



Seventy-Seventh Session
7 – 10 October 2014

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REPORT BY THE DIRECTOR-GENERAL

IMPLEMENTATION OF THE AMENDMENT TO THE STAFF REGULATIONS REGARDING DOWNWARD CLASSIFICATION OF POSTS DURING THE PERIOD FROM 14 AUGUST 2013 TO 13 AUGUST 2014

1. The Conference of the States Parties (hereinafter “the Conference”) at its Seventeenth Session (C-17/DEC.7, dated 27 November 2012) adopted the amendment to Staff Regulation 2 of the OPCW and requested the Director-General to provide an annual report on the implementation of this decision to the Executive Council (hereinafter “the Council”) at its last regular session every year.
2. The amended OPCW Staff Regulation 2 states that, in conformity with principles laid down by the Conference, with due regard to the Programme of Work and Budget and the OPCW Financial Regulations and Rules, and taking into consideration the master standards of job classification as developed by the International Civil Service Commission (ICSC), the Director-General shall make appropriate provision for the downward classification of posts according to the nature of the duties and responsibilities required.
3. This report on the posts that have been reclassified downwards is provided annually to the Council.
4. Posts are classified to ensure that those carrying equivalent responsibilities and duties are classified in the same category and at the same grade. In addition to the posts that were reported in 2013 (EC/74/DG.10, dated 28 August 2013), the Director-General has approved the downward classification of three posts during the period from 14 August 2013 to 13 August 2014. These posts have been classified by an externally contracted expert in accordance with the aforementioned ICSC standards. The classification of the posts to the appropriate level was a result of a staffing review and needs analysis in the respective units.
5. Table 1 below lists the details of the three posts that have been approved by the Director-General for downward classification during the period from 14 August 2013 to 13 August 2014, all of which have been reclassified one grade lower.



TABLE 1: LIST OF ALL DOWNWARD CLASSIFICATIONS OF POSTS APPROVED BY THE DIRECTOR-GENERAL FOR THE PERIOD FROM 14 AUGUST 2013 TO 13 AUGUST 2014

Post No.	Old Post Title/ (Division)	Old Level	New Post Title/ (Division)	New Level
F0105	Head, Information Services (ADM)	D-1	Head, Information Services (ADM)	P-5
F0143	Head, Training and Development and Results Based Management (ADM)	P-5	Head, Training and Development and Results Based Management (ADM)	P-4
F0154	Political Affairs Officer (ERD)	P-3	Political Affairs Officer (ERD)	P-2

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