

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

## **Decision**

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

The *Assembly*,

*Noting* the restrictions applicable to the length of service of staff pursuant to Staff Regulation 5.4;

*Recalling* that IRENA staff tenure policies have been under active review for several years and that, in 2017, the Assembly provided the Director-General with the authority to extend appointments of staff members recruited and serving the Agency as of 15 January 2017 for up to four years, in addition to the periods currently provided in Staff Regulations 5.4 (b) and (c) (A/7/DC/4);

*Noting* previous deliberations at the Assembly and Council in relation to the length of service for staff in the general service category, as summarized in the Note of the Director-General - Length of Service for Staff in the General Service Category;

*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 staff shall be the necessity of securing the highest standards of efficiency, competence and integrity;

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

*Having considered* the recommendation made by the Council at its twenty-second meeting;

*Noting that* pursuant to Staff Regulation 13.1, the staff regulations may be amended by the Assembly;

*Noting further* that pursuant to Staff Regulations 13.2 and 13.3, the Director-General shall provide and enforce such staff rules as necessary for the implementation of the staff regulations, and report to the Assembly such new and/or amended staff rules:

1. *Decides* 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;
2. *Adopts* the proposed amendments to the staff regulations required to implement the decision under (1) above, as set out in Annex I to this Decision (the “Revised Staff Regulations”);
3. *Takes note* of the amendments to 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”);

4. *Decides* that the Revised Staff Regulations and the Revised Staff Rules shall become effective as of the date of adoption of this Decision.
5. *Requests* the Director-General to take appropriate action to update the staff regulations and staff rules to reflect the changes thereto adopted pursuant to this Decision and to inform staff accordingly.