



**PERMANENT DELEGATION  
OF NORWAY TO THE OSCE**

**STATEMENT ON THE 2012 ANNUAL REPORT BY THE SECRETARY  
GENERAL ON THE IMPLEMENTATION OF OSCE RECRUITMENT  
POLICIES**

As delivered by Deputy Head of Delegation Margaret Slettevold  
to the Permanent Council,  
Vienna, 27 June 2013

**Mr. Chairman,**

We join others in thanking Secretary General Zannier for his presentation of the 2012 Annual Report on the Implementation of OSCE Recruitment Policies.

We have read the report with great interest and remain worried over several aspects of OSCE recruitment policies.

**Mr. Chairman,**

We are concerned about the significant turnover rate among staff in the institutions and field missions. Our organisation derives its effectiveness in large part from the expertise and motivation of its staff. The key to maintain a constantly high performance level is therefore our organisation's ability to retain and attract qualified staff across all staff categories.

We are concerned about the OSCEs reputation as an employer, especially compared with that of other international organisations. We would like to remind colleagues that we have a consensus policy to align local staff to a minimum of 80 % of the UN scales. We strongly warn against introducing any new measures with the potential to decrease the organisation's attractiveness as an employer.

We reiterate our support for the current wage policy with adjustments in accordance with the UN system. Such a focus will help ensure that we have the resources and people in place to carry out the vital work of the organisation. Finally, we would like to emphasize our appreciation of the work of the Department of Human resources and its dedicated staff.

**Thank you, Mr. Chairman**