



30 January 2012

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**INTERNATIONAL RENEWABLE ENERGY AGENCY**

Second session of the Assembly

Abu Dhabi, 14 – 15 January 2012

**Amendments to the Staff Regulations (A/1/DC/3)**

**Amendments to the Staff Regulations A/1/DC/3<sup>1</sup>**

**Regulation 2.2**

***Responsibilities of the Director-General***

(a) The Director-General shall ensure that the rights and duties of staff members, as set out in the Statute, the Staff Regulations and Rules, the Policy on Ethics and Conflict of Interest and other relevant decisions of the Assembly, are respected.

(b) The Director-General shall seek to ensure that, in accordance with Article XI paragraph C of the Statute, the paramount consideration in the employment of staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity.

**Regulation 2.4**

***Core values***

(a) Staff members shall uphold and respect the principles set out in the Statute and in the Charter of the United Nations, including faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women. Consequently, staff members shall exhibit respect for all cultures; they shall not engage in harassment or discrimination against any individual or group of individuals and they shall not abuse the power and authority vested in them.

(b) Staff members shall uphold the highest standards of efficiency, competence and integrity. The concept of integrity includes, but is not limited to, probity, impartiality, fairness, honesty and truthfulness in all matters affecting their work and status.

(c) Staff shall conduct themselves at all times in a manner consistent with the Policy on Ethics and Conflict of Interest adopted by the Assembly and with the Agency's Code of Conduct promulgated by the Director-General as an annex and integral part of the Staff Rules, in accordance with Regulation 13.3.

**Regulation 2.6**

***Honours, gifts or remuneration***

No staff member shall accept any honour, decoration, remuneration, favour or gift of any monetary value from a Government or a source external to the Agency unless authorized to do so by the Director-General or under the exceptions specifically provided by the Policy on Ethics and Conflict of Interest.

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<sup>1</sup> Regulation 1.1 – 2.1, 2.3, 2.5, and 2.8 – 13.3 remain unchanged.

**Regulation 2.7**

***Conflict of interest***

(a) Staff members shall not be actively associated in their personal capacity, directly or indirectly, with any business or other concern if it were possible for the staff member or the business or other concern to benefit from such association by reason of the staff member's position with the Agency unless specifically provided for pursuant to the Policy on Ethics and Conflict of Interest.

(b) Staff members at the P-5 level and above, as well as any other staff members whose functions could lead to actual or apparent conflict of interest with the Agency, shall prepare and submit disclosure of interest statements, as required by the Policy on Ethics and Conflict of Interest and as prescribed by the Director-General.

(c) Staff members shall not engage in any outside occupation or employment, whether remunerated or not, without the prior approval of the Director-General.

**Regulation 13.4**

***Transitional measure pending promulgation of the Agency Staff Rules***

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