



OPCW

Conference of the States Parties

Tenth Session
7 – 11 November 2005

C-10/DEC.4
8 November 2005
Original: ENGLISH

DECISION

AMENDMENTS TO THE STAFF REGULATIONS OF THE OPCW

The Conference of the States Parties,

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

Also recalling Staff Regulation 12.1, which states, “The 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

Noting the decision of the Executive Council at its Forty-Second Session (EC-42/DEC.3, dated 30 September 2005) recommending to the Conference of the States Parties that it adopt the amendments to the Staff Regulations annexed thereto, which are also annexed to the present document;

Hereby:

Adopts 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

Previous Text	New Text
<p><u>Regulation 3.1 and Annex I</u></p> <p><u>Paragraph 2 of Annex I:</u> Subject to satisfactory service, salary increments in accordance with the salary scales set forth in the present annex shall be awarded annually, except that any increments to step XII of the Associate Officer level, steps XIV and XV of the Second Officer level, steps XIII, XIV and XV of the First Officer level, steps XI, XII and XIII of the Senior Officer level and above step IV of the Principal Officer level shall be preceded by two years at the previous step.</p>	<p><u>Regulation 3.1 and Annex I</u></p> <p><u>Paragraph 2 of Annex I:</u> Subject to satisfactory service, salary increments in accordance with the salary scales set forth in Annex I to the Staff Regulations of the United Nations, and published in information circulars at the OPCW, shall be awarded annually, except that any increments to step XII of the P-2 level, steps XIV and XV of the P-3 level, steps XIII, XIV and XV of the P-4 level, steps XI, XII and XIII of the P-5 level, above step IV of the D-1 level, and above step I of the D-2 level, shall be preceded by two years at the previous step.</p>
<p><u>Regulation 3.2(c)</u></p> <p>(c) The Director-General shall also establish terms and conditions under which an education grant shall be available to a staff member whose child is unable, by reason of physical or mental disability, to attend a normal educational institution and therefore requires special teaching or training, or while attending a normal educational institution, requires special teaching or training to assist him or her in overcoming the disability. The amount of this grant per year for each disabled child shall be equal to 100 per cent of the educational expenses actually incurred, up to a maximum amount approved by the United Nations General Assembly for the United Nations common system and endorsed by the Executive Council. Travel costs of the child may also be paid for an outward and return journey once in each scholastic year between the educational institution and The Hague.</p>	<p><u>Regulation 3.2(c) and (d)</u></p> <p>(c) The Director-General shall also establish terms and conditions under which an education grant shall be available to a staff member whose child is unable, by reason of physical or mental disability, to attend a normal educational institution and therefore requires special teaching or training, or while attending a normal educational institution, requires special teaching or training to assist him or her in overcoming the disability. The amount of this grant per year for each disabled child shall be equal to 100 per cent of the educational expenses actually incurred, up to a maximum amount approved by the United Nations General Assembly for the United Nations common system and endorsed by the Executive Council.</p> <p>(d) Travel costs of each child covered by the education grant or the special-education grant may be paid for an outward and return journey once in each scholastic year between the educational institution and The Hague.</p>

Previous Text	New Text
<p><u>Regulation 9.1</u></p> <p>(d) No notice or justification shall be required if the Director-General terminates the appointment during the probation period, in which case the staff member shall not have the right of appeal.</p>	<p><u>Regulation 9.1</u></p> <p>(d) Deleted</p>
<p><u>Annex III</u></p> <p>Staff members whose appointments are terminated shall be paid an indemnity in accordance with the schedule of payments as outlined in Annex III of the United Nations Staff Regulations.</p>	<p><u>Annex III</u></p> <p>Staff members whose appointments are terminated shall be paid an indemnity in accordance with the schedule of payments as outlined in Annex III of the United Nations Staff Regulations. The Secretariat shall publish the schedule of payments applied at the United Nations, and any amendments, in information circulars.</p>
<p><u>Annex IV</u></p> <p>In principle, the repatriation grant shall be payable to staff members whom the Organisation is obliged to repatriate. The repatriation grant shall not, however, be paid to staff members who are summarily dismissed. Staff members shall be entitled to a repatriation grant only upon relocation outside the Netherlands. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Director-General. The amount of the grant shall be proportional to the length of service with the Organisation and in accordance with the relevant United Nations scale as contained in Annex IV of the United Nations Staff Regulations.</p>	<p><u>Annex IV</u></p> <p>In principle, the repatriation grant shall be payable to staff members whom the Organisation is obliged to repatriate. The repatriation grant shall not, however, be paid to staff members who are summarily dismissed. Staff members shall be entitled to a repatriation grant only upon relocation outside the Netherlands. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Director-General. The amount of the grant shall be proportional to the length of service with the Organisation and in accordance with the relevant United Nations scale as contained in Annex IV of the United Nations Staff Regulations. The Secretariat shall publish that scale, and any amendments thereto, in information circulars.</p>

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