RESOLUTION A.1112(30) Adopted on 6 December 2017 RESULTS-BASED BUDGET FOR THE 2018-2019 BIENNIUM



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ASSEMBLY 30th session Agenda item 16(c) A 30/Res.1112 16 January 2018 Original: ENGLISH

RESOLUTION A.1112(30)

Adopted on 6 December 2017 (Agenda item 16(c))

RESULTS-BASED BUDGET FOR THE 2018-2019 BIENNIUM

A. THE REGULAR BUDGET

THE ASSEMBLY.

RECALLING Article 15 of the Convention on the International Maritime Organization, in particular paragraphs (f) and (g) thereof concerning the functions of the Assembly in relation to the Organization's work programme, budget and financial arrangements,

RECALLING ALSO resolution A.726(17) of 7 November 1991, by which it approved a revised assessment formula for apportioning the contributions of Member States to the Organization's budget and adopted amendments to the Rules of Procedure of the Assembly concerning enforcement of the payment of contributions,

RECALLING FURTHER resolution A.1110(30) of 6 December 2017, by which it approved the Strategic Plan for the Organization for the six-year period 2018 to 2023 containing the List of outputs for the 2018-2019 biennium,

NOTING resolution A.1042(27) of 23 November 2011, by which it approved the Organization's revised Financial Regulations, which provide for links to be made between the resources required and the results derived from the Organization's Strategic Plan in the preparation of the budget estimates,

NOTING ALSO the provision in regulation 5.1 of the Financial Regulations concerning the use of the Working Capital Fund to finance approved appropriations pending receipt of contributions,

RECOGNIZING that the funds in the Working Capital Fund could be insufficient to finance the approved appropriations when exceptional and unforeseen circumstances take place pending receipt of contributions,

RECOGNIZING ALSO the provision in regulation 3.8 of the Financial Regulations concerning supplementary estimates and the past practice of the Assembly in authorizing the Council to approve any necessary recalculation of the appropriations for the second year of the biennium.



- 1 APPROVES the Organization's results-based budget voted for the 2018-2019 biennium, as shown in annex 1 and subject to paragraph A.5 of this resolution, of £69,570,000, comprising an appropriation of £34,141,000 for 2018 and an appropriation of £35,429,000 for 2019:
- DECIDES that the appropriation voted above shall be financed by contributions from Member States, subject to paragraph A.5 of this resolution, of £65,106,000, comprising £31,864,000 for 2018 and £33,242,000 for 2019, after deduction of prospective income comprising:
 - reimbursements from the Trading Fund for the costs borne by the regular budget in respect of administrative backstopping support, estimated at £757,000 for 2018 and £774,000 for 2019;
 - (b) income towards programme support costs from donor/trust funds (including multi-donor/trust funds) and the Technical Cooperation Fund, estimated at £767,000 for 2018 and £762,000 for 2019;
 - (c) distributions from the in-year surplus of the Trading Fund, estimated at £1,089,000 for two years, which is to be used for the reduction of Member States' contributions of £594,000 in 2018 and £495,000 in 2019; and
 - (d) miscellaneous income estimated at £159,000 for 2018 and £156,000 for 2019:
- 3 APPROVES a total of 32.4 meeting weeks for the biennium, comprising 16.6 weeks for 2018 and 15.8 weeks for 2019, as shown in annex 3, and a total of 265 regular budget posts for the biennium, as shown in annex 4;
- AUTHORIZES the Secretary-General to draw upon funds in the Trading Fund, the Headquarters Capital Fund, the Termination Benefit Fund and the Technical Cooperation Fund to finance the approved appropriations. Advances made from these funds to finance budgetary appropriations during a financial period shall be reported to the Council immediately and reimbursed to each respective Fund as soon as, and to the extent that, income is available for that purpose;
- AUTHORIZES the Council, at its relevant sessions, to review the approved results-based budget and, if it decides it is necessary, to approve any transfers between strategic results, including appropriate recalculation of the budget estimates and assessment figures, in the light of the budgetary and exchange rate situation prevailing at that time;
- 6 INVITES the attention of the Council to the above-mentioned provisions;
- REQUESTS the Secretary-General to ensure their application while endeavouring to effect the maximum economies in the budget;
- 8 REQUESTS the Council, should there be any appreciable changes in annual contribution receipts, to undertake a review of the Organization's financial framework and report its outcome to the Assembly.

B. WORKING CAPITAL FUND

THE ASSEMBLY,

RECALLING resolution A.363(IX) of 14 November 1975, by which the Working Capital Fund was established in the amount of \$250,000 on 1 January 1976 by means of advances assessed on Member States.

RECALLING ALSO resolutions A.508(XII), A.552(13), A.633(15) and A.837(19), by which the level of the Working Capital Fund was increased through transfers from other funds,

RECALLING FURTHER resolution A.633(15), by which the Exchange Reserve Fund, the balance of which was standing at \$2,000,000, was merged into the Working Capital Fund on 1 January 1988,

NOTING resolution A.1039(27) of 30 November 2011, by which the Working Capital Fund has also been used as an exchange reserve fund since 1 January 2012,

NOTING ALSO the provision in regulation 6.2 of the Financial Regulations that the purposes of the Working Capital Fund may be determined from time to time by the Assembly,

- 1 DECIDES that new Members shall be assessed for their advances to the Working Capital Fund on the basis only of the part assessed on Members on 1 January 1976;
- 2 AUTHORIZES the Secretary-General:
 - (a) to advance from the Working Capital Fund such sums as may be necessary to finance the appropriations for the years 2018 and 2019 pending receipt of contributions from Members – amounts so advanced shall be reimbursed to the Working Capital Fund as soon as contributions are available;
 - (b) to account, under the Working Capital Fund, for the currency gains or losses in the regular budget arising from differences between the United Nations operational exchange rate during 2018 and 2019 and the rate of \$1.35 against the pound sterling adopted for calculation of the appropriation; and
 - (c) with the prior agreement of the Council, to advance such sums as may be necessary to meet unforeseen or extraordinary expenses arising during the 2018-2019 biennium, provided that such expenses are of a clearly exceptional nature and relate specifically to the Strategic Plan of the Organization and that the Council is assured that the relevant expenditure cannot be met by appropriate transfer action within the total budget approved for a calendar year;
- 3 REQUESTS the Secretary-General:
 - (a) to report to the Council and the Assembly all advances made under the present resolution, and the relevant circumstances, and to submit supplementary estimates for reimbursement to the Working Capital Fund of advances made from the Fund to meet unforeseen or extraordinary expenses; and
 - (b) to periodically report to the Council on the status of the Working Capital Fund reserves, including the gains or losses resulting from exchange rate movement accounting.

C. TRADING FUND

THE ASSEMBLY,

RECALLING its adoption of resolution A.1014(26), by which it decided to establish the Trading Fund, with effect from 1 January 2010, by reconstituting the then Printing Fund with wider terms of reference, in accordance with regulation 6.7 of the Organization's Financial Regulations, which provides that the Secretary-General or the Assembly may establish such trust, reserve and special funds as may be required from time to time in order to deliver results in pursuance of the Organization's Strategic Plan,

RECOGNIZING the need to ensure that the Technical Cooperation Fund continues to be replenished in such a manner as to ensure the proper delivery of the Organization's Integrated Technical Cooperation Programme,

- 1 APPROVES the Trading Fund budget voted for the 2018-2019 biennium, as shown in table 1 of annex 5, of £13,305,000, comprising an appropriation of £6,576,000 for 2018 and an appropriation of £6,729,000 for 2019;
- 2 APPROVES a total of 28 Trading Fund posts for the biennium, as shown in annex 4;
- APPROVES the revision to a provision in the terms of reference of the Trading Fund so that, at the beginning of each year, the Secretary-General shall transfer, unless otherwise directed by the Assembly, not less than 76% of the net annual cash surplus of the previous financial year in the Fund to the Technical Cooperation Fund; 12.5% to the Headquarters Capital Fund; 9% to the General Fund to reduce the assessment on Member States; 1.5% to the Training and Development Fund; and 1% to the Termination Benefit Fund;
- 4 REQUESTS the Secretary-General to keep under review the terms of reference for the operation of the Trading Fund and to report to the Council as and when necessary.

D. HEADQUARTERS CAPITAL FUND

THE ASSEMBLY,

RECALLING resolution A.778(18) of 4 November 1993, through which the Assembly decided to establish the Headquarters Capital Fund by transferring the balance held in the Headquarters Installation Fund and by transfers from the Printing Fund of £500,000 in 1994 and £250,000 in 1995,

RECALLING ALSO that the Headquarters Capital Fund was established, with effect from 1 January 1994, with the primary purpose of meeting the capital expenditure necessary for the efficient operation of the Organization and for fulfilling the Organization's liabilities under the terms of the lease for the Headquarters building agreed between the Organization and the United Kingdom Government, and with the scope to include:

- (a) expenditure on repairs to, or replacement of, apparatus and machinery for the Headquarters building (other than regular, planned maintenance costs);
- (b) purchase and installation of office automation equipment, office furniture and equipment, telecommunications equipment and document production machinery;
- (c) official vehicles;

- (d) other items of capital equipment which relate to the primary purpose of the Fund; and
- (e) expenditure on the design, installation and implementation of office automation systems, including related training needs,

RECALLING FURTHER that the Fund has enabled the planning for, and implementation of, major capital programmes since 1994, notably in respect of office automation and communications necessary for improving the Organization's efficiency and effectiveness, NOTING that the Fund will be replenished from time to time by such transfers from other Funds of the Organization as may be approved by the Assembly or by the transfer of such funds from the regular budget as may be approved by the Assembly,

- 1 APPROVES the Headquarters Capital Fund expenditure voted for the 2018-2019 biennium, as shown in table 2 of annex 5, of £2,311,000, comprising an appropriation of £1,144,000 for 2018 and an appropriation of £1,167,000 for 2019;
- 2 DECIDES that the income arising from investments of the Headquarters Capital Fund shall continue to be credited to the Headquarters Capital Fund.

E. TERMINATION BENEFIT FUND

THE ASSEMBLY,

RECALLING resolution A.837(19) of 23 November 1995, by which the Assembly decided to establish the Termination Benefit Fund with an initial transfer of £900,000 from the cash surplus of the General Fund on 1 January 1996, in order to meet the costs associated with payment of termination benefit and repatriation grants to the staff of the Organization,

RECALLING ALSO resolution A.906(22) of 29 November 2001, which widened the scope of the Fund to allow the financing of the additional costs of temporary assistance required to replace staff on long-term sick leave.

RECALLING FURTHER resolution A.991(25) of 29 November 2007, by which the Assembly further widened the scope of the Fund to include the financing and accounting of the post-employment liabilities of staff under the regular budget, in preparation for United Nations system-wide implementation of International Public Sector Accounting Standards (IPSAS).

HAVING REGARD to the fact that the Council, at its 110th session, endorsed an "all of IMO segments" approach to the measurement of funding gaps in the IPSAS post-employment liabilities, so as to cover all staff members at the corporate level;

NOTING resolution A.1063(28) of 4 December 2013, by which it decided that, from 1 January 2014, the post-employment liabilities of all IMO staff, regardless of funding source, are accounted for under the Termination Benefit Fund and that a charge of 7% is levied on the cost (base salary) of all project staff members recruited under the Technical Cooperation Fund or any donor/trust Funds, so as to build up funds for the corresponding post-employment liabilities under the Termination Benefit Fund;

NOTING ALSO that the Fund will be replenished from time to time by such transfers from other funds of the Organization as may be approved by the Assembly or by the transfer of such funds from the regular budget as may be approved by the Assembly,

- 1 APPROVES the Termination Benefit Fund budget voted for the 2018-2019 biennium, as shown in table 3 of annex 5, of £1,718,000, comprising an appropriation of £859,000 for each year of the biennium;
- APPROVES the transfer, on 1 January 2018, of £1,400,000 from the cash surplus of the General Fund to the Termination Benefit Fund to further develop a solid funding base which matches the movement of the Organization's post-employment liabilities;
- 3 DECIDES that the income arising from investments of the Termination Benefit Fund shall be credited to the Termination Benefit Fund.

F. TRAINING AND DEVELOPMENT FUND

THE ASSEMBLY,

RECALLING resolution A.906(22) of 29 November 2001, by which the Assembly decided to establish the Training and Development Fund with an initial transfer of £200,000 from the surplus of the Printing Fund on 1 January 2002, in order to finance organizational strengthening initiatives,

NOTING the need to ensure that the knowledge and skills of new and existing staff are maintained up to date,

NOTING ALSO that the Fund will be replenished from time to time by such transfers from other Funds of the Organization as may be approved by the Assembly or by the transfer of such funds from the regular budget as may be approved by the Assembly,

- 1 APPROVES the Training and Development Fund budget voted for the 2018-2019 biennium, as shown in table 4 of annex 5, of £230,000, comprising an appropriation of £115,000 for each year of the biennium;
- 2 DECIDES that the income arising from investments of the Training and Development Fund shall be credited to the Training and Development Fund.

G. TECHNICAL COOPERATION FUND

THE ASSEMBLY,

RECALLING resolution A.593(14) of 20 November 1985, by which the Technical Cooperation Fund was established, and which resolved that the interest should be used to assist the Technical Cooperation Programme of the Organization in accordance with proposals approved by the Assembly,

RECALLING ALSO resolution A.837(19) of 23 November 1995, by which the funds from the Technical Cooperation Fund are drawn down and converted into pounds sterling for the application of technical cooperation activities, and which enables the level of the funds to be increased through donor contributions and by such transfers from other funds of the Organization as may be approved by the Assembly,

NOTING that the Secretariat reports biennially to the Technical Cooperation Committee and the Council on progress made in the delivery of the Integrated Technical Cooperation Programme components that are being supported with the Fund's resources,

NOTING ALSO the decision in section C above in respect of the percentage of the Trading Fund surplus allocated to the Technical Cooperation Fund,

- 1 APPROVES the Technical Cooperation Fund budget voted for the 2018-2019 biennium, as shown in table 5 of annex 4, of £10,000,000 (equivalent to the planned figure in \$13,500,000), comprising an appropriation of £5,150,000 for 2018 and an appropriation of £4,850,000 for 2019;
- 2 DECIDES that the income arising from investments of the Technical Cooperation Fund shall be credited to the Technical Cooperation Fund;
- 3 REQUESTS the Secretary-General to submit programmes of technical cooperation activities, indicating outputs and end results arising from the use of the Fund's resources, to the Technical Cooperation Committee during the 2018-2019 biennium.

Annex 1

SUMMARY OF PROPOSED BUDGETS FOR THE 2018-2019 BIENNIUM BY STRATEGIC DIRECTION

| | | 2018 | 2019 | Total (£'000) |
|----------|--|---------|--------|------------------|
| SD1 | Improve implementation | 7,038 | 7,209 | 14,247 |
| SD2 | Integrate new and advancing technologies in the regulatory framework | 2,118 | 2,085 | 4,203 |
| SD3 | Respond to climate change | 1,926 | 1,886 | 3,812 |
| SD4 | Engage in ocean governance | 2,088 | 2,054 | 4,142 |
| SD5 | Enhance global facilitation and security of international trade | 3,220 | 3,234 | 6,454 |
| SD6 | Ensure regulatory effectiveness | 4,461 | 4,547 | 9,008 |
| SD7 | Ensure organizational effectiveness | 13,687 | 14,126 | 27,813 |
| - | Other work | 803 | 838 | 1,641 |
| Staff to | urnover | (1,200) | (550) | (1,750) |
| Total | | 34,141 | 35,429 | 69,570 |

Summary of proposed budgets for the 2018-2019 biennium by Objective

| | 2018 | 2019 | Total |
|--|---------|--------|---------|
| | 2010 | 2013 | (£'000) |
| Fully-supported international meetings programme | 10,410 | 10,095 | 20,505 |
| Implementation and capacity building | 7,891 | 8,191 | 16,082 |
| Audit and evaluation of third parties | 1,869 | 1,959 | 3,828 |
| Outreach | 3,309 | 3,433 | 6,742 |
| Treaty work and knowledge management | 1,766 | 1,831 | 3,597 |
| Strategic programme of improvement and enhancement | 733 | 760 | 1,493 |
| Administration, governance and management | 9,363 | 9,710 | 19,073 |
| Staff turnover | (1,200) | (550) | (1,750) |
| Total | 34,141 | 35,429 | 69,570 |

Annex 2 – BUDGETED EXPENDITURE BY DIVISION

| | 2016 2017 | | | | | 2016-2017 | | | |
|---|-------------|-----------------------|-------------------|----------------------------|-------------|-----------------------|----------------|----------------------------|------------|
| Division | Staff costs | Other personnel costs | Mission travel | General operating expenses | Staff costs | Other personnel costs | Mission travel | General operating expenses | Total |
| Office of the Secretary-General | 1,138,600 | 62,700 | 75,000 | | 1,176,200 | 92,900 | 75,000 | | 2,620,400 |
| Member State Audit & Implementation Support | 1,557,700 | 11,000 | 300,000 | | 1,611,500 | 11,000 | 300,000 | | 3,791,200 |
| Maritime Safety | 3,574,700 | 34,200 | 62,500 | | 3,691,800 | 34,200 | 64,000 | | 7,461,400 |
| Marine Environment | 2,504,600 | 148,100 | 56,700 | | 2,588,100 | 138,100 | 58,100 | | 5,493,700 |
| Legal Affairs and External Relations | 2,124,100 | 94,800 | 20,000 | | 2,197,700 | 94,800 | 21,000 | | 4,552,400 |
| Technical Cooperation | 2,370,700 | 18,700 | 30,000 | | 2,445,600 | 18,700 | 30,500 | | 4,914,200 |
| Administrative | 4,665,900 | 199,000 | 35,000 | | 4,819,000 | 173,700 | 37,800 | | 9,930,400 |
| Conference | 6,725,800 | 1,038,100 | 10,400 | | 6,949,700 | 1,005,000 | 11,000 | | 15,740,000 |
| Staff turnover | (300,000) | | | | (550,000) | | | | (850,000) |
| Other cross-divisional expenditure | | | | 6,059,700 | | | | 6,058,600 | 12,118,300 |
| TOTAL | 24,362,100 | 1,606,600 | 589,600 | 6,059,700 | 24,929,600 | 1,568,400 | 597,400 | 6,058,600 | 65,772,000 |

| | | 2018 | | | | | 2019 | | 2018-2019 |
|---|-------------|-----------------------|-------------------|----------------------------|-------------|-----------------------|----------------|----------------------------|-------------|
| Division | Staff costs | Other personnel costs | Mission travel | General operating expenses | Staff costs | Other personnel costs | Mission travel | General operating expenses | Total |
| Office of the Secretary-General | 1,645,900 | 96,200 | 75,000 | | 1,673,500 | 99,500 | 76,500 | | 3,666,600 |
| Member State Audit & Implementation Support | 1,581,940 | 11,400 | 300,000 | | 1,617,800 | 11,800 | 306,000 | | 3,828,940 |
| Maritime Safety | 3,780,348 | 35,400 | 64,000 | | 3,876,900 | 36,600 | 65,300 | | 7,858,548 |
| Marine Environment | 2,728,489 | 189,800 | 58,100 | | 2,776,500 | 194,800 | 59,300 | | 6,006,989 |
| Legal Affairs and External Relations | 2,407,613 | 153,100 | 21,000 | | 2,450,400 | 156,600 | 21,400 | | 5,210,113 |
| Technical Cooperation | 2,406,693 | 19,400 | 30,500 | | 2,484,400 | 20,000 | 31,100 | | 4,992,093 |
| Administrative | 5,235,530 | 179,900 | 37,400 | | 5,378,100 | 185,600 | 38,200 | | 11,054,730 |
| Conference | 7,023,087 | 144,700 | 11,000 | | 7,189,400 | 149,800 | 11,200 | | 14,529,187 |
| Other cross-divisional expenditure ¹ | 334,400 | 970,100 | | 5,800,000 | 240,000 | 932,300 | | 5,896,000 | 14,172,800 |
| Staff turnover | (1,200,000) | | | | (550,000) | | | | (1,750,000) |
| TOTAL | 25,944,000 | 1,800,000 | 597,000 | 5,800,000 | 27,137,000 | 1,787,000 | 609,000 | 5,896,000 | 69,570,000 |

Other cross-divisional expenditure includes staff costs which cannot be assigned to a Division at this stage, such as the recruitment and assignment-related expenditure for internationally recruited staff (these costs were classified as General operating expenditure in previous biennia); Other personnel costs which relate to the direct costs of meetings, including translation and interpretation; and General operating expenses, which itself includes Funds replenishment of £910,000 for 2018 and £910,900 for 2019 (for comparison, the Funds replenishment figures were £970,000 and £879,900 for 2016 and 2017 respectively).

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Annex 3

LIST OF MEETING WEEKS REQUIRED FOR 2018 AND 2019

| | Session | Prop | osed me weeks | eting |
|---|----------------|------|------------------|-------|
| | No. | 2018 | 2019 | Total |
| GOVERNING BODIES | | | | |
| ASSEMBLY | 31 | - | 1.6 | 1.6 |
| COUNCIL (regular sessions) | 119, 120 & 121 | 2.0 | 1.2 | 3.2 |
| COUNCIL (extraordinary session) | 30 | - | 0.4 | 0.4 |
| Subtotal | | 2.0 | 3.2 | 5.2 |
| COMMITTEES | | | | |
| Maritime Safety | 99, 100 &101 | 2.6 | 1.6 | 4.2 |
| Marine Environment Protection | 72, 73 & 74 | 2.0 | 1.0 | 3.0 |
| Legal | 105 & 106 | 0.6 | 0.6 | 1.2 |
| Technical Cooperation | 68 & 69 | 0.6 | 0.6 | 1.2 |
| Facilitation | 42 & 43 | 0.8 | 0.8 | 1.6 |
| Subtotal | | 6.6 | 4.6 | 11.2 |
| SUB-COMMITTEES | | | | |
| Ship Design and Construction (SDC) | 5 & 6 | 1.0 | 1.0 | 2.0 |
| Pollution Prevention and Response (PPR) | 5 & 6 | 1.0 | 1.0 | 2.0 |
| Human Element, Training and Watchkeeping (HTW) | 5 & 6 | 1.0 | 1.0 | 2.0 |
| Ship Systems and Equipment (SSE) | 5 & 6 | 1.0 | 1.0 | 2.0 |
| Navigation, Communications and Search and Rescue (NCSR) | 5 & 6 | 1.0 | 1.0 | 2.0 |
| Carriage of Cargoes and Containers (CCC) | 5 & 6 | 1.0 | 1.0 | 2.0 |
| Implementation of IMO Instruments (III) | 5 & 6 | 1.0 | 1.0 | 2.0 |
| Subtotal | | 7.0 | 7.0 | 14.0 |
| LONDON CONVENTION/PROTOCOL | 40/13 & 41/14 | 1.0 | 1.0 | 2.0 |
| Total | | 16.6 | 15.8 | 32.4 |

Annex 4

Staff complement for 2018 and 2019

| | | Posts fina | anced by the | e Organization's | | Posts financed | Total |
|--------------------------|-------------------------|-------------------|-----------------|----------------------------------|-----------|--|---------------------------------------|
| | | Regular budget | Trading Fund | Technical Cooperation Fund | Total | by Donor/Trust Funds or Member States* | operational posts for 2018-2019 |
| | Posts | (a) | (b) | (c) | (d=a+b+c) | (e) | (f=d+e) |
| Office of the Secretary- | Professional and higher | 10 | 0 | 0 | 10 | 0 | 10 |
| General | General Service | 4 | 0 | 0 | 4 | | 4 |
| - | Sub-Total | 14 | 0 | 0 | 14 | 0 | 14 |
| Member State | Professional and higher | 9 | | | 9 | 1 | 1/ 10 |
| Audit & Implementation | General Service | 5 | | | 5 | | 5 |
| Support | Sub-Total | 14 | 0 | 0 | 14 | 1 | 15 |
| •• | Professional and higher | 20 | 0 | 0 | 20 | 6 | 2/ 26 |
| Maritime Safety Division | General Service | 13 | 0 | 0 | 13 | 1 | 3/ 14 |
| _ | Sub-Total | 33 | 0 | 0 | 33 | 7 | 40 |
| Marine Environment | Professional and higher | 16 | 0 | 0 | 16 | 9 | 1/ 25 |
| Division | General Service | 10 | 0 | 0 | 10 | 7 | 5/ 17 |
| _ | Sub-Total | 26 | 0 | 0 | 26 | 16 | 42 |
| Legal Affairs and | Professional and higher | 14 | 0 | 0 | 14 | 0 | 14 |
| External Relations | General Service | 9 | 0 | 0 | 9 | 0 | 9 |
| Division | Sub-Total | 23 | 0 | 0 | 23 | 0 | 23 |
| Technical Cooperation | Professional and higher | 15 | 0 | 5 6/ | 20 | 0 | 20 |
| Division | General Service | 7 | 0 | 0 | 7 | 0 | 7 |
| | Sub-Total | 22 | 0 | 5 | 27 | 0 | 27 |
| | Professional and higher | 25 | 10 | 0 | 35 | 0 | 35 |
| Administrative Division | General Service | 33 | 18 | 0 | 51 | 0 | 51 |
| | Sub-Total | 58 | 28 | 0 | 86 | 0 | 86 |
| | Professional and higher | 39 | 0 | 0 | 39 | 0 | 39 |
| Conference Division | General Service | 36 | 0 | 0 | 36 | 0 | 36 |
| | Sub-Total | 75 | 0 | 0 | 75 | 0 | 75 |
| | Professional and higher | 148 | 10 | 5 | 163 | 16 | 179 |
| TOTAL | General Service | 117 | 18 | 0 | 135 | 8 | 143 |
| _ | TOTAL | 265 | 28 | 5 | 298 | 24 | 322 |

^{1/} One Junior Professional Officer: JPO (Rep of Korea)

^{2/} Three JPOs/Secondees (Malaysia, Republic of Korea and Turkey); three Project Officers for Maritime Security Projects

^{3/} One General Service project assistant for Maritime Security Project

^{4/} Two JPOs/ (Japan(2)); and seven Project Officers including three in Malta (REMPEC)

^{5/} Seven General Service project assistants including three in Malta (REMPEC)

^{6/} Five Experts for regional coordination (Ghana, Côte d'Ivoire, Kenya, the Philippines and the Caribbean)

^{*} Subject to the final funding agreement with donors

Annex 5 **Budgets for the Organization's Funds**

Table 1: Trading Fund (in £'000)

| | Approved | Budget | Propo | sal | Biennia | al Total |
|------------------------|----------|--------|--------|--------|---------|----------|
| Trading Fund | 2016 | 2017 | 2018 | 2019 | 2016-17 | 2018-19 |
| | (a) | (b) | (c) | (d) | (e=a+b) | (f=c+d) |
| Publishing income | 11,647 | 10,949 | 11,168 | 11,058 | 22,596 | 22,226 |
| Catering income | 587 | 700 | 600 | 687 | 1,287 | 1,287 |
| Miscellaneous income | 391 | 371 | 306 | 303 | 762 | 609 |
| Total Income (A) | 12,625 | 12,020 | 12,074 | 12,048 | 24,645 | 24,122 |
| Publishing expenditure | 4,710 | 4,716 | 5,086 | 5,195 | 9,426 | 10,281 |
| Catering expenditure | 1,273 | 1,351 | 1,490 | 1,534 | 2,624 | 3,024 |
| Total Expenditure (B) | 5,983 | 6,067 | 6,576 | 6,729 | 12,050 | 13,305 |
| Net surplus (C=A-B) | 6,642 | 5,953 | 5,498 | 5,319 | 12,595 | 10,817 |

Table 2: Headquarters Capital Fund (in £'000)

| | Approved Budget | | Propose | Proposed Budget | | Biennial Total | | |
|------------------------|-----------------|-------|---------|-----------------|---------|----------------|--|--|
| | 2016 | 2017 | 2018 | 2019 | 2016-17 | 2018-19 | | |
| Building Management | 206 | 297 | 306 | 315 | 503 | 621 | | |
| Equipment | 27 | 20 | 20 | 20 | 47 | 40 | | |
| IT/IS Services | 470 | 470 | 468 | 482 | 940 | 950 | | |
| ERP Services | 497 | 392 | 350 | 350 | 889 | 700 | | |
| Total | 1,200 | 1,179 | 1,144 | 1,167 | 2,379 | 2,311 | | |

Table 3: Termination Benefit Fund (in £'000)

| | Approved Budget | | Proposed | Proposed Budget | | Biennial Total | |
|------------------------------|-----------------|-------|----------|-----------------|---------|----------------|--|
| | 2016 | 2017 | 2018 | 2019 | 2016-17 | 2018-19 | |
| Termination/ repatriation | 415 | 470 | 207 | 207 | 885 | 414 | |
| ASHI | 589 | 618 | 623 | 623 | 1,207 | 1,246 | |
| Temp. | 15 | 15 | 29 | 29 | 30 | 58 | |
| Total | 1,019 | 1,103 | 859 | 859 | 2,122 | 1,718 | |

Table 4: Training and Development Fund (in £'000)

| | Approved Budget | | Proposed B | Proposed Budget | | Biennial Total | |
|---------------------------|-----------------|------|------------|-----------------|---------|----------------|--|
| | 2016 | 2017 | 2018 | 2019 | 2016-17 | 2018-19 | |
| Performance/HR management | 70 | 71 | 70 | 70 | 141 | 140 | |
| Language/IT training | 37 | 38 | 37 | 37 | 75 | 74 | |
| Induction | 8 | 8 | 8 | 8 | 16 | 16 | |
| Total | 115 | 117 | 115 | 115 | 232 | 230 | |

Table 5: Technical Cooperation Fund (in £'000)

| | Approved* | | Proposed | Budget * | Biennial Total | |
|-------------------|-----------|-------|----------|----------|----------------|---------|
| | 2016 | 2017 | 2018 | 2019 | 2016-17 | 2018-19 |
| Africa | 1,287 | 1,213 | 1,287 | 1,213 | 2,500 | 2,500 |
| Arab States | 360 | 340 | 360 | 340 | 700 | 700 |
| Asia | 460 | 430 | 460 | 430 | 890 | 890 |
| Pacific Islands | 210 | 200 | 210 | 200 | 410 | 410 |
| Eastern Europe | 69 | 65 | 69 | 65 | 134 | 134 |
| Latin America | 377 | 356 | 377 | 356 | 733 | 733 |
| Caribbean | 343 | 323 | 343 | 323 | 666 | 666 |
| Global programmes | 2,044 | 1,923 | 2,044 | 1,923 | 3,967 | 3,967 |
| Total | 5,150 | 4,850 | 5,150 | 4,850 | 10,000 | 10,000 |

^{*} The exchange rates used here to convert the ITCP financed from the TC Fund is \$1.50 for the 2016-2017 biennium (\$15.5m) and \$1.30 for the 2018-2019 biennium (\$13m).

RESOLUTION A.1112(30) Adopted on 6 December 2017 RESULTS-BASED BUDGET FOR THE 2018-2019 BIENNIUM