

E

STAFF REGULATIONS

AND

STAFF RULES



General Secretariat
of the
International Telecommunication Union

Edition of 2002

TABLE OF CONTENTS

	<i>Page</i>
PREAMBLE	1
CHAPTER I – DUTIES, OBLIGATIONS AND PRIVILEGES	2
Regulation 1.1 Status of staff members.....	2
Regulation 1.2 Assignment of staff members	2
Regulation 1.3 Hours of work	3
Regulation 1.4 Conduct	4
Regulation 1.5 Conduct	4
Regulation 1.6 Outside activities and interests.....	4
Regulation 1.7 Communication of information.....	5
Regulation 1.8 Honours and gifts	5
Regulation 1.9 Political activities.....	5
Regulation 1.10 Privileges and immunities.....	5
Regulation 1.11 Oath or declaration.....	6
CHAPTER II – CLASSIFICATION OF POSTS	7
Regulation 2.1 Classification of posts	7
CHAPTER III – SALARIES AND ALLOWANCES	9
Regulation 3.1 Salaries	9
Regulation 3.2 Salaries	10
Regulation 3.3 Initial salary.....	11
Regulation 3.4 Advancement within a grade.....	11
Regulation 3.5 Post adjustment	13
Regulation 3.6 Non-resident allowance.....	14
Regulation 3.7 Language Allowance.....	15
Regulation 3.8 Special Post Allowance.....	15
Regulation 3.9 Overtime.....	16
Regulation 3.10 Night differential	18
Regulation 3.11 Education grant	18
Regulation 3.12 Dependency allowances	24
Regulation 3.13 Salary Advances.....	27
Regulation 3.14 Pensionable remuneration	28
Regulation 3.15 Pensionable remuneration	28
Regulation 3.16 Deductions from salary	28
Regulation 3.17 Mobility and hardship allowance	29

	<i>Page</i>
CHAPTER IV – RECRUITMENT, APPOINTMENT, TRANSFER AND PROMOTION PRINCIPLES.....	32
Regulation 4.1 Appointment, transfer and promotion principles.....	32
Regulation 4.2 Geographical distribution	32
Regulation 4.3 Promotions and transfers	32
Regulation 4.4 Local recruitment	32
Regulation 4.5 International recruitment	33
Regulation 4.6 Nationality	33
Regulation 4.7 Selection	34
Regulation 4.8 Appointment of staff members	34
Regulation 4.9 Appointment and Promotion Board	35
Regulation 4.10 Medical examination	36
Regulation 4.11 Notification by staff members and obligation to supply information	37
Regulation 4.12 Letter of appointment	38
Regulation 4.13 Reemployment.....	39
Regulation 4.14 Types of appointment.....	39
CHAPTER V – ANNUAL, SPECIAL AND HOME LEAVE.....	42
Regulation 5.1 Annual leave.....	42
Regulation 5.2 Special leave	43
Regulation 5.3 Home leave.....	44
CHAPTER VI – SOCIAL SECURITY	47
Regulation 6.1 Social security	47
Regulation 6.2 Social security	47
CHAPTER VII – TRAVEL AND REMOVAL EXPENSES	50
Regulation 7.1 Travel expenses	50
Regulation 7.2 Illness or accident during travel on official business	69
Regulation 7.3 Reimbursement of travel expenses.....	69
Regulation 7.4 Transportation of the remains of deceased staff or of their eligible dependants	70
Regulation 7.5 Removal expenses	70
CHAPTER VIII – STAFF RELATIONS.....	75
Regulation 8.1 Staff representation.....	75
Regulation 8.2 Joint Advisory Committee.....	75

	<i>Page</i>
CHAPTER IX – SEPARATION FROM SERVICE	77
Regulation 9.1 Termination	77
Regulation 9.2 Termination for reasons of health	78
Regulation 9.3 Resignation.....	78
Regulation 9.4 Notice of resignation	78
Regulation 9.5 Notice of termination	79
Regulation 9.6 Termination or, for MRT appointments, non-renewal indemnity	80
Regulation 9.7 Repatriation grant	82
Regulation 9.8 Deleted.	85
Regulation 9.9 Retirement.....	85
Regulation 9.10 Retirement of staff appointed before 31 December 1959	85
Regulation 9.11 Retirement.....	85
Regulation 9.12 Expiry of fixed-term appointments.....	86
Regulation 9.13 Grant on death	86
Regulation 9.14 Procedure of separation.....	87
Regulation 9.15 Last day for pay purposes	87
Regulation 9.16 Commutation of accrued annual leave	88
Regulation 9.17 Restitution of advance annual leave.....	88
Regulation 9.18 Certification of service.....	88
CHAPTER X – DISCIPLINARY MEASURES	89
Regulation 10.1 Disciplinary measures	89
CHAPTER XI – APPEALS.....	91
Regulation 11.1 Appeals.....	91
Regulation 11.2 Administrative tribunals.....	93
CHAPTER XII – GENERAL PROVISIONS	94
Regulation 12.1 General provisions	94
Regulation 12.2 Appointed staff of the Union standing for election or elected to an elected official post.....	96
Regulation 12.3 General provisions	97
ANNEX 1 RESOLUTION 48 (Rev. Minneapolis, 1998) Human resources management and development.....	98
ANNEX 2 Rates of travel subsistence allowance and subsistence allowance for computing assignment grants	101

	<i>Page</i>
ANNEX 3 Annual Salary Scale for the Professional and higher categories	102
ANNEX 4 Annual salary scale (in Swiss francs)	103
A. Applicable to staff in the General Service category in Geneva, on board before 1 October 1995	103
B. Applicable to staff in the General Service category in Geneva, on board or on after 1 October 1995	104
ANNEX 5 Staff Assessment Rates	105
I. Professional and higher categories	105
II. General Services category	106
ANNEX 6 Table of education grant entitlements in local currency	107
ANNEX 7 Dependency and secondary dependency allowance in local currency	108
ANNEX 8 Mobility and hardship allowance	109
ANNEX 9 Annual amounts of mobility and hardship allowance payable in US Dollars	110
ANNEX 10 Hourly overtime payments	111

STAFF REGULATIONS
AND STAFF RULES

OF

THE INTERNATIONAL
TELECOMMUNICATION UNION

PREAMBLE

In conformity with the provisions of Article 9 of the International Telecommunication Convention, Geneva, 1959, and of Resolution No.7 of the Plenipotentiary Conference, Geneva, 1959, the Administrative Council of the International Telecommunication Union (hereinafter referred to as the "Union") has approved the present Staff Regulations at its 15th and 16th Sessions (1960 and 1961).

Scope and purpose

- a) The Staff Regulations embody the fundamental conditions of service and the basic rights, duties and obligations of the staff members of the Union both at the Headquarters and in the offices away from the Headquarters. They represent the broad principles of personnel policy for the staffing and administration of the secretariats at the Headquarters and in the offices away from the Headquarters. The Secretary-General, as the Chief Administrative Officer, shall provide and enforce such Staff Rules consistent with these principles as he considers necessary, taking into account as far as possible the rules and practice of the United Nations common system.
- b) Except where otherwise stated, the present Staff Regulations and Staff Rules shall apply to all staff members appointed by the Secretary-General, subject to the provisions of the Regulations and Rules mentioned in c) below.
- c) Staff Regulations and Staff Rules applicable to elected officials, the Rules applicable to Technical Assistance Project personnel and the Rules applicable to staff members engaged for conferences and other short-term service and maintenance personnel shall be published separately.

CHAPTER I

DUTIES, OBLIGATIONS AND PRIVILEGES

Regulation 1.1 Status of staff members

The staff members of the Union are international civil servants whose obligations are not national but exclusively international. By accepting appointment, they pledge themselves to discharge their functions and to regulate their conduct with the interests of the Union only in view.

Regulation 1.2 Assignment of staff members

Staff members shall be assigned to their posts at the Headquarters and in the offices away from the Headquarters according to the needs of the Union and, as far as possible, in accordance with their qualifications; where transfers of staff between the General Secretariat and the Bureaux or between Bureaux are concerned, the Coordination Committee shall be consulted.

Rule 1.2.1 Service with Administrations or other organizations

a) Exceptionally, the services of a staff member may be loaned for a limited period, with his consent, to the Administration of a Member of the Union. Such loan shall in no way diminish the rights or entitlements of the staff member under his letter of appointment to the Union.

b) In case of transfer, secondment or loan to the United Nations or a specialized agency, staff members shall retain their rights to accrued entitlements, which shall be treated in accordance with provisions governing such transfers set out in the Inter-organization Agreement concerning transfer, secondment or loan of staff among the organizations applying the United Nations common system of salaries and allowances, and which may be consulted by interested staff members.

c) Transfers, secondments or loans shall not be prejudicial to the proper functioning of the Union or its finances.

Rule 1.2.2 Change of official duty station

A change of official duty station shall take place when a staff member is assigned from one office of the Union, including the Headquarters, to another for a fixed period exceeding six months or transferred for an indefinite period. Detailment of a staff member for a Union mission or conference shall not constitute a change of official duty station within the meaning of these Rules.

Regulation 1.3

Hours of work

While the whole time of staff members is at the service of the Union, the normal working week of full-time staff serving at the Headquarters shall be 40 hours exclusive of meal times. This number may be reduced to a minimum of 20 hours in the case of part-time staff. At other duty stations the number of hours, not normally exceeding 40, shall be determined by the Secretary-General, account being taken of local conditions and practice and the practices of other locally based organizations of the United Nations common system.

Rule 1.3.1

Hours of work

At the Headquarters, the normal working week shall be worked from Monday to Friday inclusive. Staff members shall be required to work beyond the normal tour of duty whenever requested to do so.

At other duty stations the days constituting the normal working week shall be determined by the Secretary-General, in accordance with local conditions and practice and the practices of locally based organizations of the United Nations common system.

Rule 1.3.2

Official holidays

a) In addition to annual leave, staff members at the Headquarters shall be entitled to leave on nine public holidays to be designated by the Secretary-General in conformity with local custom and in consultation with the Joint Advisory Committee. When one of these days falls on a Saturday or Sunday, the following Monday shall be observed as a holiday in lieu thereof.

b) The official holidays at the Headquarters shall be: New Year's Day, 2 January, Good Friday, Easter Monday, Ascension Day, Jeûne Genevois, Christmas Day, 26 and 27 December. This list may be altered by a service order specifying the official holidays for the current year.

c) The nine days constituting the official holidays at offices away from the Headquarters shall be those days determined in accordance with local practice. The list shall be that established annually by the Secretary-General in accordance with local conditions and practice and the practices of locally based organizations of the United Nations common system at each of the duty stations concerned. If one of the official holidays falls on a non-working day, the following working day shall be observed as a holiday.

Regulation 1.4 Conduct

In the performance of their duties with the Union, staff members shall neither seek nor accept instructions from any government or from any other authority external to the Union.

Regulation 1.5 Conduct

Staff members shall conduct themselves at all times in a manner befitting their status as international civil servants. They shall not engage in any activity that is incompatible with the proper discharge of their duties in the service of the Union. They shall avoid any action and in particular any kind of public pronouncement which may adversely reflect on their status, or on the integrity, independence and impartiality which are required by that status. While they are not expected to give up their national sentiments or their political and religious convictions, they shall at all times bear in mind the reserve and tact incumbent upon them by reason of their international status.

Regulation 1.6 Outside activities and interests

a) Staff members shall not engage in any continuous or recurring occupation or hold any remunerated office outside the Union without the prior approval of the Secretary-General, given after consultation, where appropriate, with the Director of the Bureau concerned.

b) Apart from their work in the service of the Union, staff members shall not participate in any manner nor have financial interest whatsoever in any enterprise concerned with telecommunications. They may not accept any gratuities or favours from firms or private individuals concerned with telecommunications or having commercial relations with the Union.

c) A staff member who has occasion to deal in his official capacity with any matter involving a business concern in which he holds a financial interest shall disclose the measure of that interest to the Secretary-General.

d) Staff members shall not, except in the normal course of official duties or with the prior approval of the Secretary-General, given after consultation, where appropriate, with the Director of the Bureau concerned, perform any one of the following acts, if such acts relate to the purpose, activities, or interests of the Union:

- 1) issue statements to the press, radio or other agencies of public information;
- 2) accept speaking engagements;

- 3) take part in film, theatre, radio or television productions;
- 4) submit articles, books or other material for publication.

Regulation 1.7 Communication of information

Staff members shall exercise the utmost discretion in regard to all matters of official business. They shall not communicate to any person any information known to them by reason of their official position which has not been made public, except in the course of their duties or by authorization of the Secretary-General or the Director of the Bureau concerned, as appropriate. They shall not at any time use such information to private advantage. These obligations shall not cease upon separation from the Union.

Regulation 1.8 Honours and gifts

No staff member shall accept any honour, decoration, favour, gift or remuneration from any source external to the Union, without first obtaining the approval of the Secretary-General. Approval shall be granted only where such acceptance is not incompatible with the staff member's status as an international civil servant.

Regulation 1.9 Political activities

Staff members may exercise the right to vote but shall not engage in any political activity which is inconsistent with or might reflect upon the independence and impartiality required by their status as international civil servants.

Regulation 1.10 Privileges and immunities

a) Staff members shall enjoy the privileges, immunities and facilities to which the Union and its staff are entitled by virtue of international conventions and agreements applying to the Union or any special agreements between the Union and its Member States.

b) These privileges, immunities and facilities are conferred in the interests of the Union. They furnish no excuse to the staff members who enjoy them for non-performance of their private obligations or failure to observe laws and police regulations. In any case involving such privileges, immunities and facilities, the staff member shall immediately report to the Secretary-General, who shall decide whether they should be waived.

Regulation 1.11**Oath or declaration**

a) Staff members on taking up their duties shall make and sign the following oath or declaration:

"I solemnly swear (alternatively, undertake, affirm, promise) to exercise in all loyalty, discretion and conscience the functions entrusted to me as a staff member of the International Telecommunication Union; to discharge these functions and to regulate my conduct with the interest of the Union only in view, without seeking or accepting instructions or assistance from any Government or other authority external to the Union in regard to the accomplishment of my duties."

b) The oath or declaration to which a staff member subscribes shall not prevent his collaboration with the organization or administration to which his services may be loaned under Rule 1.2.1.

c) The oath or declaration shall be made orally before the Secretary-General or his authorized representative, and the related document shall be signed in his presence or in that of his authorized representative and placed in the personal file of the official.

CHAPTER II

CLASSIFICATION OF POSTS

Regulation 2.1

Classification of posts

a) The numbers and grading of staff are subject to the approval of the Council. In deciding on grading, the Secretary-General, in agreement with the Director of the Bureau concerned, where appropriate, shall establish the place of each post in the classification plan on the basis of its duties, responsibilities and the qualifications required to perform the work. The classification plan as agreed to by the Council shall be based upon the principle of equal pay for substantially equal work.

b) *Categories of post*

- i) Posts are classified into the Senior Counsellor, Professional and General Service categories.
- ii) Senior Counsellor and Professional posts are those which require a university degree or its equivalent in a combination of education, training, and experience and which are subject to international recruitment.

The *Senior Counsellor category* includes the following grades in descending order of difficulty and responsibility:

D.2

D.1

The *Professional category* includes the following grades in descending order of difficulty and responsibility:

P.5

P.4

P.3

P.2

P.1

- iii) General Service posts are those which do not normally require a university degree or its equivalent and which are normally filled through local recruitment.

The *General Service category* consists of the following grades in descending order of difficulty and responsibility:

G.7

G.6

G.5

G.4

G.3

G.2

G.1

c) *Classification plan of the Union*

- i) The classification plans of the Union shall be regularly updated in accordance with the standards promulgated by the International Civil Service Commission (ICSC) under Article 13 of its Statute.
- ii) Procedures for maintaining post descriptions accurate, current and correctly graded shall be promulgated by the Secretary-General and shall be observed by officials and staff members who wish to initiate a personnel action that has classification aspects.

CHAPTER III

SALARIES AND ALLOWANCES

Regulation 3.1

Salaries

- a) The gross salary scales of the Senior Counsellor and Professional category staff and those of the General Service category at the Headquarters shall be those specified in the salary scales which appear respectively in Annexes 3 and 4 to these Regulations. A staff assessment shall be applied to the gross salary scales at the rates specified in paragraph d) below. The amount remaining after deduction of this assessment shall be the net salary which appears under each corresponding gross salary and shall be the amount payable to the official.
- b) Except where otherwise provided in these Staff Regulations and Staff Rules, "*salary*" shall mean the net salary arrived at under paragraph a).
- c) i) The dependency rates of staff assessment shall apply when:
- the staff member's spouse is recognized as a dependant under Regulation 3.12; or
 - a child is recognized as a dependent child under Regulation 3.12.
- c) ii) Where both husband and wife are staff members of the Union, the United Nations or a specialized agency, whose salaries are subject to the staff assessment rates specified in Annex 5 to these Regulations, and taking into account Rule 4.7.1 c), assessment shall apply to each at the single rate. If they have a dependent child or children, the dependency rate shall apply to the spouse having the higher salary level and the single rate to the other spouse.
- c) iii) When husband and wife have been legally separated, the Secretary-General shall decide in each case which rate of staff assessment shall apply.
- d) i) The assessment shall be calculated for staff members in the *Professional and higher categories* according to the rates shown in part A of Annex 5 to these Regulations.
- ii) The assessment for staff members in the *General Service category* serving at the Headquarters shall be calculated at the rates shown in part B of Annex 5 to these Regulations: the relevant payments to which the assessment applies shall be fixed at the Swiss franc equivalent of the

Regulation 3.3

Initial salary

A staff member shall be appointed at the commencing salary of his grade unless the Secretary-General decides, after consultation, where appropriate, with the Director of the Bureau concerned, that the staff member's experience and other qualifications for the duties and responsibilities attached to his post justify a higher salary within the established range for his grade. The Secretary-General shall report to the next session of the Council cases where he proposes to take a decision contrary to the advice of the Director of the Bureau concerned.

Regulation 3.4

Advancement within a grade

a) Salary increments within the levels set forth in the scales shown in Annexes 3 and 4 to these Regulations shall be awarded annually to staff members on the basis of satisfactory service, except that the period of satisfactory service required for increments to step 12 in level P.2, steps 14 and 15 in level P.3, steps 13 to 15 in level P.4, steps 11 to 13 in level P.5, steps 5 to 9 in level D.1 and steps 2 to 6 in level D.2, shall be two years.

b) The periodicity of salary increments of General Service category staff serving in offices away from the Headquarters shall be determined by the terms of the local United Nations salary scale applicable to their duty station.

c) A staff member in the General Service category who has completed more than twenty years of entirely satisfactory service within the Union, and has been at the top of the grade for five years, may be granted one additional pensionable step for long service.

Rule 3.4.1

Salary increments

a) Satisfactory service for the purpose of awarding a salary increment shall be defined, unless otherwise decided by the Secretary-General in any particular case, as satisfactory performance and conduct of staff members in their assignments as evaluated by their supervisors.

b) Notwithstanding paragraph a) of this Rule, in the absence of exceptional circumstances, staff members holding probationary appointments shall become eligible for a second salary increment only after they have been granted permanent appointments, or if their probationary periods have been extended. Salary increments granted under this paragraph shall become effective in accordance with the provisions of paragraph c) below.

3. *Promotions from the General Service to the Professional category*

a) Where a staff member is promoted from the General Service to the Professional category, the provision in paragraph 2 above shall apply, with the following elements considered to be part of the salaries to be used for the determination of the step in the new grade:

- i) the net amount of any allowance which is pensionable and which the staff member received while serving in the General Service or related categories;
- ii) any post adjustment at the single rate applicable to the grade/step in the Professional category to which the staff member is promoted.

b) Where promotion from the General Service category to the Professional category results in a decrease of a staff member's pensionable remuneration, he shall keep his pensionable remuneration at the level which it had reached immediately prior to the promotion, until that level is exceeded as a result of advancement or further promotion.

Regulation 3.5 Post adjustment

a) In order to adjust for cost-of-living variations at different duty stations and variations over time in relation to a base index, there shall be added to the net base salary of a staff member in the Professional category and above a post adjustment, the amount of which shall be determined by multiplying one per cent of that net base salary by a multiplier reflecting the number of points by which the multiplier index for the duty station concerned exceeds the base index.

b) The post adjustment index for each duty station and the corresponding multiplier shall be determined at regular intervals by the ICSC.

c) While the salary of a staff member is normally subject to the post adjustment of his duty station during assignments for one year or more, alternative arrangements may be made by the Secretary-General under the following circumstances:

- i) A staff member who is assigned to a duty station classified lower in the schedule of post adjustments than the duty station in which he has been serving may continue to receive, for up to six months, the post adjustment applicable to the former duty station while the members of his immediate family (spouse and children) remain at that duty station;

- ii) When a staff member is assigned to a duty station for less than one year, the Secretary-General shall decide at that time whether to apply the post adjustment applicable to the duty station and, if appropriate, to pay an assignment grant under Rule 7.1.18 and the hardship and non-removal elements of the mobility and hardship allowance under Rule 3.18.1 or, in lieu of the above, to authorize payment of appropriate subsistence allowances.

d) At duty stations where the average rental cost used in calculating the post adjustment index is based on the cost of housing provided by the United Nations, by the Government or by a related institution, staff members who have to rent housing accommodation at substantially higher commercial rates shall be paid a supplement to the post adjustment in the form of a rental subsidy under conditions established by the Secretary-General. If staff members are provided with housing free of charge, or at rents lower than the average rental cost used in calculating the post adjustment index for the duty station, a deduction shall be made from their monthly salaries under conditions established by the Secretary-General.

Regulation 3.6 Non-resident allowance

a) Staff members in the General Service category who are not locally recruited as defined in Chapter IV shall be paid a non-resident allowance. The schedule of non-resident allowance rates shall be promulgated by the Secretary-General on the basis of United Nations common system practice.

b) When under the schedule referred to in paragraph a) above no non-resident allowance is to be paid, a rental subsidy shall be paid instead in an amount determined in accordance with United Nations common system practice.

c) Staff members in receipt of the non-resident allowance prior to 31 August 1983 may elect to keep it throughout their subsequent service at the rate and under the conditions applicable at that date. In that case the provisions of paragraph b) of this Regulation shall not apply to them.

Rule 3.6.1 Non-resident allowance

a) The non-resident allowance shall be taken into account in determining Staff Health Insurance Fund contributions.

b) A non-locally recruited official of the General Service category who acquires voluntarily, other than by marriage, the nationality of the country of the duty station shall be reclassified as locally recruited, and his entitlement to any of the following allowances and benefits shall thereupon cease:

non-resident allowance, rental subsidy, education grant, travel expenses in respect of home leave and visit to eligible dependants, mobility and hardship allowance, repatriation grant, travel expenses upon termination (including removal of household goods and personal effects).

Regulation 3.7 Language Allowance

A pensionable allowance, the amount of which is determined by the United Nations for each duty station, may be paid to staff members in the General Service category who pass an appropriate test approved by the Secretary-General and demonstrate continued proficiency in the use of two or more official languages.

Rule 3.7.1 Language Allowance

a) Tests for the purposes of granting language allowances shall be held not less than once a year.

b) Staff members in receipt of a language allowance may be required to undergo further tests at intervals of not less than five years in order to demonstrate their continued proficiency in the use of two or more official languages.

c) The language allowance shall be taken into account in determining Joint Staff Pension Fund and Staff Health Insurance Fund contributions and payments and indemnities on separation.

Regulation 3.8 Special Post Allowance

a) A non-pensionable special post allowance shall be paid to any staff member who is temporarily required to assume the responsibilities and duties of an existing post in a higher grade. This allowance shall be payable as from three months after the date on which the staff member has assumed the duties of the post in the higher grade. However, in the case of a fixed-term post advertised in conformity with the provisions of paragraphs c) and d) of Regulation 4.8, and filled internally, the special post

allowance shall be payable as from the date on which the new functions are assumed following appointment made as a result of the competition; in this latter case the allowance shall be pensionable if it is granted for a period of more than one year.

b) Exceptionally, when additional temporary work of at least four weeks duration, e.g. for conferences, has to be provided for, the Secretary-General is authorized to pay the special post allowance for a period not exceeding six months and starting from the date on which the staff member takes up duties the level of which corresponds to a higher grade.

c) The amount of the special post allowance shall be equivalent to the salary increase the staff member would have received had he been promoted to the grade of the post in which he is serving.

Regulation 3.9 Overtime

1. Staff members in the General Service category who are required to work in excess of any normal working week shall be given compensatory time off, or may receive additional payment, under the conditions stipulated below.

Should the exigencies of the service permit, and subject to the prior approval of the Secretary-General or the Director of the Bureau concerned, as appropriate, occasional compensatory time off may be granted to staff members in the Professional category, who have been required to work substantial or recurrent periods of overtime.

2. Overtime shall be compensated only when it is worked on the instructions of the responsible chief. Save where unusual exigencies of the service otherwise require, a staff member will not be asked to work more than 40 hours of overtime during one month nor more than 12¹⁾ hours in any 24-hour period.

For General Service category staff serving at the Headquarters compensatory time off or additional payment shall be given in accordance with the following provisions:

- a) i) "*ordinary overtime*" is incurred when a staff member is required to work in excess of the hours prescribed for the normal working day. "*Special overtime*" is incurred when a staff member is required to work in excess of three hours of ordinary overtime or after 12.30 p.m. on Saturdays or at any time on Sundays or on official holidays provided that the terms and provisions of subparagraph c) below are not applicable;

1) Twelve hours' work, including overtime.

- ii) in either case, overtime means time worked over and above the full-time normal working week. In computing overtime for any day, periods of less than a quarter of an hour shall be disregarded. The total amount of overtime worked in excess of the working week shall be computed in hours and half hours, any fraction of a half hour shall be disregarded. Official holidays or any other authorized absence from duty during the course of the week shall be counted as time worked towards the regularly scheduled tour of duty;

- b) i) staff members in the General Service category who are required to work overtime shall, as far as possible, be compensated by time off. Such compensation shall be made as soon as the exigencies of the service permit, and in no case later than eight weeks after the overtime was worked, on the basis of one and a half time for "*ordinary overtime*" and double time for "*special overtime*". If a staff member's responsible chief certifies that owing to exceptional circumstances the necessities of the service do not permit the grant of compensatory time off within eight weeks after the overtime was worked, the overtime shall be compensated in cash at the rates shown in Annex 10 to these Regulations;

- ii) notwithstanding the above positions, up to 12 hours of compensation for overtime worked in any period of four weeks shall, at the request of the staff members, be granted in cash. The maximum amount of overtime paid per calendar year to a staff member shall under no circumstances exceed one month of net remuneration of the staff member concerned. In exceptional circumstances when the overtime is strictly related to servicing official conferences and meetings and when the ceiling is reached, the maximum amount may be increased to two months of net remuneration upon certification by the responsible chief;

- c) no special compensation (other than night differential where applicable) shall be allowed for work done during the week outside regular working hours where the modification of the normal time-table is due to the adoption of a shift or roster system, except where the total time worked exceeds the full normal working week.

3. For General Service category staff serving in offices away from the Headquarters, overtime provisions shall be determined on the basis of local conditions and practices of local organizations of the United Nations common system.

Regulation 3.10

Night differential

1. Staff members in the General Service category serving at the Headquarters who are assigned to night-time tours of duty shall receive a night differential under the following conditions:

- a) a regular full-time staff member working a normal tour of duty shall, if assigned to a tour of duty, any part of which falls between 8 p.m. and 8 a.m., be paid for work between such hours a night differential of 25% of base salary, provided four hours of night work have been accomplished in a calendar week. Any hours when the staff member is on leave or in a travel status shall be excluded in the computation of the night differential;
- b) night differential shall not be paid for the same work for which overtime payment or compensatory time off is allowed;
- c) in computing night differential pay, the rate shall be reckoned to the nearest hour and work periods of less than one half hour shall not be considered;
- d) in Geneva, staff members of the General Service category who are required to work beyond 8 p.m. without a break for an evening meal, or who are required to work overtime after 11 p.m., or who are required to work at least two hours' overtime after a tour of duty ending later than 8 p.m., shall be paid an additional sum of 4.50 Swiss francs to compensate for night refreshments;
- e) the provisions of this Regulation do not apply to staff members who are specifically engaged for night work.

2. For staff members in the General Service category serving in offices away from the Headquarters, provisions for night differential shall be based on local conditions and practices of local organizations of the United Nations common system.

Regulation 3.11

Education grant

A. Definitions

1. For the purposes of this Regulation:

- a) "*Child*" shall be a child for whom the staff member has the responsibility in accordance with Regulation 3.12. "*Disabled child*" shall be a child who is unable, by reasons of physical or mental disability, to attend a normal educational institution and therefore requires special teaching or

training to prepare him for full integration into society or, while attending a normal educational institution, requires special teaching or training to assist him in overcoming the disability.

- b) "*Home country*" shall be the country of home leave of the staff member. If both parents are eligible staff members, "home country" shall be the country of home leave of either parent.
- c) "*Duty station*" shall be the town where the staff member is serving and the area within a radius of 25 km, including any area situated beyond the frontier of the duty station country.
- d) "*Cost of attendance*" shall include the cost of enrolment, prescribed textbooks, courses, examinations and diplomas, and boarding fees, when applicable, but not school uniforms or optional charges. Where local conditions justify such provision, the cost of attendance may include the cost of midday meals, if these are provided by the school, and the cost of daily group transportation.

Local transport costs for disabled children may be refunded up to double the cost of normal daily group transportation.

2. The Secretary-General shall establish terms and conditions under which:

- a) an education grant shall be available to an internationally recruited staff member who is serving outside the country of which he is a national according to Regulation 4.6 and whose child is in full-time attendance at a school, university, or similar educational institution of a type which will, in the opinion of the Secretary-General, facilitate the child's resettlement in the staff member's recognized home country. Eligible officials who, after service at a duty station outside their home country, are assigned to a duty-station within that country, may receive the grant for the balance of a school year, not exceeding one full school year, after their return from expatriate service. Travel costs of the child may also be paid for an outward and return journey once in each scholastic year between the educational institution and the duty station, except that in the case of staff members serving in duty stations designated by the ICSC where there are no schools which provide schooling in the language or cultural tradition desired by the staff member for their children, such

travel costs may be paid twice in the year in which the staff member is not entitled to home leave. Such travel shall be by a route approved by the Secretary-General, but not in an amount exceeding the cost of such a journey between the home country and the duty station;

- b) an education grant shall also be available to a staff member serving in a country whose language is different from his own and who is obliged to pay tuition for the teaching of the mother tongue to a dependent child attending a local school, in which the instruction is given in a language other than his own;
- c) at duty stations designated by the ICSC, an additional amount of 100 per cent of boarding cost up to \$3,000 a year may be reimbursed in respect of children in attendance at the primary and secondary levels;
- d) an education grant shall be made available to a staff member, whether expatriate or not, provided he has an appointment for one year or longer or has completed one year of continuous service, for a disabled child;
- e) the Secretary-General may also authorize payment of the education grant, during mission service, to a staff member regarded under Regulation 4.4 as locally recruited at his normal official duty station.

B. Eligibility

1. The education grant shall not be payable in respect of:
 - a) attendance at a kindergarten or nursery school at the pre-primary level;
 - b) attendance at a free school or one charging only nominal fees at the duty station;
 - c) correspondence courses, except those which in the opinion of the Secretary-General are the best available substitute for full-time attendance at a school of a type not available at the duty station;
 - d) private tuition, except tuition in a language of the home country at duty stations where satisfactory school facilities for learning that language are not available;
 - e) vocational training or apprenticeships which either do not involve full-time schooling or in which the child receives payment for services rendered.

2. The grant shall be payable up to the end of the school year in which the child completes four years of post-secondary studies or is awarded the first recognized degree, whichever is the earlier. The grant shall not normally be paid beyond the scholastic year in which the child reaches the age of 25. If the child's education is interrupted for at least one school year by national service, illness or other compelling reasons, the period of eligibility shall be extended by the period of interruption. National service shall not include periods for which a child enlists voluntarily or periods spent in fulfilling the obligation of military service.

C. Amount of the grant

1. In the case of attendance at an educational institution outside the duty station, the amount of the grant shall be:

- a) where the institution provides board for the child, 75 per cent of the allowable costs of attendance and the cost of board up to a maximum annual grant as provided in Annex 6 to these Regulations;
- b) where the institution does not provide board, a flat rate for boarding as provided in Annex 6 to these Regulations plus 75 per cent of the allowable costs of attendance, up to a maximum annual grant as provided in Annex 6 to these Regulations.

However, in the case of staff members serving at duty stations designated by the ICSC, 100 per cent of boarding costs up to \$3,000 a year may be reimbursed in respect of attendance at the primary or secondary levels, as an amount additional to the maximum annual grant provided in Annex 6 to these Regulations.

2. In the case of attendance at an educational institution in the area of the duty station:

- a) the amount of the grant shall be equal to 75 per cent of the authorized cost of attendance, up to a maximum annual grant as provided in Annex 6 to these Regulations;
- b) where such an educational institution is located beyond commuting distance from the duty station where the staff member is serving and, in the opinion of the Secretary-General, no school in the area would be suitable for the child, the amount of the grant shall be calculated at the same rates as specified in paragraph 1 above.

3. Where attendance is for less than two-thirds of the scholastic year, the amount of the grant shall be that proportion of the annual grant which the period of attendance bears to the full scholastic year.

4. Where the period of service of the staff member does not cover the full scholastic year, the amount of the grant shall normally be that proportion of the annual grant which the period of service bears to the full scholastic year.

D. Travel

1. A staff member, to whom an education grant is payable under section C.1 a) or b) or under section C.2 b) above in respect of his child's attendance at an education institution shall be entitled to travel expenses for the child of one return journey each scholastic year between the educational institution and the duty station, subject to the following conditions:

- a) such travel expenses shall not be paid if the requested journey is unreasonable, either because of its timing in relation to other authorized travel of the staff member or his dependants, or because of the brevity of the visit in relation to the expense involved;
- b) travel expenses shall not be paid if either the period of the child's attendance at the educational institution or the staff member's period of service accomplished with the organization is less than two-thirds of the scholastic year;
- c) transportation expenses shall not exceed the cost of a journey between the staff member's home country and the duty station;
- d) when a disabled child attends an educational institution outside the area of the staff member's duty station, travel expenses shall be refunded for up to two journeys per year between the educational institution and the duty station, provided that the Secretary-General is satisfied that the needs of the disabled child require attendance at that educational institution; in extreme cases to be decided by the Secretary-General, travel costs may also be refunded for an accompanying person.

E. Tuition of the mother tongue

The Secretary-General shall decide in each case whether the education grant shall be paid for tuition of the mother tongue under section A.2.b) of the present Regulation.

F. Claims

Claims for education grant shall be submitted in writing and supported by evidence satisfactory to the Secretary-General.

G. Establishment of the grant in local currency

When the educational expenses are incurred in certain countries specially designated by the ICSC, the amounts set out in section C above shall be established in local currency (see Annex 6 to these Regulations).

H. Special education grant for disabled children

1. A special education grant for disabled children shall be available to staff members of all categories, regardless of whether or not they are serving in their home country.

2. The amount of the grant shall be 100 per cent of the educational expenses actually incurred up to a maximum special education grant provided in Annex 6 to these Regulations. If the disabled child is eligible for the regular education grant, the total amount payable under the two types of grant shall not exceed the maximum special education grant provided in Annex 6 to these Regulations. "*Educational expenses*" reimbursable under the special education grant shall comprise the expenses incurred to provide an educational programme designed to meet the needs of the disabled child in order that he may attain the highest possible level of functional ability.

3. The grant shall be computed on the basis of the calendar year, if the child is unable to attend a normal educational institution, or on the basis of the school year, if the child is in full-time attendance at a normal educational institution while receiving special teaching or training. The grant shall be payable in respect of any disabled child from the date on which the special teaching or training is required up to the end of the school year or the calendar year, as appropriate, in which the child reaches the age of 25 years. In exceptional cases, the age limit may be extended up to the end of the school year or the calendar year, as appropriate, in which the child reaches the age of 28 years.

4. In addition to the grant payable in accordance with the present Regulation, expenditure for the acquisition of special equipment required for the integration of a disabled child, where not covered by the health insurance scheme, may be refunded up to an annual limit of \$1,000 upon presentation of a claim supported by evidence.

5. Where the period of service does not cover the full school year or calendar year, the amount of the grant shall normally be that proportion of the annual grant which the period of service bears to the full school or calendar year.

6. Claims for the grant shall be submitted annually in writing and supported by medical evidence satisfactory to the Secretary-General regarding the child's disability. The staff member shall also be required to provide evidence that he has exhausted all other sources of benefits that may be available for the education and training of the child. The amount of educational expenses used as the basis for the calculation of the special education grant shall be reduced by the amount of any benefits so received or receivable by the staff member.

7. The provision in section G above shall also apply to the computation and payment of special education grant for disabled children.

Regulation 3.12 Dependency allowances

1. *Definition of dependency*

For the purposes of these Staff Regulations and Staff Rules:

a) A "*dependent spouse*" shall be a spouse whose occupational earnings, if any, do not exceed the lowest entry level of the United Nations General Service gross salary scales in force on 1 January of the year concerned for the duty station in the country of the spouse's place of work, provided that, in the case of staff in the Professional category or above, the amount shall not at any duty station be less than the equivalent of the lowest entry level at the base of the salary system (G-2, step I, for New York).

When husband and wife have been legally separated, the Secretary-General shall decide, in each case, whether the allowance shall be paid.

b) A "*dependent child*" shall be:

- i) a staff member's natural or legally adopted child, or
- ii) a staff member's stepchild, if residing with the staff member,

under the age of 18 years or, if the child is in full-time attendance at a school or university (or similar educational institution), under the age of 21 years, for whom the staff member provides main and continuing support. The Secretary-General shall establish special conditions under which other children, who fulfil the age, school attendance and support requirements indicated above, may be regarded as dependent children of a staff member. If a child over the age of 18 years is physically or mentally

incapacitated for substantial gainful employment, either permanently or for a period expected to be of long duration, the requirements as to school attendance and age shall be waived.

A staff member claiming a child as dependent must certify that he has assumed responsibility for the main and continuing support of that child. Documentary evidence satisfactory to the Secretary-General, must always be produced in support of the claim in the following cases:

- i) if divorce or legal separation has occurred and the natural or legally adopted child is not residing with the staff member;
- ii) where legal adoption is not possible and the child is residing with the staff member who has responsibility for him as a member of the family;
- iii) if the child is married.

c) A "*secondary dependant*" shall be the father, mother, brother or sister of whose financial support the staff member provides one half or more, and in any case at least twice the amount of the dependency allowance, provided that the brother or sister fulfils the same age and school attendance requirements established for a dependent child. If the brother or sister is physically or mentally incapacitated for substantial gainful employment, either permanently or for a period expected to be of long duration, the requirements as to school attendance and age shall be waived.

d) A dependency allowance shall be paid in respect of not more than one dependent parent, brother or sister; such payment shall not be made where dependency benefit is being paid for a spouse.

e) With a view to avoiding duplication of benefits and in order to achieve equality between staff members who receive dependency benefits under applicable laws in the form of governmental grants and staff members who do not receive such dependency benefits, the Secretary-General shall prescribe conditions under which the dependency allowance for a child specified in section 2A and section 2B below, shall be payable only to the extent that the dependency benefits enjoyed by the staff member or his spouse under applicable laws amount to less than such a dependency allowance.

2. *Amount of the dependency allowance*

a) Subject to the conditions set out in section 1 above, dependency allowances shall be paid to eligible staff members as indicated under A and B below. If both husband and wife are staff members of the Union, the United Nations or a specialized

agency, the one with the higher grade may claim, for all dependent children, under subparagraphs a) and/or b) of part A or B below; the other may claim only under A.c) or B.c) below, if otherwise entitled.

b) The full amount of the dependency allowance provided under this Regulation in respect of a dependent child shall be payable, except where the staff member or his spouse receives a governmental grant in respect of the same child. Where such a governmental grant is made, the dependency allowance payable under this Regulation shall be approximately the difference between the amount of the governmental grant and that of the dependency allowance set out in this Regulation. In no case shall the sum of the two payments be less than the amount set out in this Regulation.

A. Staff members in the Professional category and above

A staff member in the Professional category and above shall be entitled to receive annual non-pensionable dependency allowances of:

a) \$1,936 per year for each dependent child, or the amount established in local currency as provided in Annex 7 to these Regulations. The allowance shall not be paid, however, in respect of the first dependent child if the staff member has no dependent spouse, in which case the staff member shall be entitled to the dependency rate of staff assessment under Part A of Annex 5 to these Regulations;

b) \$3,872 for each disabled child or twice the amount established in local currency as provided in Annex 7 to these Regulations. However, if the staff member has no dependent spouse and is entitled to the dependency rate of staff assessment under Part A of Annex 5 to these Regulations in respect of a disabled child, the allowance shall be reduced to \$1,936 for that child, or the amount established in local currency as provided in Annex 7 to these Regulations;

c) \$693 a year as a single allowance for a person who is not directly dependent where there is no dependent spouse.

B. Staff members in the General Service category

a) A staff member in the General Service category at Geneva shall be entitled to receive an annual non-pensionable allowance of:

i) 3,913 Swiss francs in respect of each dependent child;

ii) 7,826 Swiss francs for each disabled child.

b) A staff member in the General Service category at Geneva shall, subject to the conditions of 1.a) above, be paid not more than one of the following annual non-pensionable allowances:

- i) 7,211 Swiss francs in respect of a dependent spouse;
- ii) 10,702 Swiss francs in respect of the first dependent child for whom an allowance is payable under paragraph a) above, provided that the staff member is single, widowed, divorced or legally separated and not in receipt of a spouse allowance.

c) A staff member in the General Service category at Geneva who is not in receipt of a spouse allowance shall be entitled to an annual non-pensionable allowance in respect of a person who is not directly dependent, of 1,452 Swiss francs in the case of staff members in service who were receiving this allowance before 1 October 1995, of 1,308 Swiss francs in the case of staff members who entered into service on or after 1 October 1995 or whose entitlement to the allowance arose on or after that date and of 1,174 Swiss francs in the case of staff members who entered into service on or after 1 August 2002 or whose entitlement to the allowance arose on or after that date.

d) A staff member in the General Service category serving at a duty station other than Geneva shall be paid dependency allowance at rates and under conditions to be determined by the Secretary-General, based on the circumstances in the locality in which the office is situated and the conditions and practices of the United Nations common system.

3. *Submission of claims*

Claims for dependency allowances shall be submitted in writing and supported by evidence satisfactory to the Secretary-General. A separate claim shall be made each year and the staff member shall notify immediately to the Secretary-General any change in the status of a dependant affecting the payment of this allowance.

Regulation 3.13 Salary Advances

a) Salary advances may be made under the following circumstances and conditions:

- 1) in cases where new staff members take up their duties without sufficient funds, in such amount as the Secretary-General may deem appropriate;

- 2) in cases where staff members do not receive their regular monthly payment through no fault of their own, in the amount due;
- 3) upon departure for extended official travel or approved leave, up to the amount that would fall due for payment during the anticipated period of absence;
- 4) upon separation from service, where final settlement of pay accounts cannot be made at the time of departure, subject to the advance not exceeding 80 per cent of the estimated final net payment due;
- 5) upon change of official duty station, in such amount as the Secretary-General may deem appropriate;
- 6) the Secretary-General may, in exceptional and compelling circumstances, and if the request of the staff member is supported by a detailed justification in writing, authorize an advance for any reason other than those enumerated above.

b) Advances granted under paragraph a) 1) and a) 6) above may not be greater than the amount of two months salary.

c) Advances must be repaid by instalments as determined at the time the advance is authorized and within a period which must not normally exceed six months. A new advance may not be granted until the previous loan has been fully repaid.

Regulation 3.14 Pensionable remuneration

The Secretary-General shall inform staff members of the elements constituting pensionable remuneration within the meaning of the Regulations and Rules of the United Nations Joint Staff Pension Fund, and of the deductions which will be made from their salaries.

Regulation 3.15 Pensionable remuneration

Pensionable remuneration shall, without prejudice to the conditions of engagement of the staff member, consist of the amount calculated in accordance with the provisions of the Regulations and Rules of the United Nations Joint Staff Pension Fund.

Regulation 3.16 Deductions from salary

Deductions shall be made, each month, from the total payments due to each staff member:

- 1) for contributions to the United Nations Joint Staff Pension Fund based on the staff member's pensionable remuneration as defined in Regulation 3.15;
- 2) for contribution to the Staff Health Insurance Fund and for any sum effectively owed to the Fund by the staff member;
- 3) for indebtedness to the Union;
- 4) for indebtedness to third parties when any deduction for this purpose is authorized by the Secretary-General and by the staff member;
- 5) deductions may also be made from the total payments due to a staff member where the latter occupies a lodging provided by the Union, by the United Nations, by a government or related institution, or by a company, in which case the amount of the deduction shall be determined by the Secretary-General in the light of the value of the housing provided.

Rule 3.16.1 Retroactivity of payments

A staff member who has not been receiving an allowance, grant or other payment to which he is entitled shall not receive retroactively such allowance, grant or payment unless he has made written claim within one year following the date on which he would have been entitled to the initial payment.

Regulation 3.17 Mobility and hardship allowance

- a) For the purposes of the present Regulation and Rule 7.1.18
 - 1) "*assignment*" shall mean the staff member's initial appointment or any subsequent movement to a new duty station for a period of at least one year;
 - 2) *duty stations* shall be classified in the following categories:
 - i) Geneva and Headquarters duty stations assimilated to it (category H);
 - ii) other duty stations classified according to conditions of hardship (categories A to E).
- b) As an incentive to mobility and to compensate for hardship and non-removal of personal effects and household goods, a non-pensionable allowance composed of those three elements shall be payable monthly to a staff member in the Professional category or above subject to the conditions set out in paragraphs c), d) and e) below.

- c) The "*mobility*" element of the allowance shall be payable provided that:
- i) The staff member has completed five consecutive years of service in the United Nations common system.

Absences of up to three months, due to reassignments or temporary changes of duty station made by the Union, shall not, for the purposes of this Regulation, be counted as absences against consecutive service;

- ii) the staff member is assigned to a second or subsequent duty station. However, in the case of service at the Union's Headquarters and other duty stations classified in category H, three previous assignments shall be required, of which at least two should have been at duty stations classified in categories A to E;
- iii) the assignment involves payment of assignment grant.

After five years of service at a duty station at which the mobility element is payable, the mobility element of the allowance shall normally be reduced in accordance with Annex 8 to these Regulations.

d) The "*hardship*" element of the allowance shall be payable to staff members who are assigned to duty stations classified at hardship levels (categories B to E) without conditions regarding service or prior assignments, for the full duration of the staff member's assignment, at the rate corresponding to the classification of the duty station at the time the allowance is payable. It shall not be payable at duty stations classified in categories H and A.

- e) i) The "*non-removal*" element shall be payable to a staff member who, on assignment to a duty station, did not have an entitlement to removal expenses under Rule 7.5.1, provided that an entitlement to assignment grant exists.
- ii) Where the assignment is for two years or more, removal expenses under Rule 7.5.1 shall normally be paid in the case of service at the Headquarters or similar locations and the "*non-removal*" element shall be paid in the case of service at all other duty stations;
- iii) The "*non-removal*" element shall be discontinued if an entitlement to removal to the duty station under Rule 7.5.1 arises. However, the Secretary-General may decide to continue payment of the non-removal element of the allowance in lieu of removal expenses under Rule 7.5.1.

f) For staff members in grades P-4 and P-5 entitled to the dependency rate, the amount of the mobility and hardship allowance shall be determined by applying to the base salary at the dependency rate for grade P-4, step 6, the percentages specified in the matrix provided in Annex 8 to these Regulations. For staff members in grades P-1 to P-3 entitled to the dependency rate, such amount shall be reduced by 13 per cent; for staff members in grade D-1 and above entitled to the dependency rate, such amount shall be increased by 13 per cent. The amounts payable at the single rate shall be 75 per cent of the amounts payable at the dependency rate.

g) Where both spouses are staff members of the Union, the United Nations or a specialized agency, the allowance shall be payable to each at the rate applicable to his individual status; where there are dependent children, the dependency rate shall be payable to the spouse in respect of whom the dependants are recognized and who thus receives the dependency rate of salary and post adjustment, normally the higher graded of the two spouses.

h) The mobility and hardship allowance shall be payable at the dependency rate to a staff member having recognized dependants, irrespective of where those dependants reside.

i) The mobility and hardship allowance shall also be applicable to staff in the General Service category who are internationally recruited. In the case of such staff, the amount of the allowance shall be equivalent to that payable to a staff member in grades P.1 to P.3.

CHAPTER IV

RECRUITMENT, APPOINTMENT, TRANSFER AND PROMOTION PRINCIPLES

Regulation 4.1 Appointment, transfer and promotion principles

The paramount consideration in the appointment, transfer or promotion of staff and in the determination of the conditions of service shall be the necessity of securing for the Union the highest standards of efficiency, competence and integrity.

Regulation 4.2 Geographical distribution

a) Due regard shall be paid to the importance of recruiting staff on as wide a geographical basis as possible and preference shall be given, other qualifications being equal, to candidates from regions of the world which are not represented or are insufficiently represented.

b) This principle shall not apply to posts in the General Service category, except as regards posts of a technical character at the Headquarters in grades G.7, G.6 and G.5.

(See Annex 1)

Regulation 4.3 Promotions and transfers

Without prejudice to the recruitment of fresh talent at all levels, staff in service shall be given reasonable promotion possibilities. This consideration shall also apply on a reciprocal basis to the United Nations and other specialized agencies.

Regulation 4.4 Local recruitment

a) At the Headquarters in Geneva, a locally recruited staff member shall be defined as a staff member in the General Service category who, at the time of his recruitment, fulfils any of the following conditions:

- 1) he or she is a Swiss national;
- 2) irrespective of nationality, he or she is resident in Switzerland or in French territory within a radius of 25 km from Geneva regardless of the duration of such residence.

- b) Posts in the General Service category are, so far as is possible, restricted to local recruitment. A number of posts, for which, in the opinion of the Secretary-General, special skills are required may be open to non-local recruitment from the region of the duty station beyond the area of the duty station, provided always that provisions of a) 1) or 2) above are not applicable.
- c) 1) A staff member who has been locally recruited in accordance with the provisions of a) above shall acquire non-local status if he or she becomes a member of the Professional category;
- 2) if an official has previously enjoyed non-local status during his or her employment with an international organization in the area of the duty station, the period of such employment shall not count as residence within a radius of 25 km from Geneva;
- d) In other duty stations, provisions defining the area of recruitment of locally recruited officials shall be laid down by the Secretary-General in accordance with United Nations common system conditions and practice.
- e) A staff member regarded as having been locally recruited, shall not be eligible for the allowances or benefits indicated under Regulation 4.5.

Regulation 4.5 International recruitment

Staff members other than those regarded under Regulation 4.4 as having been locally recruited shall be considered as having been internationally recruited. The allowances and benefits in general available to internationally recruited staff members include: payment of travel expenses upon initial appointment and on separation for themselves and their dependants in the meaning of Rule 7.1.3 a), unaccompanied shipment or removal of personal effects and household goods according to length of contract, rental subsidy, home leave, education grant and repatriation grant.

Regulation 4.6 Nationality

- a) In the application of Staff Regulations and Staff Rules, the Union shall not recognize more than one nationality for each staff member.
- b) When a staff member has been legally accorded nationality status by more than one State, the staff member's nationality for the purposes of the Staff Regulations and Staff Rules shall be the nationality of the State with which the staff member is, in the opinion of the Secretary-General, most closely associated.

Regulation 4.7

Selection

Selection of staff members shall be made without distinction as to race, sex or religion, nor shall there be any discrimination on account of any disability of a candidate who meets the qualifications required.

Rule 4.7.1

Family relationships

a) Except where no other equally well qualified person can be recruited, appointment shall not be granted to a person who bears any of the following relationships to a staff member: husband, wife, father, mother, son, daughter, brother or sister.

b) Staff members who bear any of the relationships specified in paragraph a) above shall not be assigned to serve in the same department if one of the posts is subordinate to the other in the line of authority.

c) If two staff members marry, the benefits and entitlements which accrue to them shall be modified as provided in the relevant Staff Rules; their appointment status shall not, however, be affected. The same modifications shall apply in the case of a staff member whose spouse is a staff member of another organization participating in the United Nations common system. Where both husband and wife are staff members of the Union, the United Nations or a specialized agency and maintain separate households because they are assigned to different duty stations, the Secretary-General may decide to maintain such separate entitlements and benefits, provided that this is not inconsistent with any provision of these Staff Regulations and Staff Rules or other decision of the Union's Council.

Regulation 4.8

Appointment of staff members

a) Appointment of staff members shall be made by the Secretary-General within the limits authorized by the Council. As regards the staff, of each Bureau, the Director concerned shall select the candidate to be appointed, but the final decision for appointment shall rest with the Secretary-General, who shall however report to the Council any case where his decision was at variance with the recommendation of the Director of the Bureau concerned.

b) The Secretary-General, with the agreement of the Director of the Bureau concerned, where applicable, may decide to fill any vacant post by transfer within the Union.

c) Selection for posts in grades P.1 and above and for posts of a technical character at the Headquarters in grades G.7, G.6 and G.5 shall be made on a competitive basis; vacancies shall be advertised to the Administrations of all the Members of the Union, to the United Nations and other specialized agencies and to the staff of the

Union, indicating in detail the nature of the post to be filled, the qualifications required and the terms of appointment.

d) For other vacancies at the Headquarters in grades G.1 to G.7, recruitment shall be on a competitive basis, from as near a place to Geneva as possible; where this is not possible, vacancies shall be advertised as in paragraph c) above, but recruitment shall be made having regard to its financial implications.

e) For all other duty stations, the Secretary-General shall establish a selection procedure, based on United Nations common system local conditions and practice.

f) When vacancies are advertised, in accordance with the provisions of paragraph c) above, applications from outside may be submitted through an Administration, in principle within a minimum period of three months; or directly to the Union on the understanding that the Secretary-General would in such cases normally consult with the Administrations of the nationals involved before making a final selection.

g) Unless experience or qualifications (demonstrated in another field than the one in which he assumed his duties until then or proven by passing an appropriate examination) justify an exception, the following periods of service in a grade shall be required before promotion to the next higher grade is considered:

- 1) at least one year, for staff members in the Professional category;
- 2) at least six months for staff members in the General Service category.

Regulation 4.9

Appointment and Promotion Board

a) The Secretary-General shall establish an Appointment and Promotion Board to advise him (and, if appropriate, the Director of the Bureau concerned) in all cases where a vacancy is advertised.

b) The Appointment and Promotion Board shall comprise a representative of the General Secretariat and of each Bureau of the Union and, for posts in the General Service (G.1 to G.7) and Professional (P.1 to P.5) categories, two staff representatives designated by the Secretary-General after consideration of a list of names submitted by

the Staff Council. The Chief of the Personnel Department shall also participate *ex officio* in all Board meetings in an advisory capacity and shall serve as its Secretary. The General Secretariat and each Bureau of the Union shall be represented:

- i) by the elected official in charge of the Bureau concerned (the Secretary-General and the Directors of the Bureaux*), for posts of grade P.5 and above;
 - ii) by the official of grade D.1 or higher level, designated by the elected official in charge of the Bureau concerned, for posts of grades P.1 to P.4;
 - iii) by an official of grade P.5 or above, designated by the elected official in charge of the Bureau concerned, for posts of grades G.1 to G.7.
- c) In case of absence, a regular representative or the Chief of the Personnel Department shall be replaced by an alternate, who shall be designated by the Secretary-General or the Director of the Bureau concerned; the alternate staff representatives shall be designated by the Secretary-General, at the same time as the regular staff representatives, as indicated in b) above.
- d) Regular and alternate representatives shall be appointed for a period of two years, which may be renewable.
- e) All participants in a meeting of the Appointment and Promotion Board shall hold a grade at least equal to that of the post under consideration.
- f) Meetings of the Board shall be chaired by the regular representative with the highest grade or, in the event of equal grades, with the highest seniority.
- g) The Appointment and Promotion Board shall establish its own Rules of Procedure. Its proceedings shall, in principle, be secret. Its Rules of Procedure may, however, authorize the transmission of certain information to candidates.
- h) The Secretary-General shall report to the next regular session of the Council whenever he proposes to take an appointment or promotion decision which is contrary to the advice of the Appointment and Promotion Board. The final decision shall be taken subject to the Council's agreement. The effect of that decision shall be retroactive in the case of promotions.

Regulation 4.10

Medical examination

The Secretary-General shall take steps to ensure that staff members meet appropriate medical standards before appointing them and during their service with the Union.

* The Deputy Secretary-General shall attend as an observer.

Rule 4.10.1**Medical examination**

- a) No appointment shall be made until a doctor recognized by the Secretary-General has issued a certificate to the effect that the candidate is free from any disability or disease which would interfere with the proper discharge of his duties.
- b) Staff members may be required from time to time to satisfy the Medical Adviser, by medical examination, that they are free from any ailment likely to impair the health of others or interfere with the proper discharge of their duties.
- c) Staff members may also be required to undergo such medical examinations and receive such inoculations as may be required by the Medical Adviser before they go on or after they return from mission.
- d) The Secretary-General may require a staff member, on leaving the service of the Union, to undergo a medical examination.

Regulation 4.11**Notification by staff members and obligation to supply information**

Staff members shall be responsible on appointment for supplying the Secretary-General with whatever information may be required for the purpose of determining their status and entitlement under the Staff Regulations and Staff Rules, or of completing administrative arrangements in connection with their appointments.

Rule 4.11.1**Information to be supplied by staff members**

- a) Staff members shall be responsible for promptly notifying the Secretary-General, in writing, of any subsequent changes affecting their status and entitlements under the Staff Regulations or Staff Rules.
- b) A staff member who intends to acquire permanent residence status in any country other than that of his nationality, or who intends to change his nationality, shall notify the Secretary-General of that intention before the change in his residence status or in his nationality becomes final.
- c) A staff member who is arrested, charged with an offence other than a minor traffic violation, or summoned before a court as a defendant in a criminal proceeding, or convicted, fined or imprisoned for any offence other than a minor traffic violation, shall, as soon as possible, report the fact to the Secretary-General.

d) A staff member may at any time be required by the Secretary-General to supply information concerning facts prior to his appointment and relevant to his suitability, or concerning facts relevant to his integrity, conduct and service as a staff member.

Regulation 4.12 Letter of appointment

a) Upon appointment, each staff member shall receive a letter of appointment signed by the Secretary-General or by a representative of the Secretary-General authorized for this purpose. The letter of appointment shall state:

- 1) that the appointment is subject to the provisions of the Staff Regulations and Staff Rules applicable to the category of appointment in question, and to any changes duly introduced in such Regulations and Rules from time to time;
- 2) the nature of the appointment;
- 3) the date at which the staff member is required to take up his duties;
- 4) the period of appointment, the notice required to terminate it and period of probation, if any;
- 5) the category, grade, commencing rate of salary;
- 6) any special conditions which may be applicable.

b) A copy of the Staff Regulations and Staff Rules and of the Regulations and Rules of the United Nations Joint Staff Pension Fund shall be transmitted to the staff member with the letter of appointment. In accepting appointment, the staff member shall state that he has been acquainted with and accepts the conditions laid down in these Staff Regulations and Staff Rules.

Rule 4.12.1 Effective date of appointment

a) The appointment of every locally recruited staff member shall take effect from the date on which he starts to perform his duties.

b) The appointment of every staff member internationally recruited shall take effect from the date on which he enters into official travel status to assume his duties, or if no official travel is involved, from the date on which he starts to perform his duties.

c) The effective date of appointment of a staff member who reports for duty on the first working day of a month is the first day of the month (or earlier if his travel time begins before the first day of the month) even if this should fall during a week-end or an official holiday.

Regulation 4.13

Reemployment

A former staff member may be reappointed or reinstated under the following rules:

- a) a former staff member on reappointment shall be regarded as becoming a staff member for the first time; however, former service shall be counted for the purpose of determining seniority in grade.
- b) exceptions may be made to this Regulation in the case of a former staff member who is reinstated within 12 months of being separated from service, or who is reinstated following retirement on disability or following termination on reduction of staff.

Regulation 4.14

Types of appointment

- a) Staff members shall be granted either permanent, temporary or short-term appointments under such terms and conditions consistent with these Regulations as the Secretary-General may prescribe.
- b) The Secretary-General shall prescribe which staff members are eligible for permanent appointments. The probationary period for granting or confirming a permanent appointment shall normally not exceed two years, provided that in special cases the Secretary-General may extend the probationary period for not more than one additional year.
- c) Part-time staff enjoy conditions of employment fixed in proportion to the time for which they are engaged.

Rule 4.14.1

Permanent appointments

- a) A permanent appointment may be granted to a staff member who holds a probationary appointment and who, by his qualifications, performance and conduct, has fully demonstrated his suitability as an international civil servant and has shown that he meets the highest standards of efficiency, competence and integrity.
- b) When a staff member is appointed to a permanent post, the time he has spent in the employment of the Union shall be deducted from the probationary period.

Rule 4.14.2

Temporary appointments

Staff members may be granted one of the following types of temporary appointments: probationary appointment or fixed-term appointment.

CHAPTER V

ANNUAL, SPECIAL AND HOME LEAVE

Regulation 5.1

Annual leave

- a) Staff members shall be entitled to annual leave with full pay at the rate of 30 working days for 12 months' service with the Union.
- b) All arrangements as to leave shall be subject to the exigencies of the service but the personal circumstances and preferences of individual staff members shall as far as possible be considered.

Rule 5.1.1

Annual leave

- a) Annual leave shall accrue during the period for which a staff member is entitled to full pay, subject to the provisions of the Rule governing Special Leave and provided that no leave shall accrue while a staff member is receiving compensation equivalent to salary and allowances for injury or other disability attributable to service or while he is suspended from his duties without pay.
- b) Leave may be taken only when authorized. The exigencies of the service may require that leave be taken by a staff member during a period designated by the Secretary-General or the Director of the Bureau concerned, as the case may be.
- c) Annual leave may be taken in units of days and half days.
- d) Not more than half the days of annual leave due in any calendar year may be carried forward from that year to the next, and the total of annual leave carried forward shall not exceed 60 days, provided that any staff member who may have accumulated more than 60 days prior to 1 January 1960 shall be entitled to retain the number of days so accumulated and not subsequently used.
- e) Any absence from duty not specifically covered by other provisions in these Rules, including absences on local holidays in excess of the nine official holidays established under Rule 1.3.2, shall be charged to the staff member's accrued annual leave, if any; if he has no accrued annual leave, the absence shall be considered as unauthorized and pay and allowances shall cease for the period of such absence, unless the circumstances are such that the Secretary-General decides to grant full or partial pay.

f) A staff member may, in exceptional circumstances, and subject to the conditions of Regulation 9.17, be granted advance annual leave up to a maximum of ten working days, provided his service is expected to continue for a period beyond that necessary to accrue the leave so advanced.

g) A staff member shall not be recalled from annual leave without the approval of the Secretary-General, who may act at the request of the Director of the Bureau concerned. If a staff member is recalled, and subsequently resumes his annual leave at the place from which he was recalled, he shall be reimbursed for the expense he incurred in travelling to and from that place. If, for reasons of service, the provisions of paragraph d) cannot be observed in the case of such a staff member, the annual leave due to him shall be carried forward to the next year.

Regulation 5.2 Special leave

1. Special leave with full or partial pay or without pay may be granted in exceptional cases, for such periods as the Secretary-General may prescribe, taking into account the interests of the Union, to staff members who so request. Special leave is normally without pay. In very exceptional circumstances, special leave with full or partial pay may be granted only for a very limited duration.

2. a) Special leave may be granted for advanced study or research in the interest of the Union, in cases of extended illness, or for any other important reason.

b) Special leave without pay may be granted to staff members for the accomplishment of their national military obligations.

c) Staff members shall not accrue service credits towards sick, annual, home and maternity leave, salary increment, termination indemnity and repatriation grant during full months of special leave with partial pay or without pay. No contribution shall be paid by the Union towards the staff member's pension or sickness insurance during such periods. Periods of less than one calendar month of such leave shall not affect the rates of accrual; nor shall continuity of service be considered broken by periods of special leave.

Regulation 5.3

Home leave

- a) Home leave shall be granted at the expense of the Union every two years to staff members serving outside the country of their home, except locally recruited staff members, to permit them to spend a regular period of accrued annual leave in their country with a view to maintaining contact with it.

- b) However, in the case of service at designated hardship duty stations (classified C, D or E), eligible staff members shall be granted home leave once in every twelve months.

Rule 5.3.1

Home leave

- a) An eligible staff member shall be granted home leave provided that his service is expected by the Secretary-General to continue at least six months beyond the date of his return from any proposed home leave. Furthermore, his expected length of service must also be at least 30 months beyond the date of appointment, in the case of the first home leave. In the case of home leave following the return from travel to visit eligible dependants under Rule 7.1.1. b), granting of home leave shall normally be subject to not less than nine months of continuous service having elapsed since departure on travel to visit eligible dependants.

- b) Staff members whose eligibility under paragraph a) above is established at the time of their appointment shall begin to accrue service credit toward home leave from that date. Staff members who, subsequent to appointment, acquire home leave entitlement as a result of promotion shall begin to accrue such service credit from the effective date thereof.

- c) The country of home leave shall be the country of the staff member's nationality under Regulation 4.6 b), subject to the following conditions:
 - 1) the place of home leave of the staff member within the country of the staff member's nationality under Regulation 4.6 b) shall be, for purposes of travel and transportation entitlements, the place with which the staff member had the closest residential ties during the period of his most recent residence in that country preceding appointment;

 - 2) a staff member who has served with another international organization immediately preceding his appointment shall have the place of his home leave determined as though his entire previous service with the other international organization had been with the Union;

- 3) the Secretary-General, in exceptional and compelling circumstances, may authorize as the home country for the purposes of this Rule, a country other than the country of nationality under Regulation 4.6 b). A staff member requesting such authorization shall be required to satisfy the Secretary-General that he maintained his normal residence in such other country for a prolonged period preceding his appointment, that he continues to have close family or personal ties in that country and that his taking home leave there would not be inconsistent with the purposes and intent of Staff Regulation 5.3;
- 4) in the case of designated hardship duty stations (classified C, D or E), a staff member may, in a particular home leave year, be authorized to travel to a country other than the country of the staff member's nationality under Regulation 4.6 b), subject to conditions established by the Secretary-General. In such a case, the travel expenses borne by the Union shall not exceed the cost of travel to the country of the staff member's nationality under Regulation 4.6 b).

d) Except in the case of staff members serving on probationary appointments, the first home leave for an eligible staff member shall fall due in the second calendar year after the one in which he was appointed or in which entitlement is acquired. A staff member appointed on a probationary basis shall not be entitled to his first home leave until he has been granted a permanent appointment or an extension of his probationary period.

e) Home leave may be taken, subject to this Rule and subject to the exigencies of service and to provisions above in respect of probationary appointment, at any time during the calendar year in which it falls due.

f) In exceptional circumstances, a staff member may be granted advance home leave, provided that not less than 12 months of qualifying service have been completed or that normally not less than 12 months of qualifying service have elapsed since the date of return from his last home leave. The granting of advance home leave shall not alter the calendar year in which the next home leave falls due. The granting of advance home leave shall be subject to the conditions for the entitlement being subsequently met. If these conditions are not met, the staff member shall be required to reimburse the travel costs paid by the Union for the advance leave.

g) If, except as provided hereunder, a staff member delays taking his home leave beyond the calendar year in which it falls due, he shall not be entitled to take his next home leave until the second succeeding calendar year thereafter. Should the Secretary-General decide, however, that exceptional circumstances, arising out of the exigencies of the service, make it necessary for a staff member's home leave to be delayed beyond the calendar year in which it falls due, such delayed leave may be taken without altering

the time of his next and succeeding home leave entitlements, provided that not less than 12 months of qualifying service elapse between the date of the staff member's return from the delayed home leave and the date of his next home leave departure.

h) A staff member may be required to take his home leave in conjunction with travel on official business or change of official duty station, due regard being paid to the interests of the staff member and his family.

i) Subject to the conditions specified in Chapter VII below, a staff member shall be entitled to claim in respect of authorized travel on home leave, travel time and expenses for himself and eligible dependants for the outward and return journeys between his official duty station and the place of home leave. Except for allowable travel time, the period of home leave shall be chargeable to annual leave.

j) Travel of dependants shall be in conjunction with the approved home leave of the staff member; eligible exceptions may be granted, however, if the exigencies of the service or other special circumstances prevent the staff member and his eligible dependants from travelling together. Home leave of eligible dependants shall not normally be authorized unless the dependants have been at the official duty station for at least six months prior to departure on home leave.

k) If both husband and wife are staff members of the Union, the United Nations or a specialized agency and are both eligible for home leave, and taking into account Rule 4.7.1. c), each shall have the choice of either exercising his or her own home leave entitlement or accompanying the spouse. A staff member who chooses to accompany his or her spouse shall be granted travel time appropriate to the travel involved. Dependent children whose parents are staff members, each of whom is entitled to home leave, may accompany either parent. The frequency of travel shall not exceed the established periodicity of the home leave, with regard either to staff members or to their eligible dependent children, if any.

l) A staff member travelling on home leave shall normally be required to spend at least two weeks in his home country. The Secretary-General may request a staff member, on his return from home leave, to furnish satisfactory evidence that this requirement has been fully met.

CHAPTER VI

SOCIAL SECURITY

Regulation 6.1 Social security

Provision shall be made for the participation of staff members in the United Nations Joint Staff Pension Fund in accordance with the Regulations and Rules of that Fund, subject to the special conditions prescribed as regards staff members affiliated to the Union Staff Superannuation and Benevolent Fund before 1 January 1960.

Regulation 6.2 Social security

The Secretary-General shall establish a scheme of social security for the staff, besides that provided under Regulation 6.1, including provisions for health protection, sick leave and maternity leave, and reasonable compensation in the event of illness, injury or death attributable to the performance of official duties on behalf of the Union.

Rule 6.2.1 Staff Health Insurance Fund

Every staff member recruited for at least six months shall become a member of the "Staff Health Insurance Fund of the International Labour Organization and of the International Telecommunication Union". Benefits from the Fund are available to staff members' families subject to the provisions of the Fund's Regulations.

Rule 6.2.2 Sick leave

a) Staff members who are incapacitated from the performance of their duties by illness or injury or whose attendance is prevented by public health requirements shall be granted sick leave in accordance with the following provisions:

- 1) all sick leave shall be approved on behalf of the Secretary-General;
- 2) a staff member holding a temporary appointment lasting one to three years shall be permitted sick leave up to three months on full salary and up to three months on half salary in any period of 12 consecutive months, provided that the amount of sick leave permitted in any four consecutive years shall not exceed 18 months, of which nine months on full salary and nine months on half salary;

- 3) a staff member who holds a permanent appointment, or fixed-term contracts totalling at least three years, shall be granted sick leave up to nine months on full salary and nine months on half salary provided that the amount of sick leave permitted in any four consecutive years shall not exceed 18 months;
- 4) staff members shall be responsible for informing their supervisors as soon as possible of absence due to illness or injury. Where practicable, they should, before absenting themselves, report to the Medical Adviser;
- 5) except with the approval of the Secretary-General, no staff member may be granted sick leave for a period of more than three consecutive working days without producing a certificate from a duly qualified medical practitioner, to the effect that he is unable to perform his duties and stating the probable duration of incapacity. Such certificate shall, except in circumstances beyond the control of the staff member, be produced not later than the end of the fourth working day following the initial absence from duty of the staff member;
- 6) after a staff member has taken periods of non-certified sick leave totalling seven working days within a year, any further absence from duty within that year shall, unless supported by a medical certificate, either be deducted from annual leave or be charged as special leave without pay if annual leave is exhausted;
- 7) a staff member may at any time be required to submit a medical certificate as to his condition or to undergo examination by a medical practitioner named by the Secretary-General. Further sick leave may be refused or the unused portion withdrawn if the Secretary-General is satisfied that the staff member is able to return to his duties, provided that if the staff member so requests the matter shall be referred to an independent practitioner or a medical board acceptable to both the Secretary-General and the staff member;
- 8) a staff member shall not, whilst on sick leave, leave the area of the duty station without the prior approval of the Secretary-General.

b) When sickness of more than three consecutive working days occurs during annual leave or home leave, sick leave may be approved on production of an appropriate medical certificate or other satisfactory evidence. In such circumstances, a staff member should submit his request for sick leave together with a medical certificate or other evidence as soon as practicable, and in any event immediately on his return to duty.

c) A staff member shall immediately notify the Medical Adviser of any case of contagious disease occurring in his household or of any quarantine order affecting his household. A staff member who, as a result of these circumstances, is directed not to attend the office shall receive his full salary and other emoluments for the period of authorized absence.

d) Entitlement to sick leave shall lapse on the final date of a staff member's appointment.

Rule 6.2.3 Maternity leave

a) A staff member shall be entitled to absent herself from her duties upon producing a medical certificate acceptable to the Medical Adviser. The total duration of maternity leave shall be 16 weeks; in no case shall it commence less than two weeks before and terminate less than 10 weeks after confinement. The post-natal period may be shortened at the staff member's request to not less than six weeks.

b) A staff member shall receive maternity leave on full pay for the entire duration of her absence in accordance with paragraph a) above. No miscalculation on the part of the doctor or midwife as to the date of the confinement shall prevent the staff member from receiving full pay to the actual date of confinement.

c) Annual leave shall accrue during the period of maternity leave, provided that the staff member returns to service for at least six months after the completion of maternity leave. If leave without pay has been granted following maternity leave, the annual leave accrued during the maternity leave shall be credited only six months after return to duty.

Rule 6.2.4 Compensation for death, injury or disability attributable to service

In the event of death, injury or disability attributable to the performance of official duties on behalf of the Union, reasonable compensation may be granted to a staff member or his beneficiaries to supplement the benefits provided for in the Regulations of the Union and the United Nations pension schemes as well as the Staff Health Insurance Fund, taking into account the family circumstances of the staff member.

Note – This rule is provisional, pending further study of the provisions of Appendix D of the United Nations Staff Regulations.

CHAPTER VII

TRAVEL AND REMOVAL EXPENSES

Regulation 7.1

Travel expenses

Subject to conditions and definitions prescribed by the Secretary-General, the Union shall in appropriate cases pay the travel expenses of staff members and their eligible dependants under Rule 7.1.3 a).

Rule 7.1.1

Official travel of staff members

a) *Categories of official travel:*

Subject to the conditions laid down in these Rules, the Union shall pay the travel expenses of a staff member under the following circumstances:

- 1) on *initial appointment*, provided the staff member is considered to have been internationally recruited under Regulation 4.5;
- 2) when required to travel on *official business*;
- 3) on *change of official duty station* under Rule 1.2.2;
- 4) on *home leave*, in accordance with the provisions of Rule 5.3.1;
- 5) on *travel to visit eligible dependants*, in accordance with the provisions of paragraph b) below;
- 6) on *separation from service*, in accordance with the provisions of paragraph c) below and Chapter IX;
- 7) on travel authorized for *medical or security reasons* or in other appropriate cases, when, in the opinion of the Secretary-General, there are compelling reasons for paying such expenses.

b) *Travel to visit eligible dependants:*

Under subparagraph a) 5) above, the Union shall pay the travel expenses of a staff member to the place from which he was recruited, to the place of his home leave or to his former duty station for the purpose of visiting his eligible dependants once every year in which his home leave does not fall due, provided that:

- 1) he has completed not less than one year of continuous service at the duty station since the initial appointment or assignment or not less than nine months since departure on his last home leave journey;
- 2) his service at the duty station is expected to continue at least six months beyond the date of return to the duty station;
- 3) during the preceding 12 months, none of his eligible dependants has been present with him at the duty station after travel at Union expense except education grant travel.

Staff members may be required to exercise entitlement to travel to visit eligible dependants in conjunction with travel on official business or change of official duty station, due regard being paid to the interests of the staff member and his family.

Should a staff member wish to visit his eligible dependants residing at any place other than the places referred to above, the travel expenses borne by the Union shall not exceed the maximum amount that would have been payable on the basis of travel to the place of home leave. The Secretary-General may establish special conditions for payment of these travel expenses in respect of eligible staff members serving at designated hardship duty stations (classified C,D or E).

c) *Separation from service:*

Under subparagraph a) 6) above, the Union shall pay the travel expenses of a staff member to the place of recruitment or, if the staff member had a probationary appointment or an appointment for a period of two years or longer or has completed not less than two years of continuous service, to the place recognized as his home for the purpose of home leave under Rule 5.3.1. Should a staff member, on separation, wish to go to any other place, the travel expenses borne by the Union shall not exceed the maximum amount that would have been payable on the basis of return transportation to the place of recruitment or home leave.

Rule 7.1.2

Official travel of eligible dependants

a) Subject to the conditions laid down in these Rules, the Union shall pay the travel expenses of a staff member's eligible dependants under the following circumstances:

- 1) on the *initial appointment* of a staff member who is considered to have been internationally recruited, provided that the appointment is for a period of one year or longer, or is a probationary appointment, and provided that his services are expected by the Secretary-General to continue for more than six months beyond the date on which travel of his eligible dependants commences;
- 2) following a staff member's own visit to eligible dependants under Rule 7.1.1. b), provided that he is to remain in service at the official duty station for at least 10 months from the date of his return from such travel;
- 3) after the appointment of such a staff member if, at the time of appointment, either the travel of an eligible dependant was not possible or the dependant was not yet recognized as dependent, and provided the services of the staff member are expected by the Secretary-General to continue for more than six months beyond the date on which travel of any eligible dependants commences;
- 4) following completion by the staff member of not less than one year of continuous service, provided his services are expected by the Secretary-General to continue for more than six months beyond the date on which travel of his eligible dependants commences;
- 5) on *change of official duty station*, provided the services of the staff member at the new duty station are expected by the Secretary-General to continue for more than six months beyond the date on which travel of his eligible dependants commences;
- 6) on *home leave*, in accordance with the provisions of Rule 5.3.1;
- 7) on *separation from service* of a staff member, provided his appointment was for a period of one year or longer or he has completed not less than one year of continuous service;
- 8) on journeys approved in connection with the *education* of a staff member's child;
- 9) on travel authorized for *medical or security reasons* or in other appropriate cases, when, in the opinion of the Secretary-General, there are compelling reasons for paying such expenses;

- 2) when circumstances warrant it, the Secretary-General may, at his discretion, allow staff members to travel first class;
- 3) the Union shall reimburse excess baggage up to a maximum of 10 kg;
- 4) a) When a staff member travels at the Union's expense, by air or mainly by air:
 - i) if the scheduled or actual flight time for the journey is between 6 and 10 hours, he will not normally be required to commence duty within 12 hours of arriving at his destination;
 - ii) if the scheduled or actual flight time is more than 10 hours but not more than 16 hours, he will not normally be required to commence duty within 24 hours of arriving at his destination. Alternatively, the Union may decide to grant a stopover not exceeding 24 hours. If the final stage of the journey exceeds 6 hours, the official will not normally be required to commence duty within 12 hours of arrival;
 - iii) if the scheduled or actual flight time of the journey exceeds 16 hours, the Union may allow either two stopovers, neither of which shall exceed 24 hours or one stopover with a rest period not exceeding 24 hours on arrival at the destination.
- b) In the computation of the travel time described above, scheduled or actual waiting periods not exceeding 4 hours shall be included.
- c) For travel on home leave and travel to visit eligible dependants by air or mainly by air:
 - i) if the scheduled or actual flight time of the outward journey from the duty station is more than 10 hours, a stopover period not exceeding 24 hours may be granted;
 - ii) for the return journey to the duty station, the rules specified in paragraphs 4) a) and b) above shall apply.

In the computation of the travel time described above, scheduled waiting periods, except where these involve an overnight stopover, shall be included.

Rule 7.1.11**Purchase of tickets**

- a) Unless the staff member concerned is specifically authorized to make other arrangements, all tickets for transportation involving official travel of staff members and entitled dependants shall be purchased by the Union in advance of actual travel.
- b) When a staff member requests a standard of accommodation in excess of his entitlement under Rule 7.1.9, or is authorized to travel, for reasons of personal preference or convenience, by other than the approved route or mode of transportation as provided for under Rule 7.1.8, he shall be required to reimburse the Union for any additional costs thus incurred, before the Union provides him with the necessary ticket.

Rule 7.1.12**Terminal expenses**

- a) For all official travel to or from the duty station, and for all authorized stopovers during official travel, a staff member may claim reimbursement of terminal expenses incurred for each arrival and departure in respect of himself and each eligible dependant authorized to travel at the Union's expense, on the basis of a scale promulgated by service order by the Secretary-General in accordance with United Nations decisions.
- b) No expenses shall be reimbursable in respect of an intermediate stop:
- 1) which is not authorized,
 - 2) which does not involve leaving the terminal, or
 - 3) which is exclusively for the purpose of making an onward connection.
- c) Terminal expenses shall be deemed to include all expenditures incurred for the means of public conveyance between the airport or other point of arrival or departure and the hotel or other place of dwelling, including transfer of baggage and other related incidental charges, except the cost of sending to residence any authorized heavy baggage which cannot be accommodated in the public conveyance.
- d) Terminal expenses in connection with the outward and the return journey and any intermediate stops may be combined into one lump sum and claimed by the staff member within the maximum total entitlements provided in paragraph a) above. No reimbursement shall be paid unless a claim is made for terminal expenses is made.

Rule 7.1.13**Expenses while in authorized transit**

- a) A staff member and his eligible dependants authorized to travel by sea shall be entitled to a fixed amount to cover transit expenses equivalent to the amount of travel subsistence allowances that would have been payable in respect of the travel if the travel had been by air.
- b) When the authorized mode of transportation is other than by sea, full travel subsistence allowance shall be payable for the time spent in transit, subject to the conditions laid down in Rules 7.1.14 to 7.1.16, and provided that, in the case of travel other than on official business, a maximum of three days' travel time shall be allowed in respect of any specific journey.

Rule 7.1.14**Travel subsistence allowance**

- a) Except as provided in Rule 7.1.13 a) and paragraph i) below, a staff member authorized to travel at the Union's expense shall receive an appropriate daily subsistence allowance, which may vary from area to area and with salary levels, in accordance with the current United Nations schedule of rates. The daily subsistence allowance rates shall be subject to Rule 7.1.15 and to reductions in cases where lodging or meals are provided free of charge by the Union, by a government or by a company or other body.

(See Annex 2 to the Staff Regulations).

- b) The Secretary-General may, in exceptional and compelling circumstances, authorize a reasonable increase in the travel subsistence allowance to be paid to a staff member who is required to accompany a senior official and whose official duties while in travel status require that his additional living expense be established at a rate substantially higher than that contemplated in setting the allowance rate for his level.
- c) Travel subsistence allowance shall be deemed to comprise the total contribution of the Union towards such charges as meals, lodging, gratuities, and other payments made for the personal services rendered. Except as provided in Rule 7.1.17, any expenditures incurred in excess of the allowance shall be borne by the staff member.
- d) When meals or lodging are provided free of charge by the Union, by the United Nations, by a government or by a company or other body, the standard rate shall be reduced as follows for the whole period:
- 1) if lodging is provided, the rate shall be reduced by 50%,
 - 2) if meals are provided, the rate shall be reduced by 30%,
 - 3) if both meals and lodging are provided, the rate shall be reduced by 80%.

e) Except as provided in Rule 7.1.13 a) and in paragraph i) below, when eligible dependants of a staff member are authorized to travel at the Union's expense, he shall be paid an additional travel subsistence for each such dependant at one half the rate applicable to the staff member. Any such allowance shall be subject to the reductions referred to in d) above.

f) Except for leave taken at a rate not exceeding one and a half days for each completed month on which a staff member is in travel status on official business, travel subsistence allowance shall not be paid in respect of any period of annual or special leave. It shall in no event be paid in respect of leave taken at the conclusion of active duty on an assignment but prior to the staff member's return to his official duty station.

g) The travel subsistence allowance shall continue to be paid as usual during periods of sick leave while in travel ; if the traveller is hospitalized, however, only one third of the appropriate daily rate shall be paid.

h) The appropriate travel subsistence allowance shall be paid for any days on which a staff member is required to perform official duties in connection with travel on home leave.

- i)
- 1) No travel subsistence allowance shall be payable in respect of education grant travel.
 - 2) As regards travel on home leave and on visit to eligible dependants, the allowance may be paid for stopovers actually made under conditions established by the Secretary-General.
 - 3) Where travel at the Union's expense is authorized for medical, security or other reasons under Rule 7.1.1 a) 7) or 7.1.2 a) 8), an appropriate amount of subsistence allowance may be paid at the Secretary General's discretion.

Rule 7.1.15 Special rates of travel subsistence allowance

In the event of staff members being assigned to conferences or for other extended periods of duty away from their official duty station, the Secretary-General may establish a special rate of subsistence allowance.

Rule 7.1.16 Computation of the travel subsistence allowance

The full rate of travel subsistence allowance shall only be payable when the staff member, while in official travel status, has to spend a night away from his residence; in such a case the appropriate full rate shall be the rate applicable to the place

where he spends the night. An eligible dependant travelling in the same circumstances shall be entitled to one half of that rate.

Except during travel by sea, subsistence allowance shall be paid under the conditions prescribed as follows:

- a) for a journey of less than 24 hours:
 - i) if it involves an overnight stay away from the staff member's residence, the full rate of travel subsistence allowance shall be payable, unless the Union, the United Nations, a government, company or other body pays for the accommodation, in which case the 50% reduction shall be made in accordance with these Rules;
 - ii) if it does not involve an overnight stay away from the staff member's residence:
 - no allowance shall be paid for a journey of less than 10 hours;
 - 40% shall be paid for a journey of 10 hours or more.
- b) for journeys exceeding 24 hours:
 - i) one full day's allowance shall be paid for the day of departure, the applicable rate being that for the place of arrival;
 - ii) for each successive period of 24 hours from midnight to midnight (measured by local times, ignoring time-zone differences), one full day's allowance shall be paid, except that:
 - 1) no allowance shall be payable for the day on which travel is ended; and
 - 2) where board or lodging is provided free of charge by the Union, by the United Nations, by a government, company or other body, the percentage deductions shall be made in accordance with this Rules.
- c) The rate applicable for each 24-hour period shall be that for the place at which the official spends the night. If the official is travelling for all or part of a night, the appropriate rate shall be the rate for his place of arrival. If the traveller completes his travel on the same day as he commenced it, the rate applicable for the area of destination shall be paid for that day, except that no travel subsistence allowance shall be paid if his destination is his home or official duty station. No allowance shall be paid when a traveller returns to his official duty station within 10 hours after departure.
- d) Where travel is by sea, a full day's allowance at the appropriate rate shall be paid for the day of arrival at the port of disembarkation, provided the traveller remains in official travel status for more than 12 hours thereafter. No allowance shall be paid for the day on which embarkation takes place.

c) The Secretary-General may increase the limits provided in paragraph b) above to a maximum of 90 days for a duty station where circumstances so warrant. The amount of the grant during that extended period shall be up to 60 per cent of the amount applicable to the initial period.

d) In addition to any amount of grant paid under paragraph b) above, a lump sum calculated on the basis of the staff member's net base salary and, where appropriate, post adjustment at the duty station of assignment, may be paid under conditions established by the Secretary-General at the following rates:

- 1) At Geneva and other Headquarters (category H) duty stations, provided that there is no entitlement to removal costs under Rule 7.5.1, a lump sum equivalent to one month's net base salary and, where appropriate, post adjustment.

In the case of staff in the General Service category recruited internationally for service at the Headquarters, and provided that there is no entitlement to removal costs under Rule 7.5.1, one month's net base salary (including pensionable entitlements payable in Geneva) shall be payable at the grade and step applicable on the date of appointment plus the monthly amount of the dependent spouse allowance or the allowance for the first dependent child, if applicable.

- 2) At all other duty stations (categories A to E):
 - i) where the staff member is entitled to removal costs under Rule 7.5.1, one month's net base salary and, where appropriate, post adjustment;
 - ii) where the staff member is not entitled to removal costs under Rule 7.5.1, one month's net base salary and, where appropriate, post adjustment, if the assignment is for one year or more but less than three years at the same duty station. If that assignment is extended to three years or more, a second month's net base salary and, where appropriate, post adjustment shall be payable on the basis of the salary and, where appropriate, post adjustment rates applicable on the date payment falls due.
- 3) Payment of the lump sum shall be effected at the dependency rate irrespective of where the eligible dependants reside.

e) If a change of official duty station or a new appointment involves a return to a place at which the staff member was previously stationed, the full amount of the assignment grant shall not be payable unless the staff member has been absent from that place for at least one year. In the case of a shorter absence, the amount payable shall normally be that proportion of the full grant that the completed months of absence bear to one year.

f) Where both husband and wife are staff members of the Union, the United Nations or a specialized agency, who are travelling at the Union's expense to a duty station, and taking into account Rule 4.7.1 c), the assignment grant shall be paid in respect of each individually. If they have an eligible dependent child or children, the assignment grant in respect of such child or children shall be paid to the staff member on whom each child is recognized to be dependent. If both husband and wife would otherwise qualify for the lump sum portion of the grant under paragraph d) above, such lump sum shall be paid only to the spouse whose lump sum portion yields the higher amount.

g) Should the staff member not complete the period of service in respect of which the assignment grant has been paid, or becomes entitled to payment of removal expenses under Rule 7.5.1, the grant shall be adjusted proportionately to the period of effective service and recovery made under conditions established by the Secretary-General who, in exceptional circumstances, may decide to waive recovery. The travel subsistence allowance portion of the grant payable on arrival at the official duty station shall not normally be recoverable.

h) The Secretary-General may, at his discretion, authorize payment of all or part of the assignment grant in cases where the Union has not been required to pay travel expenses upon the appointment of a staff member regarded as internationally recruited.

Rule 7.1.19 Excess baggage and unaccompanied shipments

a) Baggage in excess of the weight or volume carried without extra charge by transportation companies shall be considered as "*excess baggage*" within the meaning of these Rules and "*personal effects and household goods*" shall be as defined in Rule 7.5.1 d) 2). Staff members travelling by air economy class or its equivalent shall be entitled to payment of excess baggage for themselves and each eligible dependant up to a maximum of 10 kg.

b) Charges for excess baggage shall be reimbursable only when authorized prior to commencement of travel, except as provided in paragraph c) below.

c) Subject to the provisions of paragraph e) below, when baggage is carried without charge by one transportation company, but considered as excess by a company furnishing subsequent transportation other than by air, the traveller may be reimbursed for the charges involved, provided he obtains a statement from the company making the charge that the baggage was considered as excess.

d) Charges for excess baggage by air over and above those authorized under paragraph a) above shall not be reimbursable unless, in the opinion of the Secretary-General, the circumstances under which the staff member is travelling are of a sufficiently exceptional and compelling nature to warrant such reimbursement. In no event shall such charges be reimbursable if incurred in connection with travel on home leave or on visit to eligible dependants or with study travel, except as provided under paragraph e) below.

e) When authorized travel is by air or by land, charges for unaccompanied shipment of personal baggage relating to travel on home leave, on visit to eligible dependants or education grant may be reimbursed up to a maximum, including the weight or volume of packing, but excluding crating and lift vans , of:

- 1) 50 kg (110 lbs) or 0.31 m³ by surface means per person in respect of each journey, except as provided in subparagraph 2) below. At the request of the staff member, this entitlement may be converted into 10 additional kilograms of accompanied excess baggage;
- 2) 200 kg (440 lbs) or 1.24 m³ by surface means, for travel on education grant in regard to the first outward journey to, and the final return journey from, an educational institution.

f) On travel on assignment for one year or more, on change of duty station or on separation from service in the case of an appointment for one year or more, where no entitlement to removal costs exists under Rule 7.5.1, a staff member may be reimbursed expenses incurred in transporting personal effects and household goods by the most economical means, as determined by the Secretary-General, up to a maximum, including the weight or volume of packing, but excluding reasonable crating and lift vans , of:

- 1) 1000 kg (2,200 lbs) or 6.23 m³ for the staff member;
- 2) 500 kg (1,100 lbs) or 3.11 m³ for the first eligible dependant (spouse or child);
- 3) 300 kg (660 lbs) or 1,87 m³ for each additional eligible dependant authorized to travel at the expense of the Union.

g) Unaccompanied shipments shall normally be made in one consignment and shall be within the limit of costs of transportation between the places of departure and destination of the authorized travel of the staff member or his eligible dependants.

Reasonable costs of packing, crating, cartage, unpacking and uncrating of such shipments under paragraphs e) 2), f), and h) shall be reimbursed within the limits of authorized weight or volume, but costs for servicing of appliances, dismantling or installation of fixtures or special packing of personal effects and household goods shall not be reimbursed. Storage and demurrage charges shall not be reimbursed unless, in the opinion of the Secretary-General, they are directly incidental to the transportation of the consignment.

h) On travel on first appointment, transfer or separation from service, where entitlement to removal costs exists under Rule 7.5.1, a staff member shall be reimbursed expenses incurred in transporting a reasonable amount of personal effects and household effects as an advanced removal shipment by the most economical means, as determined by the Secretary-General, up to a maximum, including the weight or volume of packing, but excluding crating and lift vans, of:

- 1) 450 kg (990 lbs) or 2.80 m³ for the staff member;
- 2) 300 kg (660 lbs) or 1,87 m³ for the first eligible dependant (spouse or child);
- 3) 150 kg (330 lbs) or 0.93 m³ for each additional eligible dependant, authorized to travel at the expense of the Union.

The weight or volume of any shipment under this paragraph shall be deducted from the maximum weight or volume to which the staff member is entitled under Rule 7.5.1 d).

i) Where surface shipment under paragraphs e) 2), f) or h) is the most economical means of transport, such shipment may be converted to air freight on the basis of one half of the weight or volume of the authorized surface entitlement:

- 1) when a staff member elects to convert the whole surface entitlement to air freight or
- 2) when, in the opinion of the Secretary-General, the conversion to air freight of a portion of the surface entitlement is necessary to meet urgent needs.

However, for shipments under paragraph f) above, a portion of the surface entitlement up to 10 per cent thereof, may be converted to air freight, on the basis of the full weight or volume, except in the case of separation from service or on appointment, assignment or transfer to a duty station in a city where the headquarters of the Union, the United Nations, a specialized agency or the International Atomic Energy Agency is located.

If the entitlement is under paragraph h) above, twice the weight or volume of air freight shipment shall be deducted from the staff member's entitlement under Rule 7.5.1 d).

j) When the authorized travel is by air, the staff member may elect to convert the whole surface shipment relating to travel on home leave, on visit to eligible dependants or education grant under paragraph e) 1) above, to air freight on the basis of the one-half rule. No costs of packing, crating, unpacking and uncrating shall be paid, but reasonable costs shall be paid for cartage of such air freight shipments.

k) Notwithstanding the one-half rule laid down in paragraphs i) and j) above, to air freight on the basis of the full weight or volume be authorized by surface shipment may be paid in the following cases:

- 1) where the cost of air freight is lower than surface shipment;
- 2) where there is an extraordinary risk of damage to, or loss of, the shipment in transit, or
- 3) where an excessive shipping delay is expected, particularly for shipment to land-locked countries.

However, for surface shipments under paragraph e), conversion on the basis of the full weight or volume may be authorized only in the cases indicated in subparagraphs 1) and 2) above.

l) Under terms and conditions established by the Secretary-General, internationally recruited staff members serving at designated hardship duty stations (classified C, D or E) shall be granted once a year an additional shipment entitlement to the duty station by surface means of up to 50 kgs (110 lbs) or 0.31 m³ excluding crating, in respect of the staff member and each eligible dependant residing with the staff member at the duty station.

m) In addition to the shipment of personal effects and household goods under paragraph f) of this Rule, the cost of transporting a privately owned automobile to a duty station may be reimbursed under conditions established by the Secretary-General, provided that the duty station to which the automobile is transported is one of the duty stations designated for that purpose by the ICSC and that the assignment of the staff member to the duty station is expected by the Secretary-General to be for a period of two years or more, or that the initial assignment for a lesser period is extended so that the total period of assignment becomes two years or more. In no case can privately owned vehicles be transported in lieu of personal effects and household goods.

Rule 7.1.20 Insurance

a) Staff members shall not be reimbursed for the cost of personal accident insurance or of insurance of accompanied personal baggage. However, compensation may be paid in respect of loss of or damage to accompanied personal baggage in accordance with such arrangements as may be in force under Rule 12.1.4.

b) In the case of unaccompanied shipments authorized under Rule 7.1.19, except on home leave, on visit to eligible dependants or education grant travel, insurance coverage shall be provided by the Union up to the value of:

- 1) US \$16,000 for the staff member;
- 2) US \$8,000 for the first eligible dependant under Rule 7.1.3;
- 3) US \$4,800 for each additional eligible dependant under Rule 7.1.3.

Such insurance coverage shall not include articles of special value for which special premium rates are charged. The Union shall not be responsible for loss of or damage to unaccompanied baggage. When the unaccompanied shipment is in accordance with the entitlement for advance removal shipment authorized under Rule 7.1.19 h), the amount of the insurance coverage shall be deducted from the overall insurance entitlement authorized for removal shipments under paragraph c) below.

c) The cost of insurance of personal effects and household goods in transit (excluding articles of special value for which special rates of premium are charged) under Rule 7.5.1 shall be reimbursed by the Union, up to a maximum of US \$80,000 valuation for staff members alone or US \$130,000 valuation for staff members with one or more eligible dependants under Rule 7.1.3 residing at the official duty station. The Union shall in no case be responsible for loss or damage of personal effects and household goods.

Regulation 7.4 Transportation of the remains of deceased staff or of their eligible dependants

Upon the death of a staff member or an eligible dependant, the Union shall pay the expenses of transportation of the body from the official duty station or, in the event of death having occurred while in travel status, from the place of death, to a place to which the deceased was entitled to return transportation under Rules 7.1.1 or 7.1.2. These expenses shall include reasonable costs for preparation of the body. If local interment is elected, reasonable expenses incurred for the interment may be reimbursed.

Regulation 7.5 Removal expenses

Subject to conditions and definitions prescribed by the Secretary-General, the Union shall pay removal expenses for staff members.

Rule 7.5.1 Removal costs

a) Subject to the provisions of Regulation 3.17 (Mobility and hardship allowance), when an internationally recruited staff member is to serve at the Headquarters of the Union, or at an office away from the Headquarters, the Secretary-General shall decide whether to pay the "*non-removal*" element of the mobility and hardship allowance under Regulation 3.17 or to pay costs for the removal of the staff member's personal effects under the following circumstances:

- 1) either on initial appointment, provided that the appointment is for a period of two years or longer;
- 2) or upon completion of two years of continuous service;
- 3) on change of duty station to the Headquarters of the Union, or from the Headquarters to an office away from the Headquarters, provided that the staff member is expected by the Secretary-General to serve at the new duty station for a period of two years or longer and on the understanding that, in exceptional cases where the expected period of service is one year or more but less than two years, the Secretary-General may authorize payment of removal costs under this Rule in lieu of the "*non-removal*" element of the mobility and hardship allowance under Regulation 3.17;
- 4) upon separation from service, provided the staff member had an appointment for a period of two years or longer or had completed not less than two years of continuous service and had been granted the payment of the costs of removal to his last duty station.

b) Under paragraphs a) 1) and 2) above, the Union shall pay the expenses of removing a staff member's household goods and personal effects either from the place of recruitment or from the place recognized as his home for purposes of home leave under Rule 5.3.1, provided that the goods and effects were in his possession at the time of appointment and are being transported for his own use only. Payment of removal expenses from a place other than those specified may be authorized by the Secretary-General in exceptional cases, on such terms and conditions as he deems appropriate. No expenses shall be paid for removing a staff member's personal effects and household goods from one residence to another at the same duty station, unless the removal is due to reasons of security (such as civil war or equivalent situations) and subject to the prior authorization of the Secretary-General.

c) Under paragraph a) 4) above, the Union shall pay the expenses of removing a staff member's household goods and personal effects from his official duty station to any one place to which he is entitled to be returned in accordance with the provisions of Rule 7.1.1, or any other one place authorized by the Secretary-General in exceptional cases on such terms and conditions as the Secretary-General deems appropriate, provided that the goods and effects were in the staff member's possession at the time of separation and are being transported for his own use only.

d) Payment by the Union of removal expenses shall be subject to the following conditions:

- 1) the maximum weight and volume for which entitlement to removal at Union expense exists shall be 4,890 kg (10,800 lbs) in weight or 30.58 m³ in volume (1,080 cubic feet), inclusive of packing but excluding crating and lift vans, for a staff member without eligible dependants, and 8,150 kg (18,000 lbs) in weight or 50.97 m³ in volume (1,800 cubic feet) for a staff member with one or more eligible dependants under Rule 7.1.3 residing at the official duty station. Higher maxima may be authorized if the staff member presents convincing evidence that his normal and necessary personal effects and household goods to be removed exceed those limits;
- 2) for the purposes of unaccompanied shipments and removal, personal effects and household goods shall include all effects and goods normally required for personal or household use, provided that animals, boats, automobiles, motorcycles, trailers and other power-assisted conveyances shall in no case be considered as such effects and goods;

- 3) shipments under this Rule shall normally be made in one consignment. Reasonable costs of packing, crating, cartage, unpacking, uncrating and insurance shall be allowed for shipments within the limits of authorized weight or volume, except that costs for servicing of appliances, dismantling or installation of fixtures or special packing shall not be borne by the Union. Storage and demurrage charges shall not be reimbursed unless, in the opinion of the Secretary-General, they are directly incidental to the transportation of the consignment;
 - 4) transportation of personal effects and household goods shall be by the most economical means as determined by the Secretary-General, on the basis of estimates from three different firms, taking into account costs allowable under paragraph d) 3) above;
 - 5) in addition to payment of the removal expenses under paragraph a) of this Rule, the cost of transporting a privately owned automobile to a duty station may be reimbursed under conditions established by the Secretary-General, provided that the duty station to which the automobile is transported is one of the duty stations designated for that purpose by the ICSC and that the assignment of the staff member to the duty station is expected by the Secretary-General to be for a period of two years or more or that the initial assignment for a lesser period is extended so that the total period of assignment becomes two years or more.
- e) Removal costs shall not be payable under this Rule in the case of mission service.
- f) Where both husband and wife are staff members of the Union, the United Nations or a specialized agency, and each is entitled to removal of personal effects and household goods, or to unaccompanied shipment under Rule 7.1.19 f), and taking into account Rule 4.7.1. c), the maximum weight or volume that may be removed at the Union's expense for both of them shall be that provided for a staff member with one or more eligible dependants under Rule 7.1.3 residing with him at the official duty station.

Rule 7.5.2

Storage charges

Subject to the limitations in Rules 7.1.19 h) and 7.5.1 d) 1), when an internationally recruited staff member is transferred by the Secretary-General to a duty station where the non-removal element of the mobility and hardship allowance, rather than payment of removal costs, is authorized, the Union shall pay the costs for storage of personal effects and household goods and other pertinent charges, including the cost

However, where both husband and wife are staff members of the Union, the United Nations or a specialized agency and the spouse who separates first is entitled to unaccompanied shipment or removal expenses, and taking into account Rule 4.7.1. c), his or her entitlement shall not cease until six months or one year, as the case may be, after the date of separation of the other spouse.

d) The Secretary-General may reject any claim for payment or reimbursement of expenses for unaccompanied shipment or removal expenses which are incurred by a staff member in contravention of any provisions of these Rules.

e) The Secretary-General may authorize exceptions to a), b) and c) above if he is satisfied that there are compelling reasons for so doing.

CHAPTER VIII

STAFF RELATIONS

Regulation 8.1

Staff representation

The staff's right of association shall be recognized. The interests of the staff shall be represented before the Secretary-General and his representatives by a Staff Council elected by staff members.

Rule 8.1.1

Staff Council

a) The Staff Council shall be composed in such a way as to afford equitable representation to all levels of the staff and to all groups with common interests.

b) The Staff Council shall be consulted on questions relating to staff welfare and administration, including policy on appointments, promotions and terminations, and on salaries and related allowances; it shall be entitled to make proposals to the Secretary-General on behalf of the staff regarding such questions.

c) Except in cases of emergency, general service orders concerning questions within the scope of paragraph b) shall be transmitted in advance to the Staff Council for consideration and comment before taking effect.

d) Arrangements concerning staff representation shall be entirely without prejudice to the rights of individual staff members to make representations to the Secretary-General on matters affecting them as individuals.

Regulation 8.2

Joint Advisory Committee

The Secretary-General shall establish joint administrative machinery with staff participation to advise him regarding personnel policies and general questions of staff welfare or any administrative matter which he may refer to it, and to make to him such proposals as it may desire for amendment of the Staff Regulations and/or Staff Rules.

Rule 8.2.1

Composition and convocation of the Joint Advisory Committee

a) The joint administrative machinery provided for in Regulation 8.2 shall consist of a Joint Advisory Committee composed as follows:

- 1) a Chairman designated by the Secretary-General in consultation with the Staff Council, from among elected or other high-ranking officials;
- 2) two members and two alternates representing the staff;
- 3) a member and one alternate designated by the Secretary-General;
- 4) *ex officio*, as a non-voting member and as Secretary of the Committee, the Chief of the Personnel Department or his alternate.

b) Meetings of the Committee shall be convened as occasion requires either by decision of the Secretary-General, or by the Chairman, or at the request of at least two members.

CHAPTER IX

SEPARATION FROM SERVICE

Regulation 9.1

Termination

- a)
 - 1) The Secretary-General, giving his reasons therefor, may terminate the appointment of a staff member who holds a permanent appointment and whose probationary period has been completed, if the necessities of the service require abolition of the post or reduction of the staff, or if the staff member concerned is, for reasons of health, incapacitated for further service, or if his services or his conduct prove unsatisfactory.
 - 2) The Secretary-General may terminate the appointment of a staff member with a fixed-term appointment prior to the expiry date for any of the reasons specified in paragraph 1) above, or for such other reasons as may be specified in the letter of appointment.
 - 3) In the case of all other staff members, including staff members serving a probationary period for a permanent appointment, the Secretary-General may at any time terminate their appointment if, in his opinion, such action would be in the interest of the Union.
- b) If the necessities of the service require abolition of a post or reduction of the staff and subject to the availability of suitable posts in which their services can be effectively utilized, staff members with permanent appointments shall be retained in preference to those on all other types of appointment, and staff members with probationary appointments shall be retained in preference to those on temporary appointments.
- c) Appointments shall be terminated with due regard to competence, efficiency and conduct, to length of service and to the factor of geographical distribution; all else being equal, appointments of staff members with the least family responsibilities shall be the first to be terminated. These provisions, in so far as they relate to locally recruited staff members, shall be deemed to have been satisfied if such locally recruited staff members have received consideration for suitable posts available at their duty stations.
- d) Before terminating any appointment, the Secretary-General shall obtain the advice of the Joint Advisory Committee, which will consult the Director of the Bureau concerned.

e) A permanent staff member whose appointment is terminated because of abolition of post shall normally be offered another suitable post for which he is considered to possess the necessary qualifications, if one becomes vacant during the two years after the date on which the termination becomes effective.

f) The Secretary-General shall report all cases of termination to the Council.

Regulation 9.2 Termination for reasons of health

The services of a staff member may be terminated when he is unable to perform his duties, or any other duties which might reasonably be assigned to him, as a result of infirmity, illness or the weakening of his physical or mental faculties. The decision as to the possibility of transferring the official to other functions shall be taken in agreement with the Director of the Bureau called upon to make use of his services. Medical certificates shall be furnished under the conditions laid down in the Regulations and Rules of the Staff Superannuation and Benevolent Funds or the United Nations Joint Staff Pension Fund, as appropriate.

Regulation 9.3 Resignation

Staff members may resign from the Union upon giving the Secretary-General the notice required under the terms of their appointment.

Regulation 9.4 Notice of resignation

Unless otherwise specified in their letters of appointment, three (3) months' written notice of resignation shall be given by staff members having permanent and thirty (30) days' written notice of resignation by those having probationary or fixed-term appointments. The Secretary-General may, however, accept resignations on shorter notice. The Secretary-General may require the resignation to be submitted in person in order to be acceptable.

Regulation 9.5

Notice of termination

1. If the Secretary-General terminates an appointment, the staff member concerned shall normally be given such notice as is specified in his letter of appointment or contract and shall receive such indemnity as may be applicable under the Staff Regulations and Staff Rules.

2.
 - a) A staff member whose permanent is to be terminated shall be given not less than three (3) months' written notice of such termination.

 - b) A staff member whose temporary appointment is to be terminated shall be given not less than thirty (30) days' written notice of such termination or such notice as may otherwise be stipulated in his letter of appointment.

 - c) In lieu of these notice periods, the Secretary-General may authorize payment of an indemnity calculated on the basis of the salary and allowances which the staff member would have received had the date of termination been at the end of the notice period.

3. The Secretary-General shall not, however, in principle give any notice to a staff member who has been dismissed.

Regulation 9.6**Termination indemnity**

a) Staff members whose appointments are terminated on account of the abolition of their post or reduction of staff shall be paid an indemnity in accordance with the following schedule.

Completed years of service	Months of gross salary, less staff assessment, as applicable ¹⁾ , or months of pensionable remuneration less staff assessment, as applicable ²⁾		
	Permanent appointments	Probationary appointments	Temporary appointments for a fixed term exceeding six months
Less than 1	not applicable	Nil	One week for each month of uncompleted service, subject to a minimum of six weeks' and a maximum of three months' indemnity pay
1	not applicable	1	
2	3	1	
3	3	2	
4	4	3	
5	5	4	
6	6	5	3
7	7	6	5
8	8	7	7
9	9	9	9
10	9.5	9.5	9.5
11	10	10	10
12	10.5	10.5	10.5
13	11	11	11
14	11.5	11.5	11.5
15 or more	12	12	12

- 1) For staff in the Professional and higher categories, the payment shall be calculated on the basis of the staff member's gross salary, less staff assessment according to the schedule of rates set forth in Part A of Annex 5 to these Regulations, as applicable.
- 2) For staff in the General Service category, the payment shall be calculated on the basis of the staff member's pensionable remuneration, including language allowance, if any, and non-resident's allowance, if applicable, less staff assessment according to the schedule of rates set forth in Part B of Annex 5 to these Regulations applied to the gross salary alone.

b) A staff member whose appointment is terminated for reasons of health shall receive an indemnity equal to that provided under paragraph a) above, reduced by the amount of any disability benefit that the staff member may receive under the

Regulations and Rules of the United Nations Joint Staff Pension Fund or the Union Staff Superannuation and Benevolent Funds, for the number of months to which the indemnity rate corresponds.

c) A staff member whose appointment is terminated for reasons of unsatisfactory service or who is dismissed, may be paid, at the Secretary-General's discretion, an indemnity not exceeding one half more than of the indemnity provided under paragraph a) above.

d) If a staff member's appointment is terminated in the interest of the good administration of the Union and is agreed to by the staff member, the Secretary-General may, if he considers it justified in the particular circumstances of the termination, pay the staff member an indemnity of up to one half more than the amount set out in the schedule in a) above.

e) No termination indemnity shall be paid to a staff member:

- i) who resigns, except where he has already received notice of termination and the termination date has been agreed upon;
- ii) who has a temporary appointment for a fixed term that is completed on the expiry date specified in the letter of appointment;
- iii) whose appointment is terminated for reasons of unsatisfactory service or who is dismissed, subject to the provisions of paragraph c) above;
- iv) who abandons his post;
- v) who is retired under the Regulations and Rules of the United Nations Joint Staff Pension Fund or of the Union Staff Superannuation and Benevolent Funds.

f) Staff members who are locally recruited for service in offices away from the Headquarters may be paid termination indemnity if and as provided for in their letters of appointment.

g) The case of a permanent staff member appointed before 31 December 1959 whose appointment is terminated shall, as regards termination indemnity, be referred to the Council for such action as the latter may decide, after taking all relevant factors into account.

h) Length of service shall be deemed to comprise the total period of a staff member's full-time continuous service with the Union, regardless of types of appointment. Continuity of such service shall not be considered as broken by periods of special leave without pay or on partial pay, but full months of such periods exceeding one calendar month shall not be credited as service for indemnity purposes; periods of less than one calendar month shall not affect the ordinary rates of accrual.

Regulation 9.7

Repatriation grant

1. In principle, a repatriation grant shall be payable to staff members whom the Union is obligated to repatriate. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Secretary-General. The amount of the grant shall be proportional to the length of service with the Union, as follows:

		Weeks of gross salary, less staff assessment, as applicable ¹⁾ , or weeks of pensionable remuneration, less staff assessment, as applicable ²⁾	
Years of continuous service away from the home country	Staff member with a spouse or eligible dependent child at time of separation	Staff member with neither a spouse nor eligible dependent child at time of separation	
		Professional and higher categories	General Service category
1	4	3	2
2	8	5	4
3	10	6	5
4	12	7	6
5	14	8	7
6	16	9	8
7	18	10	9
8	20	11	10
9	22	13	11
10	24	14	12
11	26	15	13
12 or more	28	16	14

1) For staff in the Professional and higher categories, the payment shall be calculated on the basis of the staff member's gross salary, less staff assessment according to the schedule of rates set forth in Part A of Annex 5 to these Regulations.

2) For staff in the General Service category, the payment shall be calculated on the basis of the staff member's pensionable remuneration, including language allowance, if any, and non-resident's allowance, where applicable, less staff assessment according to the schedule of rates set forth in Part B of Annex 5 to these Regulations applied to the gross salary alone.

2. Payment of repatriation grants shall be subject to the following conditions and definitions:

- a) "*obligation to repatriate*" as used in the present Regulation shall mean obligation to ensure the return of a staff member and his eligible dependants, upon separation, at the expense of the Union, to a place outside the country of his official duty station;
- b) "*home country*" as used in the present Regulation shall mean the country of home leave entitlement under Rule 5.3.1, or such other country as the Secretary-General may determine at the request of the staff member;
- c) continuous service away from the staff member's home country shall, for the purposes of this Regulation, exclude service before 1 January 1960 during which the staff member received an expatriation grant, as well as periods spent on short-term appointment status. If at any time the staff member was considered to have acquired permanent residence in the country of his duty station and subsequently changed from such status, his continuous service shall be deemed to have commenced at the time the change was made. Continuity of such service shall not be considered as broken by periods of special leave without pay or on partial pay, but full months of any such periods shall not be credited as service for the purpose of calculating the amount of the grant payable; periods of less than one calendar month shall not affect the ordinary rates of accrual;
- d) no payment of repatriation grants shall be made to locally recruited staff, to a staff member who abandons his post, to a staff member who has been dismissed or to any staff member who is residing at the time of separation in his home country while performing his official duties. A staff member who, after service at a duty station outside his home country, has served at a duty station within that country may be paid on separation, subject to such paragraph i) below, a full or partial repatriation grant at the Secretary-General's discretion;
- e) "*eligible dependants*", within the meaning of this Regulation, shall consist of a spouse or children in respect of whom a staff member, at the time of separation, is receiving dependency allowances. The repatriation grant shall be paid at the dependency rate to staff members with eligible dependants regardless of the place of residence of those dependants;

- f) where both husband and wife are staff members of the Union, the United Nations or a specialized agency and each is entitled, on separation, to payment of a repatriation grant, and taking into account Rule 4.7.1 c), payment shall be made to each, at the rate authorized for staff members without eligible dependants, according to their respective entitlements. Where dependent children are recognized, however, the first parent to be separated may claim payment at the dependency rate. In this event, the second parent, on separation, may claim payment either at the rate authorized for staff members without eligible dependants for the period of qualifying service subsequent thereto or, if eligible, at the eligible dependency rate for the whole period of his qualifying service, from which shall normally be deducted the amount of the repatriation grant paid to the first parent;
- g) loss of entitlement to payment of return travel expenses under Rule 7.1.4 shall not affect a staff member's eligibility for payment of the repatriation grant;
- h) with effect from 1 July 1979, payment of the repatriation grant shall be subject to the provision by the former staff member of evidence of relocation away from the country of the last duty station;
- i) evidence of relocation shall be constituted by documentary evidence that the former staff member has established residence in a country other than that of the last duty station, such as a declaration by the immigration, police, tax or other authorities of the country, by the senior United Nations official in the country or by the former staff member's new employer;
- j) payment of the grant may be claimed by the former staff member only within two years of the effective date of separation. However, where both husband and wife are staff members of the Union, the United Nations or a specialized agency and the spouse who separates first is entitled to repatriation grant, his or her entitlement to repatriation grant shall cease if no claim for payment of the grant has been submitted within two years after the date of separation of the other spouse;

- k) notwithstanding sub-paragraph h) above, staff members already in service before 1 July 1979 shall retain the entitlement to repatriation grant proportionate to the years and months of service qualifying for the grant which they already had accrued at that date without the necessity of producing of evidence of relocation; the exercise of any additional entitlement accrued after that date shall, however, be subject to the conditions set out in sub-paragraphs h) to j) above;
- l) in the event of the death of staff member entitled to repatriation grant, no payment shall be made unless there is a surviving eligible spouse or one or more eligible dependent children whom the Union is obligated to return to their home country. If there is only one such surviving eligible dependant, payment shall be made at the rate authorized for staff members without eligible dependants; if there are two or more such surviving eligible dependants, payment shall be made at the eligible dependency rate.

Regulation 9.8 Deleted.

Regulation 9.9 Retirement

Staff members shall not be retained in active service beyond the age of 60 years or, if appointed on or after 1 January 1990, beyond the age of 62 years. The Secretary-General may, in the interest of the Union, extend this age limit in exceptional cases, on the proposal of the Director of the Bureau concerned.

Regulation 9.10 Retirement of staff appointed before 31 December 1959

Male permanent staff members appointed before 31 December 1959, or male temporary staff members appointed before that date who chose to insure their service retroactively as from the date of appointment in the United Nations Joint Staff Pension Fund and whose service since appointment was uninterrupted, may remain in service if they so choose until the end of the year in which they reach the age of 65.

Regulation 9.11 Retirement

Retirement under the provisions of the Regulations and Rules of the United Nations Joint Staff Pension Fund shall not be regarded as a termination within the meaning of the Staff Regulations and Staff Rules.

Regulation 9.12**Expiry of fixed-term appointments**

- a) A temporary appointment for a fixed term shall expire automatically and without prior notice on the expiry date specified in the letter of appointment.
- b) Separation as a result of the expiry of any such appointment shall not be regarded as a termination within the meaning of the Staff Regulations and Staff Rules.

Regulation 9.13**Grant on death**

1. In the event of the death of a staff member holding a permanent or a temporary appointment, a single grant computed in accordance with the following schedule shall be paid to the spouse if any, and if none, to any eligible dependent children:

Years of service in the Union (as defined in Regulation 9.6)	Months of gross salary, less staff assessment, as applicable ¹⁾ , or Months of pensionable remuneration less staff assessment, as applicable ²⁾
3 years or less	3
4 years	4
5 years	5
6 years	6
7 years	7
8 years	8
9 years or more	9

¹⁾ For staff in the Professional and higher categories, the payment shall be calculated on the basis of the staff member's gross salary, less staff assessment according to the schedule of rates set forth in Part A of Annex 5 to these Regulations.

²⁾ For staff in the General Service category, the payment shall be calculated on the basis of the staff member's pensionable remuneration, including language allowance, if any, and non-resident's allowance, where applicable, less staff assessment according to the schedule of rates set forth in Part B of Annex 5 to these Regulations applied to the gross salary alone.

2. a) Where service exceeds three years, the grant shall be paid proportionately in respect of completed months of service over three years.
- b) For the purposes of this Regulation, "*eligible dependant*" means either a spouse or a child in respect of whom a dependency allowance is payable. If there is no such surviving dependant, no payment shall be made.

Regulation 9.14**Procedure of separation**

The Secretary-General shall provide appropriate rules as regards the procedure of separation.

Regulation 9.15**Last day for pay purposes**

a) When a staff member is separated from service, the date on which entitlement to salary, allowances and benefits shall cease for the staff member, his beneficiaries or persons entitled shall be determined according to the following provisions:

- 1) in the case of resignation, the date shall be either the date of expiry of the notice period under Regulation 9.4 or such other date acceptable to the Secretary-General. Staff members shall be expected to perform their duties during the period of notice of resignation, except when the resignation takes effect upon the completion of maternity leave or following sick or special leave. Annual leave shall be granted during the notice of resignation only for brief periods and for purposes not inconsistent with the provisions of Regulation 9.16;
- 2) upon expiry of a fixed-term appointment, the date shall be that specified in the letter of appointment;
- 3) upon termination, that shall be the date provided in the notice of termination;
- 4) upon retirement, the date shall be that approved by the Secretary-General for retirement;
- 5) in the case of dismissal, the date shall be that of the dismissal;
- 6) in the case of death, the date shall be that of death, subject to the relevant provisions of Regulation 9.13.

b) When an internationally recruited staff member is exercising an entitlement to return travel, the last day for pay purposes shall be the date established under paragraphs a) 1), 2) or 3) above, or the estimated date of arrival at the place of entitlement, whichever is later. The estimated date of arrival shall be determined on the basis of the time it would take to travel without interruption by an approved route and mode of direct travel from the duty station to the place of entitlement, the travel commencing no later than the day following the date established under paragraph a) above.

Regulation 9.16**Commutation of accrued annual leave**

1) If upon separation a staff member has accrued annual leave, he shall be paid in lieu thereof a sum of money for the period of such accrued leave, less staff assessment, where applicable, up to a maximum of 60 working days. The payment shall be calculated:

- i) for staff in the Professional and higher categories, on the basis of the staff member's last net base salary and the post adjustment applicable to his last duty station before separation;
- ii) for staff in the General Service category serving at the Headquarters, on the basis of the staff member's pensionable remuneration, including language allowance, if any, and non-resident's allowance, where applicable, less staff assessment, according to the schedule of rates set forth in Part B of Annex 5 to these Regulations applied to the gross salary alone;
- iii) for staff in the General Service category serving in offices away from the Headquarters, pensionable remuneration shall be the gross salary reflected in the salary scale applicable to each duty station.

2) In the event of the death of a staff member, a sum proportionate to the number of days of annual leave he has accumulated shall be paid to the beneficiaries designated by the staff member in accordance with Rule 12.1.3 bis.

Regulation 9.17**Restitution of advance annual leave**

Upon separation, a staff member who has taken advance annual leave beyond that which he has subsequently accrued, shall make restitution for such advance leave by means of a cash refund or an offset against monies due to him from the Union, equivalent to the remuneration received, including allowances and other payments, in respect of the advance leave period. The Secretary-General may waive this requirement if he is satisfied that there are exceptional or compelling reasons for so doing.

Regulation 9.18**Certification of service**

Any staff member who so requests shall, on leaving the service of the Union, be given a statement relating to the nature of his duties and the length of his service. On his written request, the statement shall also refer to the quality of his work and his official conduct.

CHAPTER X

DISCIPLINARY MEASURES

Regulation 10.1

Disciplinary measures

a) A staff member, the performance of whose duties and responsibilities is deemed to be unsatisfactory, or who is deemed to be guilty of misconduct, may incur sanctions.

The Secretary-General may dismiss a staff member for serious misconduct.

b) The Secretary-General may establish administrative machinery with staff participation, which may be consulted in disciplinary cases.

Rule 10.1.1

Sanctions

a) The following sanctions are applicable to the staff:

- 1) verbal reprimand;
- 2) written censure, of which a copy must be placed in the file of the person concerned;
- 3) delayed advancement to the next salary step;
- 4) reduction in salary step within the same grade;
- 5) demotion to a lower grade;
- 6) temporary removal from duty without pay;
- 7) dismissal.

b) Reprimands shall be given by the chief of department, unit or outside office and censures shall be given by the Secretary-General or the Director of the Bureau concerned, where appropriate.

c) All other sanctions shall be applied by the Secretary-General after referring the matter for advice to the Joint Advisory Committee. Members of the Committee designated by the Secretary-General shall hold a grade at least equal to that of the staff member concerned. The Joint Advisory Committee shall consult the Director of the Bureau concerned.

Rule 10.1.2**Provisional suspension from duty**

When a charge of serious misconduct is made against a staff member, and if the Director of the Bureau concerned is of the opinion that the charge is well-founded and that the official's continuance in office pending an investigation of the charge would be prejudicial to the service, he may be suspended from duty by the Secretary-General, with or without pay, pending investigation, without prejudice to his rights. Such suspension shall not constitute a sanction in the meaning of Rule 10.1.1.

Rule 10.1.3**Right of Defence**

No disciplinary action shall be taken against a staff member until he has been given an opportunity to present his defence.

CHAPTER XI

APPEALS

Regulation 11.1

Appeals

The Secretary-General shall establish administrative machinery with staff participation to advise him in case of any appeal by staff members against an administrative decision alleging the non-observance of their terms of appointment, including all pertinent Staff Regulations and Staff Rules, or against disciplinary sanctions.

Rule 11.1.1

Appeal Board

1. The administrative machinery provided under Regulation 11.1 shall consist of an Appeal Board.
2.
 - a) A staff member who, under the terms of Regulation 11.1, wishes to appeal against an administrative decision, shall as a first step address a letter to the Secretary-General with a copy to the Director of the Bureau in which he serves, requesting that the administrative decision be reviewed. Such a letter must be sent within six weeks from the time the staff member received notification of the decision in writing.
 - b) If the staff member wishes to make an appeal against the decision contained in the answer received from the Secretary-General, he shall submit his appeal in writing to the Chairman of the Appeal Board within three months from the date of receipt of that decision. If no reply has been received from the Secretary-General within six weeks of the date on which the letter referred to in paragraph a) above was sent, the staff member shall, within the six following weeks, submit his appeal in writing to the Chairman of the Appeal Board. In both cases the procedure shall be as provided under paragraph 4 below.
 - c) An appeal shall not be receivable by the Appeal Board unless the above time limits have been met; the Board may, however, waive the time limits in exceptional circumstances.
3. The Appeal Board, which shall be assisted by a Secretary appointed for a period of two years by the Secretary-General, shall, when meeting, be composed of:
 - a) a Chairman or alternate; the Appeal Board shall be chaired by the alternate Chairman in the event of the Chairman's absence or the examination of cases which concern a staff member from the General Secretariat, when the Chairman is a member thereof, from the same Bureau as the Chairman.
 - b) a member or alternate from the General Secretariat or, as appropriate, the Bureau to which the appellant belongs;

- c) a member representing the staff.

The designations shall be made as follows:

- d) the Chairman and alternate shall be appointed for a period of two years by the Secretary-General in consultation with the Staff Council from among elected or other high-ranking officials;
- e) a member and alternate shall be appointed for a period of two years by the Secretary-General from among the staff members of the General Secretariat and each Bureau;
- f) four members representing the staff elected from among staff members shall be appointed for a period of two years by the Secretary-General.

4. The procedure of the Appeal Board shall be as follows:

- a) a staff member wishing appeal shall set down his complaints in writing and send them to the Chairman of the Appeal Board (with a copy to the Secretary-General or to the Director of the Bureau in which he serves, where appropriate), who shall submit this document immediately to the Secretary-General for a written reply. The Secretary-General shall send his reply to the Chairman of the Board, with a copy to the appellant, within four weeks of the date on which the written appeal was submitted to the Secretary-General;
- b) a staff member who submits an appeal shall at all times be entitled to request assistance by any person he chooses;
- c) the deliberations of the Appeal Board shall begin, at the latest, seven weeks from the date on which the written appeal was submitted;
- d) if it that it cannot deal appropriately with the appeal on the basis of the written submission, the Appeal Board may decide to hold oral proceedings, in which case these shall take place in the presence of both parties;
- e) the report of the Appeal Board containing its conclusions and recommendations shall be sent to the Secretary-General, subject to subparagraph f) below, within 10 weeks of the date on which the appeal was submitted; a copy of the report shall be transmitted immediately by the Secretary-General to the appellant and to the Director of the Bureau concerned, where appropriate;
- f) in a case of *force majeure*, the Board (or, if the latter cannot be convened immediately, its Chairman) may extend the time limits stipulated in subparagraphs a), c) and e) of the present paragraph; however, the total duration of the procedure in any particular case shall not exceed

14 weeks from the date on which the appeal was submitted. In the event of any such extension granted by virtue of the present subparagraph, both parties shall be informed accordingly.

5. The opinions and recommendations of the Appeal Board shall be advisory in character. The Secretary-General shall however give due consideration to such opinions or recommendations in making decisions on cases of appeal. The Secretary-General shall take the decision within 60 days of receiving the Appeal Board's report.

Regulation 11.2 Administrative tribunals

A staff member shall be entitled to appeal to the Administrative Tribunal of the International Labour Organization, as provided in the Statute of the Tribunal, and to the United Nations Administrative Tribunal with regard to appeals concerning the United Nations Joint Staff Pension Fund.

Rule 11.2.1 Administrative tribunals

a) Any staff member of the Union shall have the right to appeal to the Administrative Tribunal of the International Labour Organization, which shall be competent to deal with cases affecting Union staff members, and to the United Nations Administrative Tribunal for cases affecting the United Nations Joint Staff Pension Fund. Such appeals shall be made in conformity with the Statutes and Rules of the Tribunals, as accepted by the Council of the Union.

b) Appeals with which the Administrative Tribunal of the International Labour Organization may have to deal are those alleging non-observance in form or substance of the provisions of contracts, of the Staff Regulations and Staff Rules, and of the Regulations of the Staff Superannuation and Benevolent Funds. Appeals with which the United Nations Administrative Tribunal may have to deal are those alleging non-observance in form or substance of the provisions of the Regulations of the United Nations Joint Staff Pension Fund.

c) Unless expressly authorized otherwise by the Secretary-General, no appeal shall be made to the Tribunals before the appeal procedure within the Union itself, prescribed in Regulation 11.1 and in the corresponding provisions of the Regulations and Rules of the Staff Superannuation and Benevolent Funds or of the United Nations Joint Staff Pension Fund, has been exhausted.

CHAPTER XII

GENERAL PROVISIONS

Regulation 12.1

General provisions

These Regulations may be supplemented or amended by the Council, without prejudice to any conditions of service quoted in the letters of appointment or contract of individual staff members and provided that, up to the date of amending the Regulations in force, there shall be no interference with the applications of the said Regulations to a staff member and that the amended Regulations shall have no retroactive effect.

Rule 12.1.1

Gender of terms

In the Staff Regulations and Staff Rules, reference to staff members in the masculine gender shall apply equally to men and women, unless clearly inappropriate from the context.

Rule 12.1.2

Amendment of and exceptions to Staff Rules

a) These Rules may be supplemented or amended by the Secretary-General, without prejudice to any condition of service quoted in the letters of appointment or contract of individual staff members and provided that, up to the date of amending the Rules in force, there shall be no interference with the application of the said Rules to a staff member and that the amended Rules shall have no retroactive effect.

b) Exceptions to the Staff Rules may be made by the Secretary-General, provided that no exception is inconsistent with any Staff Regulation or other decision of the Council, and provided further that it is agreed to by the staff member directly affected and is, in the opinion of the Secretary-General, not prejudicial to the interests of the Union or of any other staff member or group of staff members.

Rule 12.1.3

Liability and liability insurance

a) Staff members shall not normally be required to use their private automobiles on official business; should they do so, it shall be at their own risk without involving the Union's liability in any way.

Staff members who are expressly requested to use their automobiles shall carry public liability and property damage insurance in an amount sufficient to insure them against third party claims for injury, death or damage to property caused by their automobiles.

Rule 12.1.3 bis**Staff member's beneficiaries**

- a) At the time of his appointment, a staff member shall nominate a beneficiary or beneficiaries in writing in a form prescribed by the Secretary-General. It shall be the responsibility of the staff member to notify the Secretary-General of any changes concerning the beneficiaries.
- b) In the event of the death of a staff member, all amounts standing to the staff member's credit shall be paid to his nominated beneficiary or beneficiaries, subject to the terms of the Staff Regulations and Staff Rules and of the Joint Staff Pension Fund Regulations and Rules. Such payment shall afford the Union a complete release from all further liability in respect of any sum so paid.
- c) If a nominated beneficiary does not survive, or if a designation of beneficiary has not been made or has been revoked, the amount standing to the credit of a staff member shall, upon the staff member's death, be paid to his estate.

Rule 12.1.4**Compensation for loss or damage to personal effects attributable to service**

Staff members shall be entitled, within the limits and under the terms and conditions established by the Secretary-General, to reasonable compensation in the event of loss or damage to their personal effects determined to be directly attributable to the performance of official duties in the service of the Union.

Rule 12.1.5**Annual reports**

A report shall be made on the work and conduct of each staff member prior to the date of every salary increment and whenever a fact or assessment which might call for a change in previous reports deserves recording. The contents of the report shall be made known to the staff member concerned and shall form part of his personal file.

Rule 12.1.6**Proprietary rights**

All rights, including title, copyright and rights to inventions, etc. relating to work carried out by staff members during the course of their official duties, shall be vested in the Union, which shall normally ensure publication of the inventions for the benefit of all its Members. The inventor shall be entitled to have his name associated with the publication or with the patent, as appropriate.

- b) Although three months' notice of resignation is normally required for staff appointed on a permanent basis, and thirty days for staff appointed on a temporary basis, the Secretary-General shall be bound to accept a shorter period of notice from an elected official to take account of the date of entry on duty set by the Plenipotentiary Conference for the elected official post (see a) above).
- c) The resignation of an appointed staff member following his election to an elected official post shall be subject to the relevant provisions of the Staff Regulations and Staff Rules for appointed staff, with due regard, where applicable, to the conditions of service set forth in his letter of appointment.

3 As regards the contractual status of an elected official, periods of service as an appointed staff member and periods of service as an elected official shall be taken into account in calculating length of service for the purposes of sick leave, annual leave, home leave, maternity leave, compensation for death, termination indemnity and repatriation grant. Length of service shall be understood to be the total period during which such an official has been in continuous and full-time service with the Union. Any periods of prior service for which indemnities due at the time of a separation from service have already been paid shall not be taken into account in the above-mentioned calculations.

Regulation 12.3 General provisions

In case of doubt as regards the interpretation or application of the Staff Regulations and Staff Rules, the Secretary-General shall be guided by United Nations practice.

ANNEX 1

RESOLUTION 48 (Rev. Minneapolis, 1998)

HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT

The Plenipotentiary Conference of the International Telecommunication Union (Minneapolis, 1998),

recalling

- a)* Resolution 48 of the Plenipotentiary Conference (Kyoto, 1994) on human resources management and development;
- b)* No. 154 of the Constitution (Geneva, 1992);
- c)* Resolution 50 of the Plenipotentiary Conference (Kyoto, 1994) on recruitment of ITU staff and experts for technical assistance missions,

noting

- a)* the report of the Council (1998) concerning human resources management and development;
- b)* the Strategic Plan of the Union as described in Resolution 71 of this conference,

recognizing

the value of the human resources of the Union to the fulfilment of its goals,

further recognizing

- a)* the value, both to the Union and to the staff, of developing those resources to the fullest extent possible through various human resources development activities, and in particular in-service training;
- b)* the impact on the Union and its staff of the continuing evolution of activities in the field of telecommunications and the need for the Union and its human resources to adapt to this evolution;
- c)* the importance of human resources management and development in support of ITU's strategic orientations and goals,

considering

- a) the need to follow a recruitment policy appropriate to the requirements of the Union, including the redeployment of posts and recruitment of specialists at the start of their career;
- b) the need to continue to improve the geographical distribution of appointed staff of the Union;
- c) the need to encourage the recruitment of women into the Professional and higher categories;
- d) the constant advances made in telecommunication technology and operation and the corresponding need to recruit specialists of the highest standard of competence,

resolves

- 1 that the management and development of ITU's human resources should be compatible with goals and activities of the Union;
- 2 that the principles of human resources management and development should be applied with regard to human resources planning, selection and recruitment, training, compensation, job classification, career development, performance appraisal and end of service, within existing resources and to the extent consistent with the United Nations common system,

further resolves

- 1 that appointed staff in the Professional and higher categories shall continue to be recruited on an international basis and that, in general, vacancies for these posts shall be advertised as widely as possible and communicated to the administrations of all Member States of the Union; however, reasonable promotion possibilities must continue to be offered to existing staff;
- 2 that, when filling vacant posts by international recruitment, in choosing between candidates who meet the qualification requirements for a post, preference shall be given to candidates from regions of the world which are insufficiently represented in the staffing of the Union, taking into account the desirable balance between female and male staff;
- 3 that, when filling vacant posts by international recruitment and when no candidate fulfils all the qualification requirements, recruitment can take place at one grade below, on the understanding that since not all the requirements of the post are

met, the candidate will have to fulfil certain conditions before being given the full responsibilities of the post and promotion to the grade of the post,

instructs the Secretary-General

- 1 to ensure that human resources management and development help achieve ITU's management goals;
- 2 to prepare medium-term and long-term human resources management and development plans to respond to the needs of the Union, its membership and its staff;
- 3 to study how best practices in human resources management might be applied within the Union, and report to the Council;
- 4 to continue to pursue a recruitment policy designed to improve geographical and gender representation among appointed staff;
- 5 to recruit specialists at the start of their career at the P.1/P.2 level, where appropriate, with a view to improving professional competence within the Union, taking into account geographical distribution and the balance between female and male staff;
- 6 to submit each year to the Council a report on the measures adopted in pursuance of this resolution and on the evolution of recruitment issues in general,

instructs the Council

- 1 to ensure, to the extent feasible within approved budget levels, that the necessary staff and financial resources are made available for addressing issues related to human resources management and development in ITU as they emerge;
- 2 to examine the Secretary-General's report on this matter and to decide on the actions to be taken;
- 3 to allocate the appropriate credits for in-service training in accordance with an established programme, which shall represent 3% of the budget allocated to staff costs;
- 4 to follow with the greatest attention the question of recruitment and to adopt, within existing resources and to the extent consistent with the United Nations common system, the measures it deems necessary to secure an adequate number of qualified candidates for Union posts, particularly taking account of *considering b) and c)* above.

ANNEX 2

RATES OF TRAVEL SUBSISTENCE ALLOWANCE AND SUBSISTENCE ALLOWANCE FOR COMPUTING ASSIGNMENT GRANTS

1. A distinction shall be made between the rates payable during the first 60 days in any one location and the rates payable here after. The rates for the first 60 days shall be established in US dollars and in local currency. The rates applicable after the first 60 days are established in local currency only. The rates quoted in local currency payable during the first 60 days shall be established, subject to minimum rounding, using US dollar rates of exchange applied by the United Nations. The first 60 days in any one location shall be understood to mean the first 60 days, consecutive or otherwise, within any one authorized journey or tour of temporary duty away from the official duty station.
2. The rates appearing in the United Nations schedule shall apply to the travel of staff in grades P.5 and below.
3. In the case of elected officials and officials in the Senior Counsellors category, the daily subsistence allowances shall be computed on the basis of the US dollar rates published for the first 60 days .
 - a) The rates for elected officials will be 40% (rounded to the nearest US dollar) above the normal rates but may be subject to reduction after 60 days in any one location.
 - b) The rates for the first 60 days for staff in the Senior Counsellors category shall be 15% above the published rates (rounded to the nearest US dollar). The 15% factor shall not apply to rates for periods after 60 days in any one location.
4. The assignment grant shall be computed on the basis of the rates payable under the revised system during the first 60 days. The level of the assignment grant shall be uniform for all staff, except that in respect of elected officials and officials in the Senior Counsellors category the level of the grant shall be adjusted in accordance with the provisions of paragraph 3 above.

ANNEX 3

Annual Salary Scale for the Professional and higher categories (Annual gross salaries and net equivalents after application of staff assessment) (US Dollars – Effective 1 March 2001)

Level	S T E P S														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D-2 Gross	124 384	127 132	129 877	132 623	135 369	138 115									
Net D	87 318	89 022	90 724	92 426	94 129	95 831									
Net S	80 218	81 645	83 072	84 498	85 925	87 352									
D-1 Gross	109 894	112 245	114 598	116 944	119 297	121 648	124 002	126 352	128 702						
Net D	78 334	79 792	81 251	82 705	84 164	85 622	87 081	88 538	89 995						
Net S	72 407	73 687	74 967	76 245	77 525	78 796	80 018	81 240	82 460						
P-5 Gross	96 705	98 832	100 961	103 089	105 216	107 342	109 471	111 598	113 724	115 853	117 982	120 106	122 234		
Net D	70 157	71 476	72 796	74 115	75 434	76 752	78 072	79 391	80 709	82 029	83 349	84 666	85 985		
Net S	65 176	66 385	67 545	68 703	69 862	71 018	72 177	73 335	74 493	75 651	76 809	77 966	79 101		
P-4 Gross	79 780	81 733	83 680	85 627	87 579	89 527	91 571	93 645	95 723	97 795	99 869	101 947	104 019	106 095	108171
Net D	59 255	60 544	61 829	63 114	64 402	65 688	66 974	68 260	69 548	70 833	72 119	73 407	74 692	75 979	77266
Net S	55 180	56 364	57 543	58 722	59 902	61 080	62 259	63 439	64 617	65 796	66 949	68 082	69 210	70 340	71470
P-3 Gross	65 388	67 220	69 053	70 880	72 714	74 544	76 373	78 206	80 038	81 868	83 700	85 529	87 361	89 191	91089
Net D	49 756	50 965	52 175	53 381	54 591	55 799	57 006	58 216	59 425	60 633	61 842	63 049	64 258	65 466	66675
Net S	46 445	47 556	48 669	49 780	50 892	52 002	53 113	54 225	55 335	56 447	57 555	58 663	59 770	60 877	61985
P-2 Gross	53 129	54 632	56 132	57 633	59 135	60 692	62 332	63 967	65 606	67 244	68 879	70 520			
Net D	41 253	42 335	43 415	44 496	45 577	46 657	47 739	48 818	49 900	50 981	52 060	53 143			
Net S	38 694	39 675	40 653	41 633	42 611	43 592	44 587	45 580	46 577	47 571	48 564	49 561			
P-1 Gross	41 189	42 633	44 075	45 519	46 960	48 403	49 847	51 290	52 731	54 174					
Net D	32 656	33 696	34 734	35 774	36 811	37 850	38 890	39 929	40 966	42 005					
Net S	30 805	31 763	32 720	33 677	34 633	35 590	36 548	37 493	38 434	39 375					

Net D: Rate applicable to staff members with a dependent spouse or child.

Net S: Rate applicable to staff members with no dependent spouse or child.

ANNEX 4
Annual salary scale (in Swiss francs)

Applicable to staff in the General Service category in Geneva

(Annual gross salaries and net equivalents after application of staff assessment*)
(Effective 1 January 2002)

Grade		STEPS											
		1	2	3	4	5	6	7	8	9	10	11	12**
G.1	Gross	62 436	64 552	66 727	68 928	71 130	73 331	75 532	77 734	79 935	82 136	84 338	86 539
	Net	49 380	51 009	52 638	54 267	55 896	57 525	59 154	60 783	62 412	64 041	65 670	67 299
G.2	Gross	68 332	70 732	73 132	75 532	77 932	80 332	82 732	85 132	87 532	89 932	92 332	94 732
	Net	53 826	55 602	57 378	59 154	60 930	62 706	64 482	66 258	68 034	69 810	71 586	73 362
G.3	Gross	74 838	77 454	80 070	82 686	85 303	87 919	90 535	93 151	95 768	98 426	101 232	104 038
	Net	58 640	60 576	62 512	64 448	66 384	68 320	70 256	72 192	74 128	76 064	78 000	79 936
G.4	Gross	82 039	84 895	87 750	90 605	93 461	96 316	99 271	102 333	105 396	108 458	111 520	114 583
	Net	63 969	66 082	68 195	70 308	72 421	74 534	76 647	78 760	80 873	82 986	85 099	87 212
G.5	Gross	90 205	93 326	96 446	99 694	103 041	106 387	109 733	113 080	116 426	119 772	123 119	126 465
	Net	70 012	72 321	74 630	76 939	79 248	81 557	83 866	86 175	88 484	90 793	93 102	95 411
G.6	Gross	99 309	102 974	106 639	110 304	113 970	117 635	121 300	124 965	128 630	132 296	135 961	139 626
	Net	76 673	79 202	81 731	84 260	86 789	89 318	91 847	94 376	96 905	99 434	101 963	104 492
G.7	Gross	109 858	113 872	117 887	121 901	125 916	129 930	133 945	137 959	141 974	145 988	150 003	154 017
	Net	83 952	86 722	89 492	92 262	95 032	97 802	100 572	103 342	106 112	108 882	111 652	114 422

* Staff assessment is calculated on the basis of the estimated 36-month exchange rate of Swiss francs 1.63 to US\$ 1.00.
The official UN exchange rate for a given month will continue to be used for operational and Pension Fund purposes.

** Long-service step (Staff Regulation. 3.4.c)

ANNEX 5

Staff Assessment Rates

I. Professional and higher categories

A. Staff assessment rates for pensionable remuneration purposes (Effective 1 January 1997)

Total assessable payments per year (in US dollars)	Staff assessment rates for purposes of pensionable remuneration and pensions (percentage)
Up to 20 000 per year	11
20 001 to 40 000 per year	18
40 001 to 60 000 per year	25
60 001 and above per year	30

B. Staff assessment rates used in conjunction with gross base salaries and the gross amounts of separation payments (Effective 1 March 2000)

B.1 Staff assessment rates for staff members with an eligible dependent spouse or a dependent child

Total assessable payments per year (in US dollars)	Staff assessment rates used in conjunction with gross base salaries and the gross amounts of separation payments (percentage) for staff member with an eligible dependent spouse or a dependent child
First 30 000 per year	18
next 30 000 per year	28
next 30 000 per year	34
remaining assessable payments	38

B.2 Staff assessment rates for staff members without dependents

Staff assessments amounts for staff member with neither a dependent spouse nor a dependent child would be equal to the difference between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.

II. General Services category

A. Staff assessment rates for pensionable remuneration purposes (Effective 1 January 1997)

Total assessable payments per year (in US dollars)	Staff assessment rates for purposes of pensionable remuneration and pensions (percentage)
Up to 20 000 per year	19
20 001 to 40 000 per year	23
40 001 to 60 000 per year	26
60 001 and above per year	31

ANNEX 6

Table of education grant entitlements in local currency
(Effective from school year in progress on 1 January 2001)

Currency	Maximum allowable educational expenses*	Maximum education grant	Flat rate for boarding
Austrian schilling	167 310	125 583	43 622
Belgian francs	520 290	390 218	118 156
Danish krone	77 400	58 050	21 993
Deutsche mark	30 777	23 083	7 026
Finnish mark	54 000	40 500	13 251
French francs	61 200	45 900	16 402
Irish pound	7 873	5 905	1 893
Italian lira	23 794 700	17 846 025	4 953 749
Japanese yen	2 301 120	1 725 840	525 930
Netherlands guilder	28 836	21 627	6 985
Norwegian krone	71 632	53 724	17 499
Spanish peseta	1 572 710	1 179 530	408 592
Swedish krone	91 575	68 681	20 945
Swiss francs	24 372	18 279	5 092
United Kingdom pound	13 613	10 210	3 041
United States dollar in U.S.A.	23 445	17 584	4 583
United States dollar ¹⁾	13 000	9 750	3 373

* The amounts indicated under maximum allowable educational expenses shall also constitute the “maximum special education grant” under Regulation 3.11 H (Special education grant for disabled children).

1) Maxima applicable to expenses incurred in all other currencies not listed above, including the 14 Communauté financière africaine franc countries.

ANNEX 7

Dependency and secondary dependency allowance in local currency

applicable to staff members in the Professional category and above assigned to duty stations where these currencies pertain and payable in accordance with the currency of the respective duty station

(Effective 1 January 2001)

Country	Currency	Amount per child per year	Amount per secondary dependent's per year
Austria	Schilling	31 615	11 679
Belgium	Belgian franc	78 534	25 117
Denmark	Danish krone	14 762	4 267
France	French franc	11 346	3 765
French Guiana	French franc	11 346	3 765
Germany	Deutsche mark	4 539	1 628
Ireland	Irish pound	1 281	420
Japan	Yen	446 106	202 661
Luxembourg	Luxembourg franc	78 534	25 117
Monaco	French franc	11 346	3 765
Netherlands	Guilder	5 004	1 704
Switzerland	Swiss franc	3 762	1 677
United States	United States dollar ¹⁾	1 936	693

- ¹⁾ United States of America and the rest of the world; this group also includes, the following countries: Finland, Italy, Norway, Spain, Sweden, the United Kingdom of Great Britain and Northern Ireland and Communauté financière africaine franc Countries.

ANNEX 8

Mobility and hardship allowance (Effective 1 March 1992)

Assignment	1	2	3	4	5 or more
Duty station category	<i>Percentages</i>				
H	0	0	0	4	6
A	5	15	17	19	21
B	13	23	25	27	29
C	20	30	32	34	36
D	25	35	37	39	41
E	30	40	42	44	46

Notes:

1. "Assignment 1" covers both initial appointments and staff members with less than five years of service.
2. A staff member at a duty station in category H who is not entitled to removal of household goods shall be entitled to three percentage points more than indicated; a staff member at a duty station in categories A to E who is entitled to removal of household goods shall be entitled to five percentage points less than indicated.
3. After the staff member has been at the duty station for five years, the percentages set out in the matrix relating to assignments 2 to 5 or more at duty stations in categories A to E shall normally be reduced by ten percentage points and the percentages relating to assignments 4 and 5 or more at duty stations in category H shall normally be reduced by 4 and 6 percentage points respectively.
4. The percentage reductions referred to in notes 2 and 3 above are cumulative.

ANNEX 9

Annual amounts of mobility and hardship allowance payable in US Dollars

(Effective 1 March 2001)

Base salary: \$ 65 688

Duty Station		Assignment Number									
		1 (OR with less than 5 years)		2		3		4		5 et plus	
Category	Level	D	S	D	S	D	S	D	S	D	S
H (R)	P1 - P3	0	0	0	0	0	0	2 286	1 714	3 429	2 572
	P4 - P5	0	0	0	0	0	0	2 628	1 971	3 941	2 956
	D1 & above	0	0	0	0	0	0	2 969	2 227	4 454	3 340
(NR)	P1 - P3	1 714	1 286	1 714	1 286	1 714	1 286	4 000	3 000	5 143	3 858
	P4 - P5	1 971	1 478	1 971	1 478	1 971	1 478	4 598	3 449	5 912	4 434
	D1 & above	2 227	1 670	2 227	1 670	2 227	1 670	5 196	3 897	6 680	5 010
A (NR)	P1 - P3	2 857	2 143	8 572	6 429	9 715	7 286	10 858	8 144	12 001	9 001
	P4 - P5	3 284	2 463	9 853	7 390	11 167	8 375	12 481	9 361	13 794	10 346
	D1 & above	3 711	2 784	11 134	8 351	12 619	9 464	14 103	10 577	15 588	11 691
B (NR)	P1 - P3	7 429	5 572	13 144	9 858	14 287	10 715	15 430	11 573	16 573	12 430
	P4 - P5	8 539	6 405	15 108	11 331	16 422	12 317	17 736	13 302	19 050	14 287
	D1 & above	9 650	7 237	17 072	12 804	18 557	13 918	20 041	15 031	21 526	16 144
C (NR)	P1 - P3	11 430	8 572	17 145	12 858	18 288	13 716	19 431	14 573	20 573	15 430
	P4 - P5	13 138	9 853	19 706	14 780	21 020	15 765	22 334	16 750	23 648	17 736
	D1 & above	14 845	11 134	22 268	16 701	23 753	17 815	25 237	18 928	26 722	20 041
D (NR)	P1 - P3	14 287	10 715	20 002	15 001	21 145	15 859	22 288	16 716	23 431	17 573
	P4 - P5	16 422	12 317	22 991	17 243	24 305	18 228	25 618	19 214	26 932	20 199
	D1 & above	18 557	13 918	25 980	19 485	27 464	20 598	28 949	21 712	30 433	22 825
E (NR)	P1 - P3	17 145	12 858	22 859	17 145	24 002	18 002	25 145	18 859	26 288	19 716
	P4 - P5	19 706	14 780	26 275	19 706	27 589	20 692	28 903	21 677	30 216	22 662
	D1 & above	22 268	16 701	29 691	22 268	31 176	23 382	32 660	24 495	34 145	25 608

R = Full Removal

NR = Non Removal

D = Dependant Rate

S = Single Rate

ANNEX 10

Hourly Overtime Payment (in Swiss Francs)

Applicable to Staff in the General Service category in Geneva
(Effective 1 January 2002)

Hourly overtime payment		
Grade	Ordinary	Special
G.1	41.50	55.30
G.2	45.25	60.30
G.3	49.30	65.70
G.4	53.75	71.65
G.5	58.80	78.40
G.6	64.40	85.90
G.7	70.55	94.05