



Secretariat

23 January 2025

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 regulations 12.3 and 12.4, the amendments to the provisions contained in the present bulletin shall be effective from the date of promulgation, and shall also apply retrospectively from 1 January 2025.



(Signed) Leticia Carvalho
Madam Secretary-General

Annex**Amendments to the Staff Rules of the International Seabed Authority***Former text**New text and other amendments***Rule 10.3 (d)**

(d) In cases of dismissal imposed without prior submission of the case to a Joint Disciplinary Committee in accordance with subparagraphs (c) (i) and (iii) above, the staff member or former staff member concerned may, within two months of having received written notification of the measure, request that the measure be reviewed by such a Committee. A request shall not have the effect of suspending the measure. After the advice of the Committee has been received, the Secretary-General shall decide as soon as possible what action to take in respect thereof. An appeal in respect of such a decision may not be submitted to the Joint Appeals Board.

(d) In cases of dismissal imposed without prior submission of the case to a Joint Disciplinary Committee in accordance with subparagraphs (c) (i) and (iii) above, the staff member or former staff member concerned may, within two months of having received written notification of the measure, request that the measure be reviewed by such a Committee. A request shall not have the effect of suspending the measure. After the advice of the Committee has been received, the Secretary-General shall decide as soon as possible what action to take in respect thereof.

Rule 10.3 (e)

An appeal in respect of a disciplinary measure considered by a Joint Disciplinary Committee pursuant to either paragraph (c) or (d) above or in respect of financial responsibility for gross negligence pursuant to staff rule 10.5 shall be submitted directly to the United Nations Appeals Tribunal.

An appeal in respect of a disciplinary measure considered by a Joint Disciplinary Committee pursuant to either paragraph (c) or (d) above or in respect of financial responsibility for gross negligence pursuant to staff rule 10.5 shall be submitted directly to the Joint Appeals Board.

Rule 10.5 (b)

The Joint Disciplinary Committee shall be composed of:

- (i) A Chair appointed by the Secretary-General after consultation with the Staff Committee;
- (ii) One member appointed by the Secretary-General;
- (iii) One member elected by the Staff.

The Joint Disciplinary Committee shall be composed of:

- (i) A Chair appointed by the Secretary-General after consultation with the Staff Committee;*
- (ii) One member appointed by the Secretary-General;*
- (iii) One member elected by the Staff.*

If necessary, additional members may be appointed and elected in the same manner.

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 request the Secretary-General to suspend 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 order the Secretary-General to suspend action on that decision:

a. Until the time limits specified in subparagraph (a) (i) or (ii) have passed without an appeal having been filed; or

b. If an appeal is filed, until a decision on the appeal is taken;

Rule 11.2 (c) (iii)

The Secretary-General’s decision on such a recommendation is not subject to appeal.

Rule 11.3 (a) (iii)

An appeal against an administrative decision imposing a disciplinary measure:

a. Until the time limits specified in subparagraph (a) (i) or (ii) have passed without an appeal having been filed; or

b. If an appeal is filed, until a decision on the appeal is taken;

Repealed.

An appeal against an administrative decision imposing a disciplinary measure or in respect of financial responsibility for gross negligence that has been submitted to the Joint Appeals Board in accordance with staff rule 10.3 (e);
