DECISION

NEW INTERIM STAFF RULE ON INDEPENDENT MEDIATION

The Executive Council,

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

Taking into account the Note by the Director-General entitled “Proposed New Interim Staff Rule on Independent Mediation” (EC-77/DG.24, dated 29 September 2014);

Hereby:

Decides to adopt a new interim staff rule on independent mediation, which is annexed hereto.

Annex:

Introduction of a New Interim Staff Rule on Independent Mediation into the Existing Interim Staff Rules of the OPCW
Annex

INTRODUCTION OF A NEW INTERIM STAFF RULE ON INDEPENDENT MEDIATION INTO THE EXISTING INTERIM STAFF RULES OF THE OPCW

ARTICLE XII
GENERAL PROVISIONS

Rule 12.0.05
Independent mediation

(a) A mechanism for independent mediation shall be established to assist in the prevention, or informal resolution, of work-related disputes. The Director-General shall appoint an independent mediator based on advice from a panel composed of representatives of the Joint Advisory Board, the Staff Council, the Office of the Legal Adviser, and the Human Resources Branch.

(b) Timelines related to any formal proceedings shall be suspended pending the conclusion of the mediation process.

(c) The Director-General shall set out in an administrative directive the terms of reference and the administrative arrangements for the independent mediator as well as the procedure for his/her selection.

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