

**RESOLUTION ON**  
**THE COUNCIL APPROVAL PROCEDURE OF MAJOR PROCUREMENTS**

**Adopted at the 25th Meeting of the EUMETSAT Council**  
**on 22 - 24 June 1994**

**The EUMETSAT Council,**

**CONSIDERING** EUMETSAT's objective to act in an optimised manner in order to obtain best value for money;

**BEING AWARE** of the schedule constraints imposed by the requirement to submit procurement and contract proposals to Council via STG and AFG for procurements exceeding certain values;

**NOTING** that the efficiency of EUMETSAT also depends on the timeliness of EUMETSAT's requests for offers and conclusion of contracts;

**WISHING** to reduce the timing constraints which may impede EUMETSAT from acting in a sound manner;

**AGREE:**

That Article 23.7 of the Financial Rules is replaced by the following:

"(7) Procurement proposals estimated to exceed 500 KECU are subject to approval by the Council prior to the issue of the invitations to tender.

Contract proposals exceeding 500 KECU are subject to approval by the Council."



**RESOLUTION ON  
THE EUMETSAT POLAR SYSTEM**

**Adopted at the 26th Meeting of the EUMETSAT Council  
on 22 - 24 November 1994**

**The EUMETSAT Council,**

**BEARING IN MIND** that polar satellites in both morning and afternoon orbits are essential for operational meteorology and that the morning orbit is of particular importance to Europe for geographical reasons;

**NOTING** with appreciation that the USA will provide operational meteorological observations from the morning polar orbit until the year 2000 and that the USA will continue to provide the operational meteorological observations from the afternoon orbit;

**TAKING NOTE** of the US decision to establish a converged programme between NASA, NOAA and Department of Defense for a first converged mission in the 2004 time-frame;

**CONSIDERING** the European need to ensure continuity of observations from the morning polar orbit;

**BEING AWARE** of the resolution of the ESA Council at ministerial level held in Granada concerning the development by ESA of a meteorological platform (METOP 1 mission) for morning polar orbit;

**WELCOMING** the offer of the USA to provide instruments for the METOP mission;

**RECALLING** the mission objectives for METOP resulting from the Zürich Workshop;

**RECOGNISING** the important contribution to global meteorological and climate monitoring provided by the METOP mission, in particular in relation to WMO programmes;

**RECOGNISING** that the EPS programme represents the European contribution to a Joint Polar System, the other element of which will be provided by the USA;

**RECALLING** the Resolution EUM/C/92/Res.VIII concerning the EUMETSAT Polar System Preparatory Programme;

**NOTING** the complementary objectives of ESA and EUMETSAT concerning the development of space programmes and their operational exploitation;

**BEING AWARE** that the ESA Executive is preparing a Council meeting at ministerial level and the importance of such meeting for European space policy;

**BEING AWARE** of the establishment by ESA of the METOP Preparatory Programme and of the proposal being prepared by the ESA Executive in respect to the METOP-1 mission;

- I WELCOMES** the intention of the ESA Executive to present, for approval at the ESA Council meeting, a METOP programme to be implemented in cooperation with EUMETSAT, NOAA, CNES and ASI;
- II ENDORSES** the mission objectives established by the Zürich Workshop as a baseline for further study;
- III RE-ESTABLISHES** the Council Task Force to provide further guidance to the Secretariat for the definition of the EPS programme and to make recommendations to prepare the approval of the programme;
- IV EXPRESSES** EUMETSAT's intention to establish the EPS programme in a time- frame compatible with a launch of METOP 1 in the year 2001;
- V REQUESTS** ESA to continue to work with EUMETSAT to achieve the programme satisfying EUMETSAT's requirements and constraints;
- VI EXPRESSES** the willingness to study further opportunities for cooperation in this programme with the USA.

**RESOLUTION ON  
EUMETSAT STAFF CONTRACTS POLICY**

**Adopted at the 26th Meeting of the EUMETSAT Council  
on 22 - 24 November 1994**

**The EUMETSAT Council,**

**RECALLING** the primary objective of EUMETSAT is to establish, maintain and exploit European systems of operational meteorological satellites,

**NOTING** that the EUMETSAT Convention entrusts the Director with the implementation of the decisions taken by Council and with the execution of the tasks assigned by EUMETSAT,

**NOTING** furthermore that the Director shall be supported by a Secretariat,

**BEARING IN MIND** that the fundamental conditions of service for EUMETSAT staff are set out in the Staff Rules as agreed by Council,

**BEARING IN MIND** that these Rules were initially established with a background of one satellite programme (MOP) which was expected to end 9 years after the entry into force of the EUMETSAT Convention and that therefore the overall duration of staff contracts was also limited in the Staff Rules to "normally" not beyond a total of 9 years,

**RECALLING** the recent programme decisions beyond the end of MOP in order to ensure a continuous operational service to provide data from geostationary satellites until at least the year 2012,

**RECALLING** the preparatory programme established to ensure also a long-term operational service to provide data from polar satellites,

**WISHING** to ensure now a long-term EUMETSAT Staff Contracts Policy in conformity with the long-term operational objectives and activities of EUMETSAT,

**AGREES:**

- I** that the main objective of the EUMETSAT Staff Contracts Policy is to ensure that all EUMETSAT activities are effectively and efficiently carried out by staff of the highest ability and integrity, account being taken of the international character of EUMETSAT,
- II** that in order to achieve this objective the EUMETSAT staff complement shall consist of a mix of experience and new talents. This requires on the one hand a constant review of the staff complement with regard to the need for rotation.

Rotation shall ensure the necessary dynamism and vitality as well as updating the knowledge-base of EUMETSAT. On the other hand it is necessary to offer qualified staff a long-term perspective and to ensure that their knowledge and experience continues to be available where needed.

**III** that the Director shall implement the EUMETSAT Staff Contracts Policy primarily on the basis of renewable contracts between 2 and 5-year duration. Indefinite contracts shall remain exceptional. The earlier limitation of contract duration to "normally" not beyond a total of 9 years is amended. To this extent the words "normally not renewed beyond a total of 9 years of service" in Art. 5 of the Staff Rules are deleted, and "Five" replaced by "Nine" in Art. 5.1 b) so that Art. 5 of the Staff Rules reads as follows:

- "1 Two types of contracts may be awarded:
- a) fixed-term renewable 2 to 5 year contracts, ~~normally not renewed beyond a total of 9 years of service;~~
  - b) contracts of indefinite duration. Contracts of type b) can only take effect after at least nine years of service under contracts of type a). The Director may award indefinite contracts only in exceptional cases with Council's approval.
- 2 In a letter of appointment it shall be mentioned for which function the staff member has been recruited, the grade and step, the starting date, the effective incremental date, the duration of the contract and the salary and allowances, to which the staff member is entitled. The letter of appointment shall furthermore specify that the appointment is subject to the provisions of these rules including any amendments which may be made thereto.
- 3 The Director shall inform a staff member in writing nine months before the termination of the contract of the staff member concerned whether or not he intends to offer him a further contract. However, if the second or subsequent contract is of nine months' duration or less, the notification to inform the staff member in writing nine months before the termination of the contract may be waived by the mutual consent of the Director and the staff member concerned."

**IV** that when considering renewal of a contract the Director shall consider i.a.

- past performance of staff and expected future performance,
- continued requirement in EUMETSAT for the kind of expertise offered by the staff member,
- overall balance of experience and new talents in the Secretariat.

**V** that the Director shall annually report to the Council about the implementation of the Staff Contracts Policy.