

GENERAL AGREEMENT ON TARIFFS AND TRADE

RESTRICTED

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ADMINISTRATIVE AND FINANCIAL QUESTIONS

Regrading of two D1 positions

Note by the Director-General

The 1984 budget provides funds for five positions at D2 level, in comparison with fourteen positions at D1 level.

The positions filled at D2 level are occupied by staff members who, in addition to their seniority, offer the Secretariat and hence the contracting parties a wealth of outstanding experience gained both from within and outside the organization. In the Director-General's considered opinion, some other staff members have also reached the stage in their career where their services and experience would fully justify advancement to the D2 level. This opinion is based not only on the professional standing and respect shown towards the officials concerned, but also on their responsibilities as compared to similar positions in other institutions.

The present situation, which calls for the status of certain directors to be considered for advancement to a higher level, is in fact a reflection of the age of the institution and the fidelity of the long-serving members of the secretariat. There is, therefore, the need to define and establish a personnel policy which would provide the possibility for advancement from the D1 to the D2 level, and in this respect the Director-General has studied the question from the long-term viewpoint over the next decade. Under this personnel policy there would be two levels of senior staff members, e.g. Directors D1 and Senior Directors D2. The Director-General has given very careful consideration to the carrying out of such a personnel policy and has come to the conclusion that, if he is to implement it with fairness and equity in respect of all the aspects concerned, he could not do so without two additional positions at the D2 level and the retention of the two D2 regradings authorized in the 1983 budget.

It is not proposed that these D2 grades would be permanently attached to given posts, but would rather be a floating grade to be allocated as circumstances would warrant, within a maximum number of seven D2s. This will not effect the present number of divisions within the GATT, nor does the proposal entail an obligation at any given point of time to make use of the maximum number of D2s available.

In view of the fact that the two positions requested at the D2 level would not be attached to given posts but rather used to temporarily upgrade existing D1 posts, the increase in budget would be limited to a total of Sw F 10,000 for the two positions.