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**Item No. 13(a) on the Agenda : Report on the Work of the *ad hoc* Committee for the
Preparation of a Revision of the Regulations regarding the Organisation of the
Institute – Financial Administration – Staff, Part III**

(submitted by the Secretariat)

1. A draft Proposal for a revision of Part III was submitted to a staff meeting, held on 26 March 2008, and introduced and explained to the members of the staff by the Secretary-General and the Deputy Secretary-General.
2. In view of the discussions at subsequent meetings of members of staff and the staff's desire that more time for consultations be available, the Secretariat proposes that the Council postpone adoption of revised Part III and its transmission to the General Assembly until such time as those consultations will have been completed.
3. However, the Secretariat would submit that the new Article 62 (4), intended to fill an obvious gap of that provision, be adopted at this session and transmitted to the General Assembly for adoption at its next session. The proposed text is reproduced in the Appendix hereto.

APPENDIX

Proposals for a revision of Article 62 of the Regulations –
Organisation of the Institute – Financial Administration – Staff

as discussed and agreed upon by the Permanent Committee,
at its 108th session, Rome, 16 April 2007

PART THREE

STAFF

Provision current wording	<i>Proposed amendments</i>	Explanatory notes
<p align="center">Article 62</p> <p>1. – If either the work or the behaviour of an official or employee or the ability displayed are unsatisfactory, the Permanent Committee may decide, on a proposal by the Secretary-General, that the periodical increment to which the official or employee would otherwise be entitled be postponed by one year.</p> <p>2. – If the inefficiency of the official or employee has become manifest and his work output has proved to be inadequate, the Permanent Committee may terminate the employment of the official or employee. In such cases the official or employee shall not be entitled to the indemnity referred to in Article 61, paragraph 2 of these Regulations.</p> <p>3. – The termination notice in cases covered by the present article shall be submitted to the official or employee at least three months in advance. The reason for termination shall be duly brought to the knowledge of the party concerned.</p>	<p align="center">Article 62</p> <p>(1) Unchanged.</p> <p>(2) Unchanged.</p> <p>(3) Unchanged.</p> <p><i>(4) No termination notice shall be required where an official or employee is dismissed for cause.</i></p>	<p>The current wording of Article 62 does not provide for termination of the Contract “for cause”, as known and provided for in virtually all domestic systems of labour law. Under the relevant rules the employer may terminate the contract in cases of gross violations of his or her duties on the part of the employee without giving notice.</p>

