



United Nations Environment Programme



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ENGLISH



MEDITERRANEAN ACTION PLAN

Meeting of the Bureau of the Contracting Parties to the
Convention for the Protection of the Marine Environment
and the Coastal Region of the Mediterranean and its Protocols

Paris, France, 3-4 July 2012

Update by the Secretariat on the financial implication of the Functional Review of the Coordinating Unit and MEDPOL

1. Further to item 5.3, para 44-47, page 11-12 of the report by the Secretariat on specific issues (UNEP/BUR/75/4/Cor.1), the Secretariat has prepared this document as an update on the implementation of the Functional Review of the Coordinating Unit and MEDPOL.
2. The selection procedure ended on 22 June 2012. Out of the 9 affected staff members, 2 did not apply to any of the positions and hence will be leaving the organization. This left 7 affected staff applying to the 5 advertised posts. In complying with the request of the Contracting Parties Decision to implement the recommendations of the Functional Review as smoothly and humanly as possible, the 5 posts were filled with internal candidates. One staff member however opted for a separation package and will leave the organization. Out of the remaining 2 staff members that were unsuccessful in obtaining a vacant post, one of them was transferred to a project post funded by GEF under the MedPartnership project.
3. The separation indemnity cost for the 4 staff members leaving the organization will amount to an approximate total figure of Euro 195,000. An additional figure of approximately Euro 130,000 might be added depending on the negotiated package and other entitlements that are still pending.
4. To that one off amount mentioned in para 3 above, an additional yearly cost of Euro 24,000 will be incurred for outsourcing the IT services.
5. The cost of the implementation of the Functional Review will be covered by OTA funds.