

Secretariat

15 April 2024

Secretary-General's bulletin

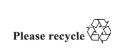
To: Members of the staff

From: The Secretary-General

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

- 1. The Secretary-General, pursuant to staff regulation 12.2, hereby promulgates the amendments to rule 6.3 of the Staff Rules of the International Seabed Authority (ISBA/ST/SGB/2020/1) contained in the annex to the present bulletin.
- 2. In accordance with staff regulations 12.2, 12.3 and 12.4, the amendments to the provisions contained in the present bulletin shall take effect retrospectively from 1 January 2023.

(Signed) Michael W. Lodge Secretary-General





Annex

Amendments to rule 6.3 of the Staff Rules of the International Seabed Authority

Rule 6.3 Parental leave

Former text

General, as follows:

- (a) Staff members shall be entitled to parental leave with full payment upon the birth or adoption of a child, under conditions established by the Secretary-
 - (i) Staff members who give birth to a child shall be entitled to a total of 16 weeks, subject to a minimum of 10 weeks for post-delivery leave;
 - (ii) Staff members other than those referred to in subparagraph (i) above may be entitled to a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave may be granted for a total period of up to eight weeks.
- (b) The leave may be taken either continuously or in separate periods during the year following the birth of the child, provided that it is completed during that year.
- (c) Annual leave shall accrue during the period of parental leave.

Revised text

- (a) Under conditions established by the Secretary-General, staff members shall be granted:
 - (i) Sixteen weeks of parental leave with full pay in the case of the birth or adoption of a child;
- (ii) An additional period of 10 weeks of prenatal and postnatal leave with full pay for the parent who gives birth, bringing the total duration of their parental leave to 26 weeks.
- (b) Staff members may avail of the 16 weeks of parental leave mentioned in paragraph (a) (i) above any time within a year following the date of their child's birth or adoption, provided that it is completed during that year.
- (c) Parental leave in the case of the birth or adoption of a child under paragraph (a) (i) above may not be granted more than once in any 12-month period to be counted from the date of birth or adoption of the child. This paragraph (c) shall not apply to a parent who gives birth.
- (d) Sick leave shall not normally be granted for maternity cases during the prenatal and postnatal leave mentioned in paragraph (a) (ii) above, except where serious complications arise.
- (e) Annual leave shall accrue during periods of parental leave.

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