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Personnel matters

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Report by the Director-General

Corrigendum

Annex VI, Staff rule 103.10, fixed-term appointments, should be replaced by the following text.

Annex VI

Staff rule 103.10

Fixed-term appointments

(a) On recruitment, staff members shall be granted a fixed-term appointment[s for a fixed term. The fixed-term appointment, having an expiration date specified in the letter of appointment, shall] normally [be granted] for a period of three years, with the first 12 months being a probationary period [that can in exceptional circumstances be extended for an additional period up to one year] referred to in paragraph (c).

(b) [The fixed-term appointment does not carry any expectancy of renewal or conversion to another type of appointment.] In the interest of the programme activities of the Organization and subject to the achievement of satisfactory service as defined in staff rule 104.08 as well as [performance and] budgetary coverage, the

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fixed-term appointment[s] shall normally be extended for a period of three years. When one or both of the overall performance ratings are less than satisfactory, as defined in Appendix M to the Staff Rules, the fixed-term appointment shall be extended to cover a performance improvement period for a minimum of six months up to a maximum of 12 months. Where a fixed-term appointment is due to expire within a performance improvement period, the appointment shall be extended to cover the performance improvement period plus one month. If both overall performance ratings do not reach a satisfactory level at the end of the performance improvement period, the fixed-term appointment shall normally be allowed to expire or be terminated prior to its expiration date in accordance with Staff Regulation 10.3 (c). Extensions of fixed-term appointments exceeding the normal three-year period up to a maximum of five years may exceptionally be granted under conditions established by the Director-General. For staff appointed under the Young Professionals Programme the three-year period is the maximum duration of employment under this programme.

[(c) Non-extension of fixed-term appointments does not entail payment of an indemnity.]

Probationary period

[(d)] (c) All initial fixed-term appointments with a duration of three years shall be subject to a period of probationary service covering the first 12 months of the appointment. At the end of the period of probationary service, the results of the staff member's performance reflected in the overall rating for the compact and overall rating for the demonstration of core values, core competencies and managerial competences as applicable, shall determine [an assessment will be made of the staff member's performance and conduct with a view to determining] the staff member's suitability for continued service under the fixed-term appointment and whether (i) the appointment be confirmed, (ii) the probationary period be extended to cover a performance improvement period of maximum six months, or (iii) the appointment be[. On the basis of the assessment, the fixed-term appointment may be confirmed or] terminated in accordance with Staff Regulation 10.3 (d). [In exceptional circumstances, the probationary service may be extended for an additional period up to one year.]

[(e) (i) Recommendations proposing the confirmation of fixed-term appointments with a duration of three years on the grounds that the holder of the appointment has successfully completed the period of probationary service may be made to the Director-General by agreement between the Human Resource Management Branch and the office concerned;]

[(ii) In the absence of an agreed favourable recommendation as provided in subparagraph (e)(i) above, the appointment of the staff member shall be terminated and the matter shall be referred to the appeal procedures should the staff member concerned so wish.]