



**Organization for Security and Co-operation in Europe  
Permanent Council**

PC.DEC/419  
21 June 2001

Original: ENGLISH

---

**342nd Plenary Meeting**

PC Journal No. 342, Agenda item 9

**DECISION No. 419  
CLASSIFICATION SYSTEM**

The Permanent Council,

Recalling its Decisions No. 331 of 15 December 1999 and No. 399 of 14 December 2000,

Taking note of the document Further Development of the Classification System (PC.IFC/17/01) of 26 February 2001,

Recognizing the importance of the job classification process to the recruitment, retention and evaluation of staff,

Recognizing that job classification is an important management tool in the establishment of the OSCE post table,

Tasks the Secretary General with issuing an appropriate organization directive explaining the application of the International Civil Service Commission classification standards;

Notes that classification will also be open to appeals procedures, as provided for under Article XI of the Staff Regulations and Rules for fixed-term staff in institutions;

Decides that classification decisions shall be implemented within existing budgetary resources;

Requests the Secretary General to inform the informal Financial Committee twice a year regarding the progress of classification;

Requests the Secretary General to submit pertinent directives and rules that have policy implications to the informal Financial Committee for their comment.