



TWELFTH ITEM ON THE AGENDA

Amendments to the Staff Regulations

Filling of vacancies

1. In the interests of the proper functioning of the Office and to ensure optimum use of its human resources,¹ the following addition to article 4.2(f) of the Staff Regulations is submitted to the Committee for consideration. The Joint Negotiating Committee has been consulted in accordance with the provisions of article 14.7 of the Staff Regulations.

ARTICLE 4.2

Filling of vacancies

(f) In accordance with the provisions of the Collective Agreement on a Procedure for Recruitment and Selection, competition shall be the normal method of filling vacancies between grades G.1 and P.5 inclusive. The methods to be employed shall comprise transfer in the same grade, promotion or appointment, normally by competition.

(1) Promotion or appointment without competition may be employed only in:

- filling vacancies requiring specialized qualifications;
- filling vacancies caused by upgrading of a job by one grade or in case of a job upgraded from the General Service to the National Professional Officers category or to the Professional category or in the case of a job upgraded from the National Professional Officers to the Professional category by one grade or more;
- filling vacancies in urgency;
- filling other vacancies where it is impossible to satisfy the provisions of article 4.2(a) above by the employment of any other method.

The Staff Union representatives mentioned in Annex I shall be informed of any promotions or appointments made without competition.

¹ See also ILO Administrative Tribunal judgement No. 2755.

(2) In addition to filling vacancies in the cases referred to in subparagraph (1) above, transfers in the same grade without competition may be made where such transfers are used for humanitarian reasons, or to implement the ILO's mobility policy or to meet other specific needs. In all cases of transfer in the same grade without competition, the Director-General will inform the Staff Union representatives mentioned in Annex I in advance of any such transfer. Moreover, the Director-General will issue calls for candidature for in-grade transfer, unless this is inappropriate given the circumstances of the transfer.

2. The Committee may wish to recommend that the Governing Body approve the amendment to the Staff Regulations proposed above.

Geneva, 6 March 2009.

Point for decision: Paragraph 2.