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Other matters

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Other matters

Amendments to the staff regulations of the International Seabed Authority

Note by the secretariat

I. Introduction

1. The purpose of the present note is to introduce and explain proposed amendments to the staff regulations of the International Seabed Authority.
2. In its resolution [70/244](#), the General Assembly of the United Nations decided that the mandatory age of separation for staff recruited before 1 January 2014 should be raised by the organizations of the United Nations common system to 65 years, at the latest by 1 January 2018, taking into account the acquired rights of staff. The International Civil Service Commission monitors the implementation of decisions adopted by the General Assembly in relation to recommendations of the Commission. In November 2018, the Commission prepared for the seventy-third session of the General Assembly an information sheet on the status of mandatory age of separation in which the Authority was listed under “no action to implement”.
3. In its resolution [73/273](#), the General Assembly noted with concern that, with regard to the mandatory age of separation for staff having joined the organizations prior to 1 January 2014, while many of the organizations had implemented the mandatory age of separation as approved, some had decided to use different implementation dates, and as such the General Assembly reiterated its request to the Commission to recommend appropriate measures that would deal with those organizations not in compliance with the Commission’s decisions and recommendations and to report thereon to the General Assembly at its seventy-fourth session.
4. Under the circumstances, and considering that the Authority is the only organization that has not reported any plan for implementing the mandatory age of separation for staff members recruited before 1 January 2016 (see staff regulation 9.4

* [ISBA/25/A/L.1/Rev.1](#).



of the staff regulations of the Authority, as amended under decision [ISBA/23/A/11](#)), it is therefore imperative for the Authority to report to the Commission and the General Assembly that it intends to comply with the aforementioned decision of the General Assembly.

II. Proposed amendments

5. It is proposed to amend regulation 9.4 of the staff regulations of the Authority to align it with the relevant decisions of the General Assembly and that the amendment come into effect on 1 October 2019. In order to make it clear that the age of retirement is determined by the date of entry on duty and of the start of participation in the United Nations Joint Staff Pension Fund, a new first paragraph has been added to regulation 9.4. The proposed amendment is contained in the annex to the present note.

6. It is also proposed that, in line with the staff regulations of the United Nations, as well as the practice adopted by the United Nations in relation to the rules of procedure of organs and bodies of the United Nations system, the Authority also take the opportunity to reissue the staff regulations using gender-inclusive language, without substantive change.

7. It should be noted that the proposed amendments mentioned above have no financial or budgetary implications.

8. Before the end of 2019, the Secretary-General will also issue a set of updated staff rules that will be harmonized with the updated staff regulations, in order, in particular, to bring the provisions on the education grant in line with the revised compensation package of the Commission.

III. Recommendations

9. The Council is invited to:

(a) Adopt the amendment to regulation 9.4 of the staff regulations of the Authority on the age of retirement and the mandatory age of separation as set out in the annex to the present note, effective from 1 October 2019.

(b) Request that the Secretary-General reissue the staff regulations of the Authority using gender-inclusive language.

(c) Take note that, before the end of 2019, the Secretary-General will issue a set of updated staff rules of the Authority harmonized with the reissued staff regulations, in order, in particular, to bring the provisions on the education grant in line with the revised compensation package of the Commission.

(d) Recommend that the Assembly adopt the following draft decision:

The Assembly of the International Seabed Authority,

Taking into account the recommendations of the Council,

Approves the amendment to regulation 9.4 of the Staff Regulations of the Authority on the age of retirement and the mandatory age of separation, as adopted by the Council, decides that the amendment shall take effect on 1 October 2019, and requests that the Secretary-General reissue the staff regulations of the Authority using gender-inclusive language.

Annex

Proposed revision to regulation 9.4 of the staff regulations of the International Seabed Authority

Regulation 9.4

Proposed revision

Staff members shall not be retained in service beyond the age of 62 years or, if appointed on or after 1 January 2016, beyond the age of 65 years. In exceptional cases, the Secretary-General may, in the interest of the Authority, extend this age limit.

(a) The normal age of retirement shall be 60. However, it shall be 62 for staff members who joined the Authority and started to participate in the United Nations Joint Staff Pension Fund on or after 1 January 1990 but before 1 January 2014, and 65 for staff members who joined the Authority and started or restarted to participate in the Pension Fund on or after 1 January 2014;

(b) Staff members shall not be retained in active service beyond the age of 65 years. The Secretary-General may, in the interest of the Authority, extend this age limit in exceptional cases.
