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MEDITERRANEAN ACTION PLAN

Meeting of the Bureau of the Contracting Parties
to the Convention for the protection of the
Mediterranean Sea against pollution and its
related protocols

Rome, 6-7 September 1990

Progress Report by the Co-ordinator
(Personnel Matters)

Personnel Matters

1. The Secretariat's work entirely depends on the quality and dedication of its staff and for many years the Contracting Parties have recognized the consistent and expanding output of the Coordinating Unit.
2. With the number of professional staff remaining unchanged, the additional responsibilities arising out of a progressively enlarged programme have been absorbed by the staff with the help of a small increase in supporting personnel and through enlarged computer capabilities.
3. Compared with the past, there are more national monitoring programmes to develop and to service, Regional Activity Centres have increased from three to four, and the programme covers a wider range of activities. The refocusing of the Action Plan and the challenges presented by the four approved coastal area management programmes, and by those being currently developed, place additional demands on two posts in particular: that of the Senior Marine Scientist (now at P-5 level) and that of the Programme Officer (Economist, now at the P-4 level).
4. The performance of the professional officers that hold the two positions has been consistently very effective and, by the very nature of their responsibilities, has been well known to the Contracting Parties. Each in his field of work has brought to the Unit an extensive and valuable experience in the Government and/or scientific service.
5. Given the nature of project financing through the Mediterranean Trust Fund, their promotion - to reflect both their increased new responsibilities and past performance - requires the prior approval of the higher levels for the posts, respectively to D-1 and to P-5.
6. The financial implications are an added staff cost of \$3,007 and \$2,124, respectively, per year. These small increases are explained by the seniority in grade of the two officials. The extra cost can be met from expected programme savings in 1990 and 1991.
7. The Bureau is invited to consider and approve this request that has the concurrence of the UNEP Headquarters.