



OPCW

Executive Council

Eighty-Ninth Session
9 – 11 and 18 October 2018

EC-89/DEC.4
11 October 2018
Original: ENGLISH

DECISION

AMENDMENTS TO THE STAFF REGULATIONS OF THE OPCW

The Executive Council,

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

Also recalling Staff Regulation 12.1, which states that “[t]he present Staff Regulations may be supplemented or amended by the Conference of the States Parties, without prejudice to the existing contracts of staff members”; and

Taking into account the Note by the Director-General entitled “Proposed Amendments to the Staff Regulations of the OPCW” (EC-89/DG.19, dated 14 September 2018);

Hereby:

Recommends to the Conference that it adopt the amendments to the Staff Regulations of the OPCW annexed hereto.

Annex:

Amendments to the Staff Regulations of the OPCW



Annex

AMENDMENTS TO THE STAFF REGULATIONS OF THE OPCW

Existing Text	Proposed Amendment
<p><u>Regulation 1.11</u></p> <p>The oath or declaration shall be made orally by the Director-General at a session of the Conference of the States Parties. All staff members of the Organisation shall make the oath or declaration before the Director-General or his authorised representative or in writing.</p>	<p><u>Regulation 1.11</u></p> <p>The oath or declaration shall be made orally by the Director-General at a session of the Conference of the States Parties. All staff members of the Organisation shall make the oath or declaration before the Director-General or his or her authorised representative or in writing.</p>
<p><u>Regulation 3.2(b)</u></p> <p>The Director-General shall also establish terms and conditions under which an education grant, not in excess of levels authorised for the United Nations, shall be available to a staff member serving in a country whose language is different from his own and who is obliged to pay tuition for the teaching of the mother tongue to a dependent child attending a local school in which the instruction is given in a language other than his or her own.</p>	<p><u>Regulation 3.2(b)</u></p> <p>The Director-General shall also establish terms and conditions under which an education grant, not in excess of levels authorised for the United Nations, shall be available to a staff member serving in a country whose language is different from his or her own and who is obliged to pay tuition for the teaching of the mother tongue to a dependent child attending a local school in which the instruction is given in a language other than his or her own.</p>
<p><u>Regulation 4.2</u></p> <p>The paramount consideration in the appointment, transfer and promotion of staff shall be the necessity of securing the highest standards of efficiency, professional competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible. Recruitment shall be guided by the principle that the staff shall be kept to a minimum necessary for the proper discharge of the responsibilities of the Secretariat.</p>	<p><u>Regulation 4.2</u></p> <p>The paramount consideration in the appointment, transfer and promotion of staff shall be the necessity of securing the highest standards of efficiency, professional competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible, recognising also the need to take into account considerations of gender balance. Recruitment shall be guided by the principle that the staff shall be kept to a minimum necessary for the proper discharge of the responsibilities of the Secretariat.</p>