

## **Report of the Director-General**

### **Proposed amendment to Staff Rule 105.3 Types of Appointment**

1. In line with the Decision on the Length of Service for Staff in the General Service Category ([A/12/DC/2](#)) adopted by the Assembly at its twelfth session and given the need to review staff rules that are impacted as a result, the Council is invited to consider the proposed amendment to Staff Rule 105.3 on Types of appointment. The proposed amendment to introduce a new rule 105.3 (d) takes into account instances in which staff have been or are appointed in the future from the General Service category, which has no tenure limits, to the Professional category, which has tenure limits on length of employment.
2. Offering General Service staff, the opportunity to advance to the Professional category through open competition without the disadvantage of counting prior General Service time toward tenure limits will level the playing field with external candidates which have no such restrictions. In addition, staff retention will improve as General Service staff with the motivation and skills to advance to the Professional category will be encouraged to apply. In instances where General Service staff compete and qualify through open competition for a professional post onboarding will be faster and less costly since travel and relocation expenses will be eliminated. When General Service staff see that there is a clear path for advancement within the Agency, they are more likely to be engaged, work harder, and strive for excellence. Internal General Service to Professional appointments can also help to build a strong pipeline of talent to back-up departing staff.
3. In summary, this provisional amendment to Staff Rule 105.3 is consistent with recent policy decision ([A/12/DC/2](#)) which places no tenure limits on General Service staff. The Director General recommends the natural extension of not counting prior General Service time served toward Professional staff tenure limits for those motivated and high performing General Service staff who through open competition with external candidates are selected for Professional staff positions. Without this change growth opportunities for motivated General Service staff will be severely curtailed. Finally, it is emphasized that if qualified General Service staff members are appointed to the Professional category, they are fully subject to tenure limits from the date of their appointment as per IRENA Staff Rule 105.3 (b).

4. Staff Regulation 13.2 provides that the Director-General, as the chief administrative officer of the Agency, shall provide and enforce such Staff Rules as he or she considers necessary in order to implement the Staff Regulations.
5. In accordance with Staff Regulation 13.3 (b), the Director-General shall report to the Assembly the full text of the provisional amendment to Staff Rule 105.3. Should the Assembly find that the provisional amendment is inconsistent with the intent and purpose of the Staff Regulations, it may direct that the amendment be withdrawn or modified.
6. The provisional amendment to the Staff Rule 105.3 through the introduction of provisional rule 105.3(d) is set out in the Annex to this Report.
7. The Director-General recommends that the Council consider and take note of the provisional amendment to Staff Rule 105.3, set out in the Annex to the present Report.
8. In accordance with Staff Regulation 13.3 (c), the provisional amendment to Staff Rule 105.3 reported by the Director-General, taking into account such modifications and/or deletions as may be directed by the Assembly, shall enter into full force and effect no later than thirty days after the end of the Assembly session having considered the provisional amendment, unless the Assembly decides on a different date.

## ANNEX

**Rule 105.3 *Types of appointment***

(a) Staff members may be granted fixed-term or temporary appointments, as defined below. No appointment carries any expectation of renewal or conversion to any other type of appointment, irrespective of the length of service or its extension.

(b) A “fixed-term appointment” is a time-limited appointment of one year or longer. The initial period shall normally not exceed three years. The total length of service on fixed-term appointments for staff at the professional level and above shall normally not exceed seven years. The Director-General may extend this maximum period once for a period of up to two years, provided that such an extension may be made only when there is a documented record of good performance and of the need to ensure continuity of the work of the Agency. The maximum length of service applicable to staff at the professional level and above shall not apply to staff in the general service category.

(c) A “temporary appointment” shall be granted for a period of less than one year to meet seasonal or peak workloads and specific short-term requirements. The appointment of a staff member who has served for the maximum period may be extended up to a total continuous period of less than two years when warranted by surge requirements and operational needs related to special projects with finite mandates.

(d) *For staff appointed to the Professional category from the General Service category after the appropriate competitive examination, time served in the General Service category shall not be taken into account in calculating their length of service for the purposes of paragraph (b) above.*