



**OPCW**

**Executive Council**

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Seventy-Seventh Session  
7 – 10 October 2014

EC-77/DEC.5  
9 October 2014  
Original: ENGLISH

**DECISION**

**NEW INTERIM STAFF RULE ON INDEPENDENT MEDIATION**

**The Executive Council,**

**Recalling** the decision of the Conference of the States Parties adopting the Staff Regulations of the OPCW (C-IV/DEC.25, dated 2 July 1999);

**Taking into account** the Note by the Director-General entitled “Proposed New Interim Staff Rule on Independent Mediation” (EC-77/DG.24, dated 29 September 2014);

**Hereby:**

**Decides** to adopt a new interim staff rule on independent mediation, which is annexed hereto.

Annex:

Introduction of a New Interim Staff Rule on Independent Mediation into the Existing Interim Staff Rules of the OPCW



**Annex**

**INTRODUCTION OF A NEW INTERIM STAFF RULE ON INDEPENDENT  
MEDIATION INTO THE EXISTING INTERIM STAFF RULES OF THE OPCW**

**ARTICLE XII  
GENERAL PROVISIONS**

**Rule 12.0.05  
Independent mediation**

- (a) A mechanism for independent mediation shall be established to assist in the prevention, or informal resolution, of work-related disputes. The Director-General shall appoint an independent mediator based on advice from a panel composed of representatives of the Joint Advisory Board, the Staff Council, the Office of the Legal Adviser, and the Human Resources Branch.
- (b) Timelines related to any formal proceedings shall be suspended pending the conclusion of the mediation process.
- (c) The Director-General shall set out in an administrative directive the terms of reference and the administrative arrangements for the independent mediator as well as the procedure for his/her selection.

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