

Twelfth session of the Assembly  
Abu Dhabi, 15 – 16 January 2022

## **Note of the Director-General**

### **Length of Service for Staff in the General Service Category**

1. This Note provides information regarding the recommendations made by the Council at its twenty-second (26-27 October 2021) meeting on the length of service of IRENA staff in the General Service category.
2. Article 5 of the IRENA Staff Regulations sets forth the regime governing the appointment of staff to serve with the Agency. Among elements addressed, regulation 5.4 stipulates that the total length of service of staff with the Agency shall normally not exceed seven years. This regulation further provides for discretionary authority of the Director-General to extend this maximum length of service.
3. In view of the need to maintain the requisite skillset and expertise of staff to meet the operational requirements, in the best interest of the Agency; the Council, in the course of its meetings, considered the impact of the limitation in the length of service on the Agency for its staff. Information related to these discussions is contained in the following documents:
  - Report of the tenth meeting of the Council of IRENA (C/10/SR/1);
  - Report of the eleventh meeting of the Council (C/11/SR/1);
  - Note of the Director-General - IRENA Staff Tenure Policy (C/11/3);
  - Report of the Director-General - IRENA Staff Tenure Policy (C/12/12);
  - Report of the twelfth meeting of the Council of IRENA (C/12/SR/L.1);
  - Note of the Director-General - IRENA Staff Tenure Policy: Human Resources Trends (C/15/3);
  - Report of the Director-General - Staff Tenure Policy (C/21/4);
  - Report of the Director-General - Staff Tenure Policy (C/22/5)
4. At its twenty-second meeting, the Council discussed IRENA staff tenure policies which have been under active review for several years. Members were in support and in favour to lift restrictions on the length of service for staff in the General Service category and to establish a mandatory retirement age of 65 years for all such staff.
5. Following its consideration, the Council recommended that the Assembly, at its twenty-second meeting to consider the necessary amendments to the existing staff tenure policy for recommendation to the Assembly no later than at its twelfth session (January 2022).
6. The Council recommended that the Assembly request the Council to consider the necessary proposed amendments to the staff regulations required to implement the decision as set out in Annex I (the “Revised Staff Regulations”) in the draft *Decision Length of Service for Staff in the General Service Category* (A/12/DC/L.2).

7. The Council also recommends that the Assembly amend the staff rules proposed by the Director-General in accordance with Staff Regulations 13.2 and 13.3 for the implementation of the Revised Staff Regulations, as set out in Annex II to this Decision (the “Revised Staff Rules”).
8. Pursuant to Council discussions, the Assembly may wish to consider the adoption of the draft *Decision Length of Service for Staff in the General Service Category* contained in document A/12/DC/L.2.