
INTERNATIONAL RENEWABLE ENERGY AGENCY

Seventh session of the Assembly
Abu Dhabi, 14 – 15 January 2017

Note of the Director-General on temporary measure on the length of staff service

1. This note provides information regarding the recommendations made by the Council at its twelfth meeting on the length of service of IRENA staff.

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 “*once for a period of up to two years provided that, for staff at the professional level and above, there is a documented record of performance and the need for such extension to ensure continuity of the work of the Agency*”.

3. In view of the upcoming tenure limit of the first cohort of staff who joined the Agency in 2011 and 2012, the Council, in the course of its meetings in 2015 and 2016, considered the impact of the limitation in the length of staff service on the Agency and its staff. Information related to these discussions is contained in the following documents:

- Report of the ninth meeting of the Council (C/9/SR/1);
- Report of the tenth meeting of the Council (C/10/SR/1);
- Report of the eleventh meeting of the Council (C/11/SR/1), and Note of the Director-General on IRENA Staff Tenure Policy (C/11/3);
- Report of the twelfth meeting of the Council (C/12/SR/L.1, forthcoming) and Report of the Director-General on IRENA Staff Tenure Policy (C/12/12).

4. At its twelfth meeting, the Council discussed that a one-time measure should be taken to secure continued smooth management of the Agency while allowing for an informed review of the existing tenure policy with a view to a more permanent solution.

5. Following its consideration, the Council recommended that the Assembly, at its seventh session (14-15 January 2017), grants the Director-General the authority to extend the length of service of all staff serving in the Agency at the time of the said Assembly for a period of up to four years in addition to the periods currently provided for in staff regulation 5.4 (b) and (c).

6. The Council also recommended that the Assembly request 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 (January 2020).

7. The Council also requested the Secretariat to continue to analyse 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 (May 2018).

8. Pursuant to Council discussions, the Assembly may wish to consider the adoption of the draft *Decision on temporary measure on length of staff service*, contained in document A/7/DC/L.4.