

The Inspectorate

Candidate inspectors are approved by the Board of Governors before they are designated to specific states. There are difficulties with the designation process, which have been noted earlier, but there is no record of the Board exercising its power to refuse a proposed candidate. Although inspection activities may be concentrated among the personnel of the Operations Divisions of the Department of Safeguards, there is no necessity for inspectors to be drawn from those personnel. This peculiarity, a result of initial organizational problems in the Agency,⁹ has an advantage of allowing the Agency to draw on its entire staff for inspectors.

Although, like others in the professional staff of the Agency, personnel intended for inspection activities probably enter the Agency with already high qualifications, some initial training (and later retraining) is necessary. Such training is supplied by a unit in the Safeguards Department. Some adjustment problems may develop if an inspector has an academic rather than an industry background. Some General Service personnel are now also being employed in inspections, to carry out routine maintenance work for which an inspector would be overqualified.

The inspectors are subject to the same general staffing difficulties as the Agency staff as a whole, to which must be added the burden of travel and their working conditions. The effects of these general problems on the inspectorate in particular should be examined, as should the problems presented by colonization, sponsorship and the use of geographic criteria. The problem of a career versus a short-term staff arises here, as elsewhere. It is not clear that being an inspector raises one's employment prospects on leaving the Agency, or that it is as attractive a job as others that may be available in the nuclear industry. Although many inspection personnel may be on long-term contracts, there are still limits on tenure and promotion.

In assigning inspection teams to various countries, the Agency avoids having a state inspected by its own nationals and having more than one national of a given state on a given team. It also avoids assigning the same person to the same facility twice in a row. Inspection personnel may be rotated through other Agency positions, for example in the Department of Safeguards, to increase their familiarity with other aspects of safeguards operations. The general policies used in inspection assignments seem to work fairly well, although designation problems and manpower limitations create difficulties. These policies might be studied more closely as a possible model for a chemical weapons verification agency.