OPCW   **Conference of the States Parties**

DECISION

FUTURE IMPLEMENTATION OF THE TENURE POLICY OF THE OPCW

The Conference of the States Parties,

Having considered the decision by the Executive Council (hereinafter "the Council") at its Thirty-First Meeting (on 23 and 24 November 2011) concerning the future implementation of the tenure policy of the OPCW;

Hereby:

1.   **Modifies** the decision taken by the Conference of the States Parties at its Eleventh Session (C-11/DEC.7 (dated 7 December 2006)), which amended subparagraph 1(c) of C-SS-2/DEC.1 (dated 30 April 2003), to read as follows:

   "(c)   as a one-time measure, which does not set a precedent for the future, this exceptional authority of the Director-General to grant contract extensions or renewals beyond the seven-year total length of service provided for in Staff Regulation 4.4(b) shall expire effective 29 April 2016. This exceptional authority shall apply to the operational requirements of verification and inspection of destruction-related activities. At that time, no staff subject to tenure with a total length of service in excess of seven years, other than those falling under the provisions of Staff Regulation 4.4(b) (i) and (ii), may remain on staff";

2.   **Decides** that no staff member who receives an exceptional extension in service pursuant to subparagraph 1(c) above may remain on staff for a total length of service in excess of ten years;

3.   **Decides** that the Council may explore at a later stage possible options, so as to ensure the Organisation has staff with the requisite skills and expertise to meet its operational requirements; and

4.   **Requests** the Director-General to provide an annual report on the implementation of this decision to the Council at its third regular session every year. This report will include information on the posts for which extensions have been granted. The first such report will be submitted to the Council at its Sixty-Ninth Session.

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