

**ENERGY CHARTER
SECRETARIAT**

CCDEC 1997

10 GEN

Brussels, 31 July 1997

Related documents: CC 91, CC 92, CC 93

DECISION OF THE ENERGY CHARTER CONFERENCE

Subject: **Amendment of Staff Rules**

The Conference noted the recommendation by the Budget Committee that the Conference should adopt Staff Rules based on WCO Staff Rules as amended in CC 91, with the incorporation of two further provisions.

Rule 9.1. should be amended to read:

"As a rule, appointments to category A posts shall be for a period of not more than five years, renewable by further periods of one year. Appointments to category B and C posts shall also be for a fixed period and renewable. If the incumbent of a post is selected for reappointment, the renewal of his or her appointment shall not be regarded as a break in service. No action by the Secretary-General shall be construed as, or have the effect of, granting employment for an indefinite period or constituting a permanent appointment."

A new Staff Rule 24 would be established in these terms:

"The Secretary-General shall consult with Senior Management officers including the Deputy Secretary-General and Directors before personnel decisions are taken in accordance with Staff Regulations and Staff Rules, in particular regarding appointments, probation, promotion, advancement, disciplinary actions, termination of employment. Conclusions shall be recorded in writing."

The Chairman proposed that a decision be taken by correspondence in accordance with Rule 20 of the Rules of Procedure, allowing 3 weeks for responses.

The Conference also decided to authorise the Secretary-General to communicate to the Director-General of the ILO a declaration recognizing the jurisdiction of the ILO Administrative Tribunal. In view of the timing of the next ILO meeting, it was agreed that the

Keywords: Staff Rules

date of effect of recognition of ILOAT's jurisdiction in respect of the ECS be 1 December 1997.

The Conference noted that a Staff Manual would be established in the near future reflecting the Conference's decisions and integrating these with the WCO Staff Rules into a consolidated text.