



DECISION

REHIRING OF INSPECTORS

The Conference of the States Parties,

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 necessary preparedness;

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

Emphasising 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”; and

Emphasising also 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 inter-relationship between the tenure policy of the Organisation and the selection process by which staff members are recruited by the Secretariat;



Hereby:

1. **Decides** that the Director-General may rehire individuals who have previously been designated as OPCW inspectors as an exceptional measure, which will be revisited in 2017 in accordance with operative paragraph 10 below;
2. **Decides also** that the exceptional measure described in paragraph 1 above does not set a precedent for the future for other categories of OPCW staff, except those falling under the provisions of Staff Regulation 4.4(b) (i) and (ii);
3. **Decides further** that the Director-General shall resort to rehiring former inspectors only if no other qualified candidates with relevant experience are available;
4. **Decides 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 no more than three years, and that one full year must elapse between the last day of a rehired staff member's previous contract and the starting date of his or her new contract;
5. **Decides further** that recruitment rules for rehiring will apply in accordance with the Convention and the existing Staff Regulations. In any case, former inspectors could not be rehired if they exceed the retirement age of the Organisation;
6. **Requests** that the Director-General ensure capacity-building and transfer of knowledge activities in the Inspectorate Division, and use coaching and mentoring initiatives and other relevant International Cooperation and Assistance programmes such as the Associate Programme, inter alia for potential inspector applicants with the appropriate academic qualifications, from States Parties, including those that have little or no declarable chemical industries or activities;
7. **Requests** the Director-General to continue to pay due consideration to geographical and gender balance, as per the request made at the Seventy-Third Session of the Executive Council (paragraph 12.9 of EC-73/6, dated 19 July 2013), and to act in accordance with paragraph 44 of Article VIII of the Convention when rehiring inspectors;
8. **Requests also** 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 consists of rehired inspectors;
9. **Requests further** that the Director-General, as part of his annual report on the implementation of the tenure policy, report to the Council on the implementation and the 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 that will be put into place to develop future generations of inspectors that would meet the Organisation's needs; and
10. **Decides further** to review the implementation of this decision at its Twenty-Second Session, in 2017, taking into consideration the recommendations of the Advisory Body on Administrative and Financial Matters to the Council on the matter.