



International Oil Pollution  
Compensation Funds

Fonds internationaux  
d'indemnisation pour les  
dommages dus à la pollution  
par les hydrocarbures

Fondos internacionales  
de indemnización de daños  
debidos a contaminación por  
hidrocarburos

**Speech by Mr Modesto Zotti, Office Manager and member of the Secretariat since 1984,  
on the occasion of the celebration of the 40<sup>th</sup> Anniversary of the IOPC Funds**

Thank you, Director.

Now that you have heard the number of years I have been at the Funds, you must all be wondering how old I am! You only need to know, that I am just a bit over 34!

Good afternoon ladies and gentlemen. On behalf of past and present staff members of this organisation, it gives me great pleasure to stand here today on this special occasion to say a few words of appreciation to the panel of previous Directors.

For myself personally, I feel quite humble, having had the privilege of being part of this organisation and the opportunity to have worked with all the previous Directors over the years.

Having experienced at first hand the significant evolution and expansion of this organisation to what it has become today, I think it is safe to say that its success can be attributed largely to the valuable contribution of each Director that has served as Head of this organisation, with their professionalism, dedication, expertise and personalities.

The standard was set by Dr Ganten 40 years ago. Although it was in a different era, the foundations that he laid are still very much present today. I spent only a few months working with Dr Ganten, but the things I remember the most from that time, was his approachability and sense of humour, of which I am glad he still retains! He was ever the professional, taking the job itself very seriously, of course, but nevertheless he managed to make sure we all worked in a friendly and fun environment, and, as a young new staff member I was very grateful for that. Thanks to Dr Ganten, it became, and has remained, a place people want to work.

Mr Jacobsson, who reigned for many years, built on the foundations laid by Dr Ganten and lead the Organisation and the Secretariat into a new era, overseeing the establishment of two entirely new Funds and a huge growth in membership. Mr Jacobsson is one of the most driven characters I have ever met. He has always had so much energy, and it seemed to many of us that he lived and breathed the IOPC Funds. Despite its growth he somehow managed to personally follow every small detail that went through the organisation. He was incredibly knowledgeable, a perfectionist, but he also valued his staff and at the same time, he remained very much a family man.

When he left the organisation after 22 years, we had no idea what to expect from a new Director, as it would not have been easy for anyone else to follow his standard.

When Mr Osterveen took over the reins, he made sure that the standards set by his predecessors were upheld, but he also introduced new ideas and approaches, both within the Secretariat and the organisation as a whole, setting the trend for the way forward. He was keen that the work, input, and presence of the staff members was

more visible to the Member States. He introduced a number of changes in the management style of the Secretariat to ensure it was brought in line with modern day practices, whilst maintaining the key principles of the organisation. We continue to benefit from those changes.

When I came to the Fund there were only six staff members, and it was considered a small secretariat, but more so it was considered a small family. Today, the organisation has 27 staff members and ten times more Member States than it had when I joined, therefore the workload has increased with it, yet, it continues to function well with a small secretariat, and it remains a relatively small family.

Both the working environment and continued efficiency of the Secretariat can in part be attributed to the way the three previous Directors carried out their roles, valuing, encouraging and making use of the internal experience and expertise of their staff, and for that I am sure, that all staff past and present owe them their gratitude.

On behalf of all the Secretariat, I congratulate Dr Ganten, Mr Jacobsson and Mr Osterveen, on their achievements at this Organisation.

Thank you