



Resolution No. 14

GA-2024-92-RES-14

Subject: Improving the competitiveness of INTERPOL's compensation and benefits package: proposed strategic approach

The ICPO-INTERPOL General Assembly, meeting in Glasgow, United Kingdom, from 4 to 7 November 2024, at its 92nd session:

CONSIDERING Chapter 5 of INTERPOL's Staff Manual referring to the general conditions governing emoluments, salaries and allowances for INTERPOL's officials,

ALSO CONSIDERING that pursuant to Staff Regulation 14.3, the provisions of the Staff Regulations may be amended by the General Assembly,

HAVING EXAMINED Report GA-2024-92-REP-14 referring to the proposed strategy to establish a sustainable framework to maintain the competitiveness of INTERPOL's compensation and benefits package, based on the guiding principles of selection of the International Civil Service Commission compensation system as INTERPOL's market reference, rationalization of benefits to support INTERPOL's operational needs, preservation of fairness among INTERPOL's officials, and gradual implementation for better affordability,

NOTING the support expressed by the Advisory Group on Financial Matters and the Executive Committee to incrementally align with the International Civil Service Commission compensation system, to enhance the attractiveness and overall competitiveness of INTERPOL,

APPROVES the proposal to adopt the International Civil Service Commission compensation system as a market reference for INTERPOL's salary structure, grading and allowances, within the scope of any applicable limitations and restrictions, and based on the guiding principles and objectives set out in Report GA-2024-92-REP-14;

TASKS the General Secretariat to submit draft amendments to INTERPOL's legal framework applicable to the reform of INTERPOL's compensation and benefits package at its 93rd session;

FURTHER TASKS the General Secretariat to set the technical, administrative and financial procedures for the implementation of the reform of INTERPOL's compensation and benefits package in alignment with the proposed revisions of the legal framework, and to regularly consult with the Advisory Group on Financial Matters and the Executive Committee on the changes contemplated to ensure the sustainability of the proposals.

Adopted: 112 votes in favour, 2 against, 3 abstentions