



**UNITED STATES OF AMERICA  
STATEMENT ON AGENDA ITEM 11  
FOLLOW-UP TO THE REVIEW CONFERENCES (TENURE POLICY)  
TO THE 108TH SESSION OF THE EXECUTIVE COUNCIL**

Thank you, Mr. Chair. The United States understands that further flexibility is essential to ensure the Technical Secretariat has the necessary expertise, while respecting the non-career nature of the organization.

The United States therefore supports adoption of the Mexico and New Zealand proposed decision providing the Director General with additional flexibility to rehire a limited number of staff.

We note, however, that the authority to waive the tenure policy's break in service requirement requires continued scrutiny to ensure consistency with peer agency policies and that necessary standards are in place so that its invocation remains appropriately limited and rare.

We also emphasize that, as stated in paragraph 44 of Article VIII of the Chemical Weapons Convention, "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity." Thank you.