

**15. Minimum standards for staff management**

- (1) The board must, after consultation with the Commissioner for Public Sector Standards, prepare and issue an instrument setting out minimum standards of merit, equity and probity applicable to the management of the staff of the IMO.
- (2) In subregulation (1) —  
“**management**” includes recruitment, selection, appointment, transfer, secondment, performance management, redeployment, discipline and termination of employment.
- (3) In complying with subregulation (1) the board is to have regard to the principles set out in section 8 of the *Public Sector Management Act 1994*.
- (4) Regulation 13(4) is not affected by the requirements of subregulation (3).
- (5) The Commissioner for Public Sector Standards may at any time recommend to the board any amendment that he or she thinks should be made to an instrument issued under this regulation.
- (6) The board may —
  - (a) amend an instrument issued under this regulation; or
  - (b) revoke it and substitute a new instrument,

but, except where subregulation (5) applies, is to do so only after consultation with the Commissioner for Public Sector Standards.