



United Nations Environment Programme



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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

SALARIES OF PERSONNEL AT REGIONAL ACTIVITY
CENTRE FOR THE PRIORITY ACTIONS PROGRAMME IN SPLIT

SALARIES IN PAP/RAC, SPLIT

1. On 14 June 1990 the Director of PAP/RAC submitted an urgent request for an increase in the salaries paid to the staff of the Centre, stating that they were no longer competitive with local rates. Taking into account the social security charges of approximately 60 percent paid on the amounts approved by the Contracting Parties in October 1989, the net salaries paid were far lower than the best prevailing rates determined by the UNDP for the city of Belgrade.
2. The matter was reviewed on 26 July 1990 at UNEP Headquarters by the Acting Assistant Executive Director, Fund and Administration, the Director of OCA/PAC and the MAP Co-ordinator. They agreed on the need to ensure a fair treatment to the staff concerned and the continued good performance of an important component of MAP. It was decided to approve the request as an interim measure for the period 1 January - 31 December 1990, to be financed with a reduction in the cost of consultants for earthquake zones, aquaculture and water, and to bring the decision to the attention of the Bureau at its September 1990 meeting.
3. The salaries approved by the Contracting Parties for the posts in PAP/RAC and the revised ones are shown below:

	<u>Approved</u>	<u>Revised</u>
Director	30,000	30,000
Co-ordinator of CAMPS	20,000	22,000
Project administrator	10,000	16,000
3 bilingual secretaries	30,000	42,000
Administrative Assistant	10,000	14,000
Financial Assistant	10,000	14,000
Temporary assistance	6,000	9,000
	<hr/> 116,000	<hr/> 147,000

The Bureau is invited to take note of UNEP's decision and to approve the extension of the higher salary scales to 1991, to be financed from operational savings, until the contracting Parties review the entire matter of Regional Activity Centres's salaries at its seventh session in October 1991.

5. In reviewing the situation in Split, it became apparent that the salaries approved by the Parties for the three Regional Activity Centres lacked in uniformity and it was decided to submit to the Bureau a set of criteria on which salary scales might be based in the future.
6. Regional Activity Centres are national institutions that are assigned a regional role. Their staff are recruited by the national authorities based on their own standards. They are not United Nations staff, who are subject to international recruitment in accordance with UN procedures, work under the authority of the Secretary-General and are subject to transfer to other duty stations.
7. However, since for many posts salaries are paid from the Mediterranean Trust Fund the rules to be applied should be consistent.
8. The Bureau is invited to take note of the intention of the Secretariat to prepare a full report on the matter, in consultation with the RACs concerned, for submission to the next meeting of the Bureau.