments to the provisions contained in the present bulletin shall be effective from the date of promulgation, subject to the provisions of staff regulations 12.3 and 12.4, and shall also apply to all appeals that have been remanded from the United Nations Appeals Tribunal since 27 March 2020.

(Signed) Michael W. Lodge  
Secretary-General



**Annex****Amendments to the Staff Rules of the International Seabed Authority***Former text**New text and other amendments***Rule 11.1 (a)**

There is hereby established a Joint Appeals Board to consider and advise the Secretary-General regarding appeals filed under the terms of staff regulation 11.1.

*There is hereby established a Joint Appeals Board to consider and decide appeals filed under the terms of staff regulation 11.1.*

**Rule 11.2 (c) (ii)**

Upon receipt of such a request, a panel of the Board shall be promptly constituted and shall act expeditiously. If, after considering the views of both parties, the panel determines that the decision has not been implemented and that its implementation would result in irreparable injury to the appellant, it may recommend to the Secretary-General the suspension of action on that decision:

*Upon receipt of such a request, a panel of the Board shall be promptly constituted and shall act expeditiously. If, after considering the views of both parties, the panel determines that the decision has not been implemented and that its implementation would result in irreparable injury to the appellant, it may request the Secretary-General to suspend action on that decision:*

**Rule 11.2 (n)**

Within 14 days of the date on which the consideration of an appeal has been completed, the panel shall, by majority vote, adopt and submit a report to the Secretary-General. The report shall be considered as constituting a record of the proceedings in the appeal and shall include a summary of the reasons, fact and law as well as all recommendations that the panel considers appropriate. Votes on the recommendations shall be recorded and the dissenting opinion of any member of the panel may be included in the report, at the request of the panel member.

*Within 14 days of the date on which the consideration of an appeal has been completed, the panel shall, by majority vote, adopt and issue a written decision on the appeal which shall include a record of the proceedings in the appeal and a summary of the reasons, fact and law, as well as all considerations that the panel deems appropriate. Votes on the decision shall be recorded and the dissenting opinion of any member of the panel may be included, at the request of the panel member.*

**Rule 11.2 (o)**

The final decision on the appeal will normally be taken by the Secretary-General within 14 days after the panel has forwarded its report, and shall be communicated to the staff member, together with a copy of the panel's report.

Repealed.

**Rule 11.2 (p)**

To enable staff members to exercise their right to make application to the United Nations Appeals Tribunal, the Joint Appeals Board shall, at the request of the staff member, communicate to the staff member the report of the panel if the Secretary-General has not made a decision on the report within a period of 14 days after the date on which the report was submitted to the Secretary-General.

*To enable either party to exercise the right to make application to the United Nations Appeals Tribunal, the Joint Appeals Board shall, upon reaching a decision, provide a copy of the written record and written decision to the appellant or their representative and the Secretary-General.*

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*Former text**New text and other amendments*

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**Rule 11.3 (a)**

In accordance with article 2 of the Agreement between the United Nations and the Authority on acceptance of jurisdiction of the United Nations Appeals Tribunal, the United Nations Appeals Tribunal shall have jurisdiction over an appeal against:

*In accordance with the Agreement between the United Nations and the Authority on acceptance of jurisdiction of the United Nations Appeals Tribunal, the Appeals Tribunal shall have jurisdiction over an appeal against:*

**Rule 11.3 (a) (v)**

New provision

*An appeal filed by the Secretary-General against a decision of the Joint Appeals Board.*

**Rule 11.3 (b)**

An appeal may be filed by either party within 90 calendar days of the receipt of the decision by the Secretary-General based on the report of a panel of the Joint Appeals Board, or within 90 calendar days of the receipt of the report of a panel of the Joint Appeals Board if the Secretary-General has not made a decision on the report within a period of 14 days after the date on which the report was submitted to the Secretary-General. An appeal shall not be receivable by the United Nations Appeals Tribunal unless the deadline has been met or has been waived or suspended by the Appeals Tribunal.

*An appeal may be filed by either a staff member or the Secretary-General within 90 calendar days of the receipt of the decision of the Joint Appeals Board. An appeal shall not be receivable by the United Nations Appeals Tribunal unless the deadline has been met or has been waived or suspended by the Appeals Tribunal.*