Seventh session of the Assembly of IRENA

Abu Dhabi, 14 – 15 January 2017

15 January 2017

Decision on temporary measure on the length of staff service

The Assembly,

Noting that, pursuant to staff regulation 5.4, the total length of service on fixed-term appointments shall normally not exceed seven years;

Noting also the Council deliberations on the issue in view of the upcoming tenure limit for a number of staff serving with the Agency, as summarized in the Note of the Director-General on temporary measure on the length of staff service contained in document A/7/15;

Mindful of the need to maintain the requisite skillset and expertise of staff to meet the operational requirements, in the best interest of the Agency and its staff;

Recalling Article XI.C. of the IRENA Statute, which stipulates that the paramount consideration in the employment of the staff shall be the necessity of securing the highest standards of efficiency, competence and integrity;

Emphasising that staff performance and programmatic needs shall continue to be the main considerations in extension of staff appointments;

Recognizing the young age of the Agency, and the need for additional empirical evidence to support informed decision-making;

Having considered the recommendations made by the Council at its twelfth meeting;

1. *Decides* to grant the Director-General the authority to extend the length of service of all staff serving with the Agency on 15 January 2017 for a period of up to four years in addition to the periods currently provided for in Staff Regulation 5.4 (b) and (c).

2. *Requests* the Council to consider the necessary amendments to the existing staff tenure policy for recommendation to the Assembly no later than at its tenth session.

3. *Takes note* of the Council's request to the Secretariat to continue analyzing the human resource trends, including turnover rate, vacancy rate and years of service, as well as impact of the staff tenure policy on these trends, and to report on these to the Council at its fifteenth meeting.