



International Coffee Organization  
Organización Internacional del Café  
Organização Internacional do Café  
Organisation Internationale du Café

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Executive Board  
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London, England

**Proposed change to Regulation 9.4  
of the Staff Regulations and Staff Rules  
of the Organization**

## **Background**

This document sets forth a proposal to change the Organization's retirement age.

## **Action**

The Executive Board is requested to consider this document and make its recommendation to the Council for approval.

## **PROPOSED CHANGE TO REGULATION 9.4**

### **Background**

1. Regulation 9.4 of the Organization's Staff Regulations and Staff Rules (document EB-2770/86 Rev. 2) currently stipulates that members of the staff shall not be retained in the service of the Organization beyond the age of 62.

2. In the recent past, European-wide legislation has sought to extend the mandatory retirement age in line with anti age discrimination laws. Thus, the United Kingdom Government approved Age Regulations which came into force on 1 December 2006. These had the effect of introducing a new national default retirement age of 65, making compulsory retirement below that age unlawful. Employers who wish to terminate the employee's employment before the normal retirement age (if later than 65) or the default retirement age must have another fair reason for dismissal and follow the normal dismissal procedures.

3. The UK legislation follows the practice in many countries belonging to the European Union.

4. Certain other international organizations have introduced similar amendments to their retirement Rules or Regulations. Thus, the International Cocoa Organization (ICCO) proposed to amend its retirement age from 62 to 63 from 1 October 2007, to 64 from 1 October 2012 and to 65 from 1 October 2017. This amendment to Regulation VIII-4 of the Staff Regulations and Staff Rules of the ICCO was approved by the International Cocoa Council in September 2007.

5. The International Maritime Organization (IMO), the main United Nations agency based in London which the ICO follows in terms of determining human resources practice, has a mandatory retirement age of 62. However, staff members of the IMO are also members of the United Nations Pension Scheme which pays pensions from the age of 62. This does not apply to staff members of the ICO who are entirely separate from the UN Pension Scheme and instead have their own Provident Fund.

### **Proposal**

6. It is proposed that the ICO amend its mandatory retirement age in a phased manner over nine years, starting on 1 October 2008 with an increase in the age from 62 to 63; with a further rise to 64 four years later, on 1 October 2012; and a final rise to 65 five years later, on 1 October 2017.

7. This amendment is being proposed in the context of an overall review being conducted by the Executive Director concerning the Organization's Staff Regulations and Staff Rules in conjunction with the new International Coffee Agreement 2007. However, this particular amendment is being presented to the Executive Board earlier than other proposals because it has implications for a number of members of the staff who would otherwise retire in the course of the next 12 months. It is felt that these members of the staff have a valuable contribution to make to the work of the Organization. Other suggested amendments to the Staff Regulations and Staff Rules will be presented to the Executive Board and the Council at a later date.

8. The financial implications of such a change to the retirement age are nil: the Draft Administrative Budget for 2008/09 already contains fully costed provisions. The proposed change would only affect three members of the staff over the next four years.

9. The proposed amendment to the Regulation is attached in Annex I.

**Action**

10. The Executive Board is requested to consider the proposed amendment and to present its recommendation to the Council for approval.

REGULATION 9.4

Retirement

CURRENT REGULATION

Members of the staff shall not be retained in the service of the Organization beyond the age of 62. At the request of the Executive Director the Executive Board may, in the interest of the Organization, extend this age limit in exceptional cases.

**PROPOSED REGULATION**

**Members of the staff shall not be retained in the service of the Organization beyond the age of 62 years. As from 1 October 2008 this age limit will be raised to 63, as from 1 October 2012 this limit will be raised to 64 and from 1 October 2017 to 65. The Executive Director may, in the interest of the Organization, extend this age limit in exceptional cases.**