

GENERAL SECRETARIAT

EXECUTIVE ORDER No. 08-03

SUBJECT: MODIFICATION OF STAFF RULES

THE SECRETARY GENERAL,

In the exercise of the powers conferred upon him by Articles 109 and 113 of the Charter of the Organization of American States ("OAS") and Articles 4, 8, and 14 of the General Standards to Govern the Operation of the General Secretariat of the Organization of American States ("General Standards"); and

CONSIDERING:

That by Resolution AG/RES. 1873 (XXXII-O/02) "Career Service," the General Assembly adopted extensive amendments to Chapter III of the General Standards which provide for the phase out of the career service and its gradual replacement by staff on continuing contracts, together with more transparent recruitment and selection processes;

That by Resolution AG/RES. 2156 (XXXV-O/05) "Modernization and Reorganization of the OAS General Secretariat," the General Assembly amended Article 21 of the General Standards on Trust Appointments;

That by Resolution AG/RES. 2157 (XXXV-O/05), the General Assembly adopted a new Article 63 of the General Standards placing lifetime limits on the payment of the termination indemnity and the repatriation grant for staff members who leave the service of the Organization and return at a later date;

That by Resolution CP/RES. 910 (1568/06), pursuant to a delegation of authority from the General Assembly, the Permanent Council amended Article 23 of the General Standards to allow for the contracting of maintenance and cleaning personnel away from Headquarters as Temporary Support Personnel funded by the Regular Fund;

That in order to assure consistency in the legal instruments of the General Secretariat, it is necessary to modify the Staff Rules to include the modifications in personnel policy and the General Standards adopted by the General Assembly since 2002;

That in its Judgment No. 148 (2003), the OAS Administrative Tribunal recommended that the General Secretariat adopt more detailed procedures for determining deadlines for filing and responding to petitions in the Hearing and Reconsideration Process under Chapter XII of the Staff Rules;

That there are ambiguous provisions within the current Staff Rules which require further clarification to facilitate even handedness and greater transparency in their administration;

That Staff Rule 113.4 provides that the Secretary General, by way of Executive Order and without the approval of the political bodies, may amend Staff Rules not having budgetary implications, provided such amendments are consistent with the General Standards;

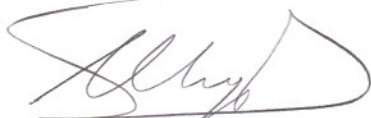
That the modifications to the Staff Rules set out in Annex A of this Executive Order reflect the changes to the General Standards and personnel policy adopted by the General Assembly since 2002, respond to the suggestions of the OAS Administrative Tribunal, clarify ambiguities, adopt clearer and more transparent procedures for conduct of the General Secretariat's personnel policy, comply with the General Standards, and do not require additional budgetary resources for their implementation;

That the General Secretariat has prepared an Aide Memoire, attached as Annex B hereto, explaining the significant modifications to the Staff Rules contained herein and the underlying reasons for them;

That the modifications to the Staff Rules set out in Annex A of this Executive Order have also been highlighted in word tracking, as set out in Annex C, in the interest of transparency so that all interested parties can determine where they have been modified;

RESOLVES:

1. To adopt for immediate entry into force the modifications to the Staff Rules set out in Annex A of this Executive Order.
2. To instruct the Department of Legal Services and the Department of Human Resources to notify the staff of those modifications in accordance with the procedures set out in the new Staff Rule 101.12.
3. To establish that this Executive Order shall enter into force on the date it is signed and that the modifications to the Staff Rules set out in Annex A, as highlighted in Annex C, supersede all prior rules, regulations, and practices to the contrary.



José Miguel Insulza
Secretary General

Date: July 28, 2008

Attachments:

Annex A
Annex B
Annex C

Original: English