

## Terms and Conditions of Appointment of the Executive Secretary

26. The Commission noted that Article XVII requires that an Executive Secretary shall be appointed to serve the Commission and Scientific Committee according to such procedures and on such terms and conditions as the Commission may determine. It decided that the appointment of Executive Secretary would be offered on the following terms and conditions, which are subject to the terms of the Convention for the Conservation of Antarctic Marine Living Resources and the Staff Regulations adopted by the Commission applicable to the professional category of staff members or as otherwise specifically provided for in those Regulations in connection with the post of the Executive Secretary:

- (a) that upon acceptance of the appointment the person selected shall pledge himself to discharge his duties faithfully, conduct himself with the objectives of the Convention and the interests of the Commission in mind and shall state in writing that he is familiar with and accepts the conditions set out in the Staff Regulations;
- (b) that the offer of appointment shall be subject to the production to the Chairman of a satisfactory medical certificate in accordance with Regulation 6.4 of the Staff Regulations;
- (c) that the function of the Executive Secretary is to serve the Commission and Scientific Committee, appoint, direct and supervise such staff as the Commission may authorise for the Secretariat and otherwise promote the objectives of the Convention for the Conservation of Antarctic Marine Living Resources and the interests of the Commission established under it;
- (d) that the appointment shall be taken up as soon as possible, on a date to be notified to Members of the Commission by the Chairman of the Commission;
- (e) that the term of office of the Executive Secretary shall be for four years and that he shall be eligible for reappointment;
- (f) that the notice required to be given him by the Commission to terminate his appointment is three months and shall be given him in writing;
- (g) that the appointment is to the professional category, is deemed for the purpose of determining his salary to be of rank equivalent to a staff member of the Secretariat of the

United Nations Organisation based in Australia classified as D-1, Step 1, and that the scale of increments shall be available to him up to the maximum salary attainable at the D-1 level;

- (h) that the appointment shall attract the allowances normally available to a person of rank equivalent to D-1 based in Australia subject to any necessary adjustments arising from the Staff Regulations and his current place of residence;
- (i) that his appointment can be terminated only following a decision of the Commission reached in accordance with the Rules of Procedure.

27. The Commission decided to offer the appointment of Executive Secretary to Dr Darry Powell on the terms and conditions set out above.

28. Dr Powell accepted these terms and conditions of appointment, pledged himself and submitted a statement in writing in accordance with condition (a) above to the Commission and undertook to provide a medical certificate as provided for in condition (b) above to the Chairman.

29. Subject to the Chairman being satisfied with regard to the health of Dr Powell the Commission appointed Dr Powell to the post of Executive Secretary.

30. It was agreed that there should be a competitive selection mechanism for future appointments of Executive Secretary. The establishment of such a mechanism will be considered at the next meeting of the Commission.