Background

The 21st SPREP Meeting last year established an open-ended Working Group on Staff Regulations comprised of Members meeting inter-sessionally in order to:

- Dispose of proposed amendments to Staff Regulations that arise during the course of the year
- Recommend a more efficient process of dealing with Staff Regulation Amendments other than solely via the annual SPREP Meeting

This Inaugural Working Group will canvass the views of Members and other interested Parties on revising the Staff Regulations.

No systematic review of Staff Regulations has taken place to date, and problems with the current system of regulations have been identified on an *ad hoc* basis as issues arise. A number of specific issues have been identified, however an overarching concern for the Secretariat is that approval has to be sought from Members at the annual SPREP Meeting for issues of a purely operational or administrative character. In practice, this process is cumbersome and ineffective given the daily needs of the organization.

Proposal

The Meeting will serve as an opportunity for SPREP to present its proposal for amendments to the Staff Regulations. This approach will aim at streamlining the Staff Regulations making them more efficient by separating operational/administrative issues from the general policy of the organization.

- For the Operational/ Administrative issues it is proposed that the Director be given the authority to deal with these as necessary as part of his discretion. This would remove the need to present these to the annual SPREP Meeting.
- General policy issues will remain subject to approval at the annual SPREP Meeting.

The Secretariat believes that this proposal represents a 'common-sense' approach to the running of the organization enabling more effective decision making at the ground level for the benefit of its Members.

Comments on this proposal from Members and other interested Parties are gratefully welcomed.