



DECISION

REHIRING OF INSPECTORS

The Executive Council,

Mindful of the paramount importance of having within the Technical Secretariat (hereinafter “the Secretariat”) of the Organisation for the Prohibition of Chemical Weapons (OPCW) experienced experts with the requisite skills and expertise to meet OPCW operational requirements and maintaining within the Secretariat chemical weapons-specific expertise;

Recalling that the Third Special Session of the Conference of the States Parties to Review the Operation of the Chemical Weapons Convention (hereinafter “the Third Review Conference”) stressed the importance for the Secretariat to maintain verification expertise relating to chemical weapons and requested the policy-making organs to support this objective;

Recalling also that the Third Review Conference underlined the importance of the Secretariat maintaining and further developing technical capabilities, expertise, and the necessary preparedness;

Recalling further that, in a decision entitled “OPCW Staff Regulations” (C-IV/DEC.25, dated 2 July 1999), the Conference of the States Parties (hereinafter “the Conference”) at its Fourth Session adopted Staff Regulation 4.4;

Mindful also that the OPCW is a non-career organisation and that the total length of service for staff is seven years, except as otherwise specified;

Recalling further the provisions contained in paragraph 44 of Article VIII of the Chemical Weapons Convention (hereinafter “the Convention”), including, inter alia, that “[t]he paramount consideration in employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity”, and that “[d]ue regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible”;

Emphasising that the recruitment and selection process for staff members of the Secretariat should continue to be undertaken in a transparent and accountable fashion, bearing in mind the interrelationship between the tenure policy of the Organisation and the selection process by which staff members are recruited by the Secretariat;



Recalling further the decision on the rehiring of inspectors by the Conference at its Nineteenth Session (C-19/DEC.11, dated 4 December 2014), which authorised the Director-General to rehire individuals who have previously been designated as OPCW inspectors and requested that the matter be revisited in 2017, taking into consideration the recommendations of the Advisory Body on Administrative and Financial Matters (ABAF) to the Council;

Noting the report of the Forty-Third Session of the ABAF (ABAF-43/1, dated 1 September 2017), as well as the Note by the Director-General entitled “Comments on the Report of the Advisory Body on Administrative and Financial Matters at its Forty-Third Session” (EC-86/DG.24*, dated 27 September 2017);

Welcoming the addendum on the subject of the impact of the decision on the rehiring of inspectors (EC-85/DG.6/Add.1*, dated 25 September 2017) to the report by the Director-General on implementation of the tenure policy in 2016 (EC-85/DG.6, dated 5 May 2017);

Recognising that similar non-career organisations are allowed to retain a certain percentage of their staff for longer periods than initial tenure, including through the use of mechanisms to rehire technical staff; and

Considering, on the basis of the experience acquired through the implementation of the decision on the rehiring of inspectors (C-19/DEC.11), that the rehiring mechanism is not only a key component of a knowledge management system, but a critical requirement to ensure continuity under the Inspectorate Division, so that the OPCW remains fit for purpose when new challenges are presented;

Hereby:

Recommends that the Conference at its Twenty-Second Session:

1. **Decide** that the Director-General may continue to rehire individuals who have previously been designated as OPCW inspectors;
2. **Decide also** that the Director-General shall resort to rehiring former inspectors, team leaders and team members, as an exceptional and interim measure, only if no other qualified candidates with relevant experience are available, including through promotions;
3. **Decide further** that a former staff member of the OPCW who has been rehired shall otherwise be subject to the normal terms and conditions of an OPCW staff member; that the term of service of a rehired staff member shall be limited to up to three years and not subject to any further prolongation or recurrence; and that the starting date of an inspector’s initial contract, as a rehired inspector, shall be preceded by a break in service from his or her previous contract with the Organisation;
4. **Decide further** that recruitment rules for rehiring will apply in accordance with the Convention and the existing OPCW Staff Regulations. In any case, former inspectors could not be rehired if they were to exceed the retirement age of the Organisation during the period of their initial contract as a rehired inspector;

5. **Request** that the Director-General enhance work to ensure capacity-building and transfer of knowledge activities in the Inspectorate Division, as well as training, coaching and mentoring initiatives and other relevant international cooperation and assistance programmes such as the Associate Programme for, inter alia, potential inspector applicants with the appropriate academic qualifications, including those from States Parties that have little or no declarable chemical industries or activities;
6. **Request also** that the Director-General continue to pay due consideration to geographical and gender balance in accordance with paragraph 44 of Article VIII of the Convention, and the request made by the Council at its Seventy-Third Session (paragraph 12.9 of EC-73/6, dated 19 July 2013) when rehiring inspectors;
7. **Request further** that the Director-General use the rehiring mechanism sparingly, ensuring that no more than 20% of the inspectors in the Secretariat at any given time consist of rehired inspectors, and request that the Director-General present, as far as feasible, a projection of the estimated need for rehired inspectors;
8. **Request further** that the Director-General, as part of his annual report on the implementation of the tenure policy, continue to report to the Council on the implementation and impact of this decision, including an assessment of the transfer of knowledge and experience by the rehired inspectors, as well as on a programme of training to develop future generations of inspectors that would meet the Organisation's needs; and
9. **Decide further** to review the implementation of this decision at its Twenty-Fourth Session, in 2019, subject to any recommendations or decisions from the Fourth Special Session of the Conference of the States Parties to Review the Operation of the Chemical Weapons Convention.

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