









Consultants or short-term employees may be dismissed at any time for cause with final compensation subject to the decision of the Executive Secretary in considering the situation for termination of the consultancy.

Members are invited to give guidance on the proposed staff selection process including term(s) of staff members.

**Attachment:**

1) List of current NPFC staff (5)

Position	Categories	Term (4 years)
Executive Secretary	Professional Staff, D1	3 Sep 2015 – 2 Sep 2019
Compliance Manager	Professional Staff, P4	3 Feb 2016 – 2 Feb 2020
Science Manager	Professional Staff, P4	1 Apr 2016 – 31 Mar 2020
Executive Assistant	General Service Staff	11 Jan 2016 – 10 Jan 2020
Data Coordinator	General Service Staff	1 Apr 2017 – 31 Mar 2021

2) Term of Staff Members of other RFMOs

RFMOs	Executive Secretary	Professional staff	General Staff
WCPFC	4+4 years maximum	4+4 years, re-advertise The incumbent is eligible to apply	4 years and may be extended for a term or terms subject to work programme requirements, funding, and performance
SPRFMO	4+4 years maximum	Open-ended contract	Open-ended contract
CCAMLR	4+4 years maximum	4+4 years, re-advertise The incumbent is eligible to apply	4 years and may be extended for a term or terms subject to work programme requirements, funding, and performance
NPAFC	4+4 years maximum	3 years and may be extended for a term or terms	Permanent position
NAFO	4+4 years maximum	Permanent position	Permanent position
CCSBT	3 years with the possibility of renewal subject to a consensus decision of the Commission	3 years with the possibility of renewal subject to decision of the Executive Secretary.	3 years with the possibility of renewal subject to decision of the Executive Secretary.
IOTC	3+3+3 depending on performance (And may re-apply in a competitive process after 9 years)	Extendable contracts, depending on funding and performance.	Extendable contracts, depending on funding and performance.