

TRANSITION COUNCIL 2nd session



**18-19 September 2024
IALA HQ**

5.1– APPROVAL OF THE STAFF RULES

BACKGROUND

The transfer of staff members remains a priority and essential for the future of the Organization.

The draft Staff Rules have been developed by the Secretariat with the assistance of the Chair and the Vice Chair of the Legal Advisory Panel and have been discussed by the Finance and Audit Committee (FAC) at three meetings and by the Council.

The draft Staff Rules were an input paper to Council 79 in December 2023 and at Council 80, and the Council was invited to submit comments to the Secretariat. Two Council members sent comments to the Secretariat after C79 and three members after C80. The comments can be found as papers TR02-5.1.1 (a-c). Almost all the text proposals have been incorporated in the draft, and the specific questions will be addressed during the meeting 18-19 September 2024.

The comments of the French lawyer have also been taken into account.

The transition of staff is subject to the provisions of the Convention, especially regarding the entry into force and the transitional arrangements. It is however important both to the IGO and its staff members to guarantee a smooth transition process striving for continuity as far as possible under the existing circumstances.

For the transition of staff from the association to the IGO and before the closing of the old contracts and the signing of the contracts, the Headquarters' Agreement (HQ Agreement) with the French Republic must be signed or approved. Several rights of the staff members in the IGO are described in the HQ Agreement such as immunities and privileges and the exemption from income tax for the salary.

The Staff Rules set out the fundamental conditions of service, namely the duties and obligations as well as the basic rights of the staff members. The Staff Rules are subject to approval by the Council in conformity with Article 8.8 (m) of the Convention.

The draft Staff Rules after comments in track change can be found as input paper TR02-5.1.2.

THE TRANSITION COUNCIL IS INVITED TO

Discuss the draft Staff Rules and the comments with a view to approve the document.