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## STAFFING OF THE AGENCY'S SECRETARIAT

### Report by the Board of Governors on its review of the Provisional Staff Regulations in the light of General Conference resolution GC(XXV)/RES/386

1. In General Conference resolution GC(XXV)/RES/386, operative paragraph 4, the Board was requested to undertake immediately a review of the Agency's Provisional Staff Regulations[1] insofar as they bear on the resolution and submit its report to the General Conference at its twenty-sixth regular session.
2. The main objective of resolution GC(XXV)/RES/386, as stated in its operative paragraph 1, is to increase substantially the number of staff members drawn from developing areas at all levels, and particularly at the senior and policy-making levels, and to rectify the imbalance which is seen to exist in this respect at present.
3. Implementation of the resolution is primarily a matter of appointment of staff. Provisions which are relevant to appointments are contained in Article VII of the Statute and Article III of the Provisional Staff Regulations, both of which refer to "the importance of recruiting the staff on as wide a geographical basis as possible".
4. Under Article VII.B of the Statute and Staff Regulation 3.01, the Director General is responsible for the appointment of staff. More specifically, Staff Regulations 3.02, 3.03 and 3.06 authorize him to decide - inter alia - on:
  - (i) The way a vacant post is to be filled (i.e. by outside recruitment, secondment or promotion);
  - (ii) Which candidate is the best qualified for the post in question;
  - (iii) The type of appointment to be granted (i.e. permanent or fixed-term); and
  - (iv) The extension or renewal of appointments.

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[1] INFCIRC/6/Rev.5.

5. In exercising his authority to appoint staff, the Director General has to comply with principles established by the Statute and also with directives which are issued by the General Conference and the Board in resolutions and regulations and which may be regarded as flowing from Article VII of the Statute - for example, the directive requiring the Director General to hold informal consultations with all Members of the Board before making appointments to posts of the rank of Head of Division or above.[2] These directives have to be complied with by the Director General regardless of whether they are incorporated in the Provisional Staff Regulations.

6. Resolution GC(XXV)/RES/386 also contains a directive to be complied with by the Director General when he is exercising the authority already conferred on him in Article VII.B of the Statute and in the Provisional Staff Regulations, and its implementation would not appear to require any amendment of the Provisional Staff Regulations designed to confer additional authority on him.

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[2] Decision taken by the Board in October 1957.