



《人事条例》和《职员细则》修订款¹

秘书处的报告

1. 根据《人事条例》第 12.2 条，现将总干事对《职员细则》的修订款提交执行委员会确认²。
2. 本文件第 I 部分所述修订是根据第六十四届和第六十五届世界卫生大会以及执行委员会第 129 届会议确定的世卫组织人力资源领域管理改革计划的目标作出的修订³。
3. 本文件第 II 部分所述修订是根据经验和出于优化人力资源管理的目的作出的修订。
4. 本文件第 III 部分所述修订源自联合国大会第六十七届会议根据国际公务员制度委员会 2012 年年度报告中的各项建议预期将作出的决定⁴。如联合国大会不批准该委员会的建议，将发行本文件的补编。
5. 2012–2013 双年度修订款带来的正常预算额外费用微不足道，这些费用将由每个区域、全球和区域间活动的适当拨款以及预算外资金来支付⁵。
6. 经修订的《职员细则》刊于附件 1 中。

¹ 可在执委会会议室索取《人事条例》和《职员细则》。

² 《基本文件》，第四十七版，日内瓦，世界卫生组织，2009 年。

³ 见文件 A65/5 和 EB129(8)号决定。

⁴ 《大会正式记录，第六十七届会议，补编第 30 号》（文件 A/67/30）和勘误（A/67/30/Corr.1）（可在执委会会议室索取副本）。

⁵ 相应修订了《职员细则》附录 1，修订款见附件 2。

I. 根据世卫组织人力资源领域管理改革计划认为必要的修订

背景

7. 本组织需要拥有符合其各级规划需求、并且能够获得可靠经费的工作队伍。但世卫组织获得的资金水平与本组织维持高效、灵活和流动人力的能力不相称。

8. 世卫组织正在调整其合同框架。世卫组织的任用合同分以下三类：连续、定期和临时。按照世卫组织改革计划，并考虑到本组织目前面临的筹资挑战，我们认真斟酌是否应维持或修改这些任用类型，以更有效地管理本组织的人力。此外，执行委员会第 128 届会议要求总干事采取措施加强连续任用标准并为连续任用提供新的依据。

9. 因此，按照执委会在 EB128.R4 号决议中提出的要求，本组织正强化关于连续任用现有职员的标准和条件。此外，本组织正修订世卫组织合同框架，取消对今后职员的连续任用合同安排。为此修订了定期任用条件，允许本组织在定期任用职员目前五年定期期满后，为满足规划需求，在有资金的情况下，继续定期聘用这类职员。临时任用类保持不变。

10. 为逐步取消连续任用和废止定期任用最高期限，需要修订《职员细则》中关于任用期满、裁撤职位和重新派任程序的规定。以下提出的修订款澄清并在某些情况下强化了这些规定。

任用政策

11. 修订了《职员细则》第 420.2 条，以逐步取消连续任用，并暂时实行更严格的连续任用标准和条件。这类条件包括确定职员人数最高限额。

12. 修订了《职员细则》第 420.3 条，取消了定期任用最高期限。

任用期满

13. 修订了《职员细则》第 1040.1 条，澄清并加强了与定期和临时任用期满有关的措辞。

裁撤职位（包括重新派任程序）

14. 修订了《职员细则》第 1050.1 条，明确规定如职位被裁撤，不管服务期限长短，均可终止任何定期职员的任用。
15. 修订了《职员细则》第 1050.2 条，明确规定哪些类职员在职位被裁撤或到期后有权参与重新派任程序。
16. 修订了《职员细则》第 1050.3 条，允许定期服务 10 年以上的职员在根据《职员细则》第 1040 条完成任用期后参与重新派任程序。
17. 《职员细则》第 1050.4 条汇总了以前《职员细则》第 1050.3 条和第 1050.4 条的内容，案文不变。
18. 修订了《职员细则》第 1050.5.2 条，以反映编号变化。
19. 修订了《职员细则》第 1050.6 条，取消关于总干事在职员六个月重新派任期之后延长此期限的斟酌决定权。
20. 修订了《职员细则》第 1050.8 条，明确规定如果连续或定期任用的职员在重新派任程序期间未获重新派任，或在重新派任程序期间拒绝接受重新派任的职位，将终止或不延长其任用。
21. 修订了《职员细则》第 1050.10 条，弥补了目前的一个漏洞。目前的偿金（终期薪酬）表没有列明已提供五至六年合格服务的连续任用职员应获的偿金。经修订后，规定应为这些职员提供五个月偿金。
22. 修订了《职员细则》第 1050.10.1 条，规定如果职员因在重新派任程序期间拒绝接受重新派任的职位，任用期满后，则无权获得 50% 的解雇额外偿金。

II. 根据经验和出于优化人力资源管理目的认为必要的修订

生效日期

23. 修订了《职员细则》第 040 条，列明这些职员细则的生效日期为 2013 年 2 月 1 日（但附录 1 和 2 除外）。附录 1（薪级表）和附录 2（教育补助金）于 2013 年 1 月 1 日生效。

职员的行为标准

24. 鉴于《职员细则》只有条，并无节，因此将《职员细则》第 110.2 条中的“Section”（节）改为“Article”（条）。

工时和出勤

25. 修订了《职员细则》第 610 条，明确规定在确定未经授权的缺勤是否有职员本人无法控制的原因时，可暂时停发职员工资。如果未经授权的缺勤确有职员本人无法控制的原因，将支付其被停发的工资。

新细则

26. 增列《职员细则》第 1205 条，明确规定与申诉有关的职员细则也对前职员适用，但第 1230.4 条和第 1230.5 条除外。

III. 鉴于联合国大会根据国际公务员制度委员会的建议预期将在其第六十七届会议上作出的决定认为必要的修订

专业及专业以上职类薪酬

27. 委员会建议联合国大会通过标准方法加以整合，即增加基薪，相应减少工作地点差价调整数乘数（即依据“不亏不盈”原则），将目前专业及以上职类的基薪/底薪表上调 0.12%，自 2013 年 1 月 1 日起生效。

28. 据此对《职员细则》附录 1 进行了修订并刊于附件 2 中。

不叙级职位职员和总干事的薪金

29. 按照联合国大会就上文第 27 段的建议作出的决定，总干事提议，根据《人事条例》第 3.1 条，执行委员会应建议第六十六届世界卫生大会调整助理总干事和区域主任的薪金。因此，助理总干事和区域主任的年薪毛额自 2013 年 1 月 1 日起为 172 301 美元，从而薪金净额为 134 111 美元（有受抚养者）或 121 443 美元（单身者）。

30. 根据上述薪金调整，卫生大会为副总干事批准的薪金调整自 2013 年 1 月 1 日起为年薪毛额 189 599 美元，相应的薪金净额为 146 219 美元（有受抚养者）或 131 590 美元（单身者）。

31. 上述薪金调整将意味着对总干事的薪金作出相似的调整。因此，将由卫生大会批准的年薪毛额自 2013 年 1 月 1 日起为 233 161 美元，薪金净额为 176 713 美元（有受抚养者）或 157 152 美元（单身者）。

审查教育补助金的水平

32. 国际公务员制度委员会收到了联合国行政首长协调委员会秘书处提出的建议，内容涉及根据对 15 个发放教育补助金的国家/货币区在 2010 – 2011 学年提交的 18 296 份报销支出数据的分析，审查教育补助金的水平。分析工作是按照 1992 年启用的现行方法进行的。

33. 委员会决定建议联大：

(a) 在奥地利、比利时、丹麦、法国、德国、意大利、荷兰、西班牙、瑞士、大不列颠及北爱尔兰联合王国、美利坚合众国及其境外美元区，可受理费用上限和教育补助金最高限额应该按照委员会 2012 年报告附件 III 表 1 所列数额进行调整；

(b) 对于爱尔兰、日本和瑞典，可受理费用上限和教育补助金最高限额应保持现有水平，具体数额见委员会 2012 年报告附件 III 表 1；

(c) 对于奥地利、比利时、丹麦、法国、德国、爱尔兰、意大利、日本、荷兰、西班牙、瑞典、瑞士、大不列颠及北爱尔兰联合王国、美利坚合众国及其境外美元区，在可受理教育费用最高限额范围内考虑的膳宿正常统一定额，以及指定工作地点职员可领取的超出补助金最高限额的膳宿费用额外报销数额，应按委员会 2012 年报告附件 III 表 2 所列数额修订；

(d) 对于瑞士，膳宿正常统一定额和指定工作地点额外统一定额应按委员会 2012 年报告附件 III 表 2 所示维持在当前水平；

(e) 对中国、匈牙利、印度尼西亚和俄罗斯联邦以及法国的 8 所特定学校（即 American School of Paris、British School of Paris、International School of Paris、

American University of Paris、Marymont School of Paris、European Management School of Lyon、École Active Bilingue Victor Hugo 和 École Active Bilingue Jeannine Manuel），应维持特别措施；

(f) 针对罗马尼亚的特别措施应予终止；

(g) 在泰国以及针对突尼斯共和国突尼斯市 American Cooperative School 和南非约翰内斯堡 American International School 实行特别措施；

(h) 上述各项调整和措施应从 2013 年 1 月 1 日所在学年开始实行。

34. 据此对《职员细则》附录 2 编写了修正案并作为附件 3 附后。

执行委员会的行动

35. 根据这些修订，执委会拟可考虑下述决议草案。

决议 1

执行委员会，

确认总干事根据《人事条例》第 12.2 条对《职员细则》所作的修订，涉及专业及以上职类职员的薪酬问题，包括结合基薪毛额使用的职员订正薪金税率，自 2013 年 1 月 1 日起生效；涉及《职员细则》修订款的生效日期、任用政策、任用期满、裁撤职位（包括重新派任程序）、职员行为标准、工时和出勤、申诉程序以及终期薪酬的修订款，自 2013 年 2 月 1 日起生效。

决议 2

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告¹，

建议第六十六届世界卫生大会通过下述决议：

第六十六届世界卫生大会，

注意到执行委员会关于不叙级职位职员和总干事薪酬的建议，

1. **确定**助理总干事和区域主任在扣除薪金税以前的年薪毛额为 172 301 美元，因而修订的薪金净额为 134 111 美元（有受抚养者）或 121 443 美元（单身者）；
2. **确定**副总干事在扣除薪金税以前的年薪毛额为 189 599 美元，因而修订的薪金净额为 146 219 美元（有受抚养者）或 131 590 美元（单身者）；
3. **确定**总干事在扣除薪金税以前的年薪毛额为 233 161 美元，因而修订的薪金净额为 176 713 美元（有受抚养者）或 157 152 美元（单身者）；
4. **决定**这些薪金调整应于 2013 年 1 月 1 日起生效。

¹ 文件 EB132/40。

ANNEX 1

**AMENDMENTS TO THE STAFF RULES CONSIDERED NECESSARY IN THE
LIGHT OF WHO'S MANAGEMENT REFORMS IN THE AREA OF HUMAN
RESOURCES**

Former text	New text
<p>420. APPOINTMENT POLICIES</p> <p>420.2 A “continuing appointment” is an appointment without specified time-limit. A continuing appointment shall be granted after a minimum of five years’ uninterrupted, active service on fixed-term appointments and certified satisfactory performance.</p>	<p>420. APPOINTMENT POLICIES</p> <p>420.2 A “continuing appointment” is an appointment without specified time-limit. A continuing appointment shall be granted after a minimum of five years’ uninterrupted, active service on fixed-term appointments and certified satisfactory performance.</p> <p><u>420.2.1 Staff members, excluding those referred to in Staff Rule 420.2.2, who hold a fixed-term appointment on 1 February 2013, are eligible to be granted or considered for a continuing appointment as follows:</u></p> <p style="padding-left: 40px;"><u>420.2.1.1 If, during the appointment held on 1 February 2013, the staff member reaches a minimum of five years uninterrupted fixed-term, active service and has certified satisfactory performance, a continuing appointment shall be granted.</u></p> <p style="padding-left: 40px;"><u>420.2.1.2 If, during the appointment held on 1 February 2013, the staff member does not reach five years of uninterrupted fixed-term, active service, the staff member shall be considered for a continuing appointment pursuant to conditions and criteria established by the Director-General.</u></p> <p><u>420.2.2 The categories of staff members who are not eligible for a continuing appointment include:</u></p> <p style="padding-left: 40px;"><u>420.2.2.1 Staff members specified in Staff Regulation 4.5;</u></p> <p style="padding-left: 40px;"><u>420.2.2.2 Staff members on secondment to the Organization;</u> <u>and</u></p> <p style="padding-left: 40px;"><u>420.2.2.3. Staff members who do</u></p>

Former text	New text
	<p><u>not hold a fixed-term appointment on 1 February 2013.</u></p>
<p>420.3 A “fixed-term appointment” is a time-limited appointment of one year or more. A fixed-term appointment may be extended, provided that the total duration of service under consecutive fixed-term appointments does not exceed five years. Exceptionally, service on such appointments may be further extended, for up to one additional year, in accordance with conditions determined by the Director-General.</p>	<p>420.3 A “fixed-term appointment” is a time-limited appointment of one year or more. <u>Any extension is subject to</u> A fixed term appointment may be extended, provided that the total duration of service under consecutive fixed term appointments does not exceed five years. Exceptionally, service on such appointments may be further extended, for up to one additional year, in accordance with conditions determined by the Director-General.</p>
<p>1040. COMPLETION OF APPOINTMENTS</p> <p>1040.1 In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall expire automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment. Where it has been decided not to offer an extension of appointment to a staff member holding a temporary appointment, the staff member shall be notified thereof normally no less than one month before the expiry of the appointment. Such notice shall not be required in the case of a staff member holding a temporary appointment who has reached the maximum duration of uninterrupted service under consecutive temporary appointments, as defined in Rule 420.4. Eligible staff members who do not wish to be considered for reappointment shall also give that period of notice of their intention.</p>	<p>1040. COMPLETION OF APPOINTMENTS</p> <p>1040.1 <u>Fixed-term and temporary appointments carry no right to extension or conversion of the appointment.</u> In the absence of any offer and acceptance of extension, such fixed term and temporary appointments shall <u>expire end</u> automatically on the completion of the agreed period of service.</p> <p><u>1040.1.1</u> Where it has been decided not to offer an extension of appointment to a staff member holding a fixed term appointment, the <u>A fixed-term</u> staff member shall be notified thereof normally <u>of the end of the appointment</u> no less than three months before the expiry <u>its end date</u> of the appointment.</p> <p><u>1040.1.2</u> Where it has been decided not to offer an extension of appointment to a staff member holding a temporary appointment, the <u>A temporary</u> staff member shall be notified thereof <u>of the end of the appointment</u> normally no less than one month before its the expiry <u>end date</u> of the appointment. Such notice shall not be required in the case of a staff member holding a temporary appointment who has reached the maximum duration of uninterrupted service under consecutive temporary appointments, as defined in <u>Staff</u> Rule 420.4.</p> <p>Eligible staff members who do not wish to be considered for reappointment shall also give that period of notice of their intention.</p>

Former text	New text
<p>1050. ABOLITION OF POST</p> <p>1050.1 The fixed-term appointment of a staff member with less than five years of service may be terminated prior to its expiration date if the post he occupies is abolished.</p>	<p>1050. ABOLITION OF POST</p> <p>1050.1 <u>Subject to Staff Rules 1050.2 and 1050.3,</u> The fixed-term appointment of a staff member with less than five years of service may be terminated prior to its expiration <u>end</u> date if the post <u>that</u> he occupies is abolished.</p>
<p>1050.2 When a post held by a staff member with a continuing appointment, or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director-General.</p>	<p>1050.2 When a post held by a staff member with a continuing appointment, or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, <u>In accordance with conditions and procedures established by the Director-General,</u> reasonable efforts shall be made to reassign the staff members occupying that <u>whose</u> posts; <u>have been abolished or have come to an end</u> in accordance with procedures established by the Director-General, <u>as follows:-</u></p> <p style="padding-left: 40px;"><u>1050.2.1 Staff members with a continuing appointment.</u></p> <p style="padding-left: 40px;"><u>1050.2.2 Staff members holding a fixed-term appointment on 1 February 2013 who have completed at least five years of continuous and uninterrupted fixed-term service with the Organization, provided that this period of continuous and uninterrupted fixed-term certified satisfactory service began before 1 February 2013.</u></p> <p style="padding-left: 40px;"><u>1050.2.3 Staff members not holding a fixed-term appointment on 1 February 2013 who have completed at least ten years of continuous and uninterrupted certified satisfactory fixed-term service with the Organization.</u></p> <p style="padding-left: 40px;"><u>1050.2.4. Staff members on secondment to the Organization are not eligible to participate in the reassignment process.</u></p>

Former text	New text
<p>1050.3 The paramount consideration for reassignment shall be the necessity of securing the highest standards of efficiency, competence and integrity with due regard given to the performance, qualifications and experience of the staff member concerned.</p>	<p><u>1050.3</u> The paramount consideration for reassignment shall be the necessity of securing the highest standards of efficiency, competence and integrity with due regard given to the performance, qualifications and experience of the staff member concerned. <u>In accordance with conditions and procedures established by the Director-General, reasonable efforts shall be made to reassign staff members who have completed at least ten years of continuous and uninterrupted fixed-term certified satisfactory service with the Organization and whose appointments will come to an end pursuant to Staff Rule 1040.</u></p> <p style="text-align: center;"><u>1050.3.1 Staff members on secondment to the Organization are not eligible to participate in the reassignment process.</u></p>
<p>1050.4 The Director-General may establish priorities for reassigning staff members.</p>	<p>1050.4 <u>The paramount consideration for reassignment shall be the necessity of securing the highest standards of efficiency, competence and integrity with due regard given to the performance, qualifications and experience of the staff member concerned.</u> The Director-General may establish priorities for reassigning staff members.</p>
<p>1050.5.2 staff members shall be given due preference for vacancies during the reassignment period, within the context of Staff Rule 1050.3;</p>	<p>1050.5.2 staff members shall be given due preference for vacancies during the reassignment period, within the context of Staff Rule 1050.34;</p>
<p>1050.6 The reassignment period will end within six months from its commencement. This period may only be exceptionally extended by the Director-General for up to an additional six months.</p>	<p>1050.6 The reassignment period will end within six months from its commencement. This period may only be exceptionally extended by the Director-General for up to an additional six months.</p>
<p>1050.8 The staff member's appointment shall be terminated if no reassignment decision is made during the reassignment period or if the staff member refuses a reassignment pursuant to Staff Rule 1050.5.3.</p>	<p>1050.8 The staff member's <u>continuing or fixed-term</u> appointment shall be terminated, <u>or not extended,</u> if no reassignment decision is made <u>the staff member is not reassigned</u> during the reassignment period or if the staff member refuses a reassignment pursuant to Staff Rule 1050.5.3.</p>

Former text			New text																																																																																																		
<p>1050.10 Staff members whose appointments are terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.2:</p> <p>Indemnity (Terminal remuneration)</p> <table border="1"> <thead> <tr> <th><i>Years of service</i></th> <th><i>Staff holding continuing appointments</i></th> <th><i>Staff holding other types of appointments</i></th> </tr> </thead> <tbody> <tr> <td>Less than 1</td> <td>)</td> <td rowspan="4">One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months</td> </tr> <tr> <td>1</td> <td>)</td> </tr> <tr> <td>2</td> <td>) Not applicable</td> </tr> <tr> <td>3</td> <td>)</td> </tr> <tr> <td>4</td> <td>)</td> <td></td> </tr> <tr> <td>5</td> <td></td> <td>4 months</td> </tr> <tr> <td>6</td> <td>6 months</td> <td>5 months</td> </tr> <tr> <td>7</td> <td>7 months</td> <td>6 months</td> </tr> <tr> <td>8</td> <td>8 months</td> <td>7 months</td> </tr> <tr> <td>9</td> <td>9 months</td> <td>9 months</td> </tr> <tr> <td>10</td> <td>9.5 months</td> <td>9.5 months</td> </tr> <tr> <td>11</td> <td>10 months</td> <td>10 months</td> </tr> <tr> <td>12</td> <td>10.5 months</td> <td>10.5 months</td> </tr> <tr> <td>13</td> <td>11 months</td> <td>11 months</td> </tr> <tr> <td>14</td> <td>11.5 months</td> <td>11.5 months</td> </tr> <tr> <td>15 or more</td> <td>12 months</td> <td>12 months</td> </tr> </tbody> </table>			<i>Years of service</i>	<i>Staff holding continuing appointments</i>	<i>Staff holding other types of appointments</i>	Less than 1)	One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months	1)	2) Not applicable	3)	4)		5		4 months	6	6 months	5 months	7	7 months	6 months	8	8 months	7 months	9	9 months	9 months	10	9.5 months	9.5 months	11	10 months	10 months	12	10.5 months	10.5 months	13	11 months	11 months	14	11.5 months	11.5 months	15 or more	12 months	12 months	<p>1050.10 Staff members whose appointments are terminated or not extended under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.2:</p> <p>Indemnity (Terminal remuneration)</p> <table border="1"> <thead> <tr> <th><i>Years of service</i></th> <th><i>Staff holding continuing appointments</i></th> <th><i>Staff holding other types of appointments</i></th> </tr> </thead> <tbody> <tr> <td>Less than 1</td> <td>)</td> <td rowspan="4">One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months</td> </tr> <tr> <td>1</td> <td>)</td> </tr> <tr> <td>2</td> <td>) Not applicable</td> </tr> <tr> <td>3</td> <td>)</td> </tr> <tr> <td>4</td> <td>)</td> <td></td> </tr> <tr> <td>5</td> <td></td> <td>5 months</td> </tr> <tr> <td>6</td> <td>6 months</td> <td>5 months</td> </tr> <tr> <td>7</td> <td>7 months</td> <td>6 months</td> </tr> <tr> <td>8</td> <td>8 months</td> <td>7 months</td> </tr> <tr> <td>9</td> <td>9 months</td> <td>9 months</td> </tr> <tr> <td>10</td> <td>9.5 months</td> <td>9.5 months</td> </tr> <tr> <td>11</td> <td>10 months</td> <td>10 months</td> </tr> <tr> <td>12</td> <td>10.5 months</td> <td>10.5 months</td> </tr> <tr> <td>13</td> <td>11 months</td> <td>11 months</td> </tr> <tr> <td>14</td> <td>11.5 months</td> <td>11.5 months</td> </tr> <tr> <td>15 or more</td> <td>12 months</td> <td>12 months</td> </tr> </tbody> </table>			<i>Years of service</i>	<i>Staff holding continuing appointments</i>	<i>Staff holding other types of appointments</i>	Less than 1)	One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months	1)	2) Not applicable	3)	4)		5		5 months	6	6 months	5 months	7	7 months	6 months	8	8 months	7 months	9	9 months	9 months	10	9.5 months	9.5 months	11	10 months	10 months	12	10.5 months	10.5 months	13	11 months	11 months	14	11.5 months	11.5 months	15 or more	12 months	12 months
<i>Years of service</i>	<i>Staff holding continuing appointments</i>	<i>Staff holding other types of appointments</i>																																																																																																			
Less than 1)	One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months																																																																																																			
1)																																																																																																				
2) Not applicable																																																																																																				
3)																																																																																																				
4)																																																																																																				
5		4 months																																																																																																			
6	6 months	5 months																																																																																																			
7	7 months	6 months																																																																																																			
8	8 months	7 months																																																																																																			
9	9 months	9 months																																																																																																			
10	9.5 months	9.5 months																																																																																																			
11	10 months	10 months																																																																																																			
12	10.5 months	10.5 months																																																																																																			
13	11 months	11 months																																																																																																			
14	11.5 months	11.5 months																																																																																																			
15 or more	12 months	12 months																																																																																																			
<i>Years of service</i>	<i>Staff holding continuing appointments</i>	<i>Staff holding other types of appointments</i>																																																																																																			
Less than 1)	One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months																																																																																																			
1)																																																																																																				
2) Not applicable																																																																																																				
3)																																																																																																				
4)																																																																																																				
5		5 months																																																																																																			
6	6 months	5 months																																																																																																			
7	7 months	6 months																																																																																																			
8	8 months	7 months																																																																																																			
9	9 months	9 months																																																																																																			
10	9.5 months	9.5 months																																																																																																			
11	10 months	10 months																																																																																																			
12	10.5 months	10.5 months																																																																																																			
13	11 months	11 months																																																																																																			
14	11.5 months	11.5 months																																																																																																			
15 or more	12 months	12 months																																																																																																			
<p>1050.10.1 In the case of termination of appointment under Rule 1050.2, the indemnity shall be increased by 50 percent.</p>			<p>1050.10.1 In the case of termination of appointment <u>following the reassignment process pursuant to Staff Rule 1050.2</u>, the indemnity shall be increased by 50 percent, <u>unless the staff member refuses a reassignment pursuant to Staff Rule 1050.5.3.</u></p>																																																																																																		

**AMENDMENTS TO THE STAFF RULES CONSIDERED NECESSARY IN THE
LIGHT OF EXPERIENCE AND IN THE INTEREST OF GOOD HUMAN
RESOURCES MANAGEMENT**

Former text	New text
<p>040. EFFECTIVE DATE</p> <p>These Staff Rules are effective as from 1 January 2012 and supersede all Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon.</p>	<p>040. EFFECTIVE DATE</p> <p><u>With the exception of Appendices 1 and 2, these Staff Rules are effective as from 1 January-February 20123</u> and supersede all Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon. <u>Appendices 1 and 2 are effective as from 1 January 2013.</u></p>
<p>110. STANDARDS OF CONDUCT FOR STAFF MEMBERS</p> <p>110.2 The basic standards for staff members are set out in Section I of the Staff Regulations.</p>	<p>110. STANDARDS OF CONDUCT FOR STAFF MEMBERS</p> <p>110.2 The basic standards for staff members are set out in Section <u>Article</u> I of the Staff Regulations.</p>
<p>610. WORKING HOURS AND ATTENDANCE</p> <p>610.5 No salary shall be paid to staff members in respect of periods of unauthorized absence from work unless such absence was due to reasons beyond their control.</p>	<p>610. WORKING HOURS AND ATTENDANCE</p> <p>610.5 No salary shall be paid to staff members in respect of periods of unauthorized absence from work unless such absence was due to reasons beyond their control. <u>Payment of salary may be withheld pending a determination as to whether the absence was due to reasons beyond the staff member's control. If the absence is determined to be for reasons beyond the staff member's control, the salary withheld shall be paid.</u></p>
<p>New Staff Rule</p>	<p><u>1205. APPLICABILITY</u></p> <p><u>The Rules in this section apply to staff members and former staff members. In this section, the term "staff member" includes former staff members, except with respect to membership in Boards of Appeal and the election of such members under Staff Rules 1230.4 and 1230.5.</u></p>
<p>Appendix 1 Salary scale for the staff in the professional and higher categories effective 1 January 2012.</p>	<p>Appendix 1 Salary scale for the staff in the professional and higher categories effective 1 January 20123.</p>
<p>Appendix 2 Education Grant Entitlements Applicable in cases where educational expenses are incurred in specified currencies and countries (effective school year in progress 1 January 2011)</p>	<p>Appendix 2 Education Grant Entitlements Applicable in cases where educational expenses are incurred in specified currencies and countries (effective school year in progress 1 January 20113)</p>

ANNEX 2

Appendix 1

SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES: ANNUAL GROSS BASE SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT (IN US DOLLARS)

(effective 1 January 2013)

Step

<i>Level</i>	<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>	<i>XIV</i>	<i>XV</i>
		*	*	*	*	*									
D-2 Gross	141 412	144 411	147 412	150 430	153 559	156 687									
Net D	112 231	114 420	116 611	118 801	120 991	123 181									
Net S	103 105	104 953	106 794	108 630	110 461	112 282									
					*	*	*	*	*						
D-1 Gross	129 216	131 851	134 479	137 115	139 751	142 382	145 019	147 651	150 296						
Net D	103 328	105 251	107 170	109 094	111 018	112 939	114 864	116 785	118 707						
Net S	95 508	97 178	98 846	100 508	102 169	103 826	105 475	107 124	108 768	*	*	*			
P-5 Gross	106 860	109 100	111 342	113 581	115 823	118 062	120 305	122 545	124 786	127 027	129 268	131 508	133 751		
Net D	87 008	88 643	90 280	91 914	93 551	95 185	96 823	98 458	100 094	101 730	103 366	105 001	106 638		
Net S	80 831	82 285	83 733	85 181	86 628	88 069	89 509	90 947	92 383	93 815	95 246	96 672	98 099	*	*
														*	*
P-4 Gross	88 043	90 042	92 039	94 037	96 037	98 032	100 034	102 196	104 359	106 519	108 685	110 844	113 007	115 171	117 333
Net D	72 554	74 133	75 711	77 289	78 869	80 445	82 025	83 603	85 182	86 759	88 340	89 916	91 495	93 075	94 653
Net S	67 564	69 001	70 438	71 870	73 303	74 735	76 165	77 593	79 019	80 445	81 868	83 291	84 714	86 133	87 552
														*	*
P-3 Gross	72 358	74 208	76 058	77 905	79 757	81 605	83 453	85 305	87 154	89 004	90 856	92 701	94 554	96 403	98 251
Net D	60 163	61 624	63 086	64 545	66 008	67 468	68 928	70 391	71 852	73 313	74 776	76 234	77 698	79 158	80 618
Net S	56 158	57 502	58 848	60 190	61 536	62 878	64 220	65 567	66 908	68 252	69 591	70 932	72 269	73 609	74 949
											*				
P-2 Gross	59 343	60 997	62 651	64 306	65 961	67 614	69 270	70 922	72 576	74 233	75 885	77 541			
Net D	49 881	51 188	52 494	53 802	55 109	56 415	57 723	59 028	60 335	61 644	62 949	64 257			
Net S	46 786	47 972	49 155	50 339	51 523	52 708	53 912	55 112	56 319	57 521	58 720	59 926			
P-1 Gross	46 454	47 935	49 407	50 957	52 543	54 133	55 724	57 316	58 901	60 492					
Net D	39 486	40 745	41 996	43 256	44 509	45 765	47 022	48 280	49 532	50 789					
Net S	37 247	38 405	39 563	40 720	41 877	43 034	44 191	45 334	46 472	47 610					

D = rate applicable to staff members with a dependent spouse or child; S= rate applicable to staff members with no dependent spouse or child.

** = the normal qualifying period for a within-grade increase between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required (Staff Rule 550.2).*

ANNEX 3

Appendix 2

EDUCATION GRANT ENTITLEMENTS APPLICABLE IN CASES WHERE EDUCATIONAL EXPENSES ARE INCURRED IN SPECIFIED CURRENCIES AND COUNTRIES

(effective school year in progress 1 January 2013)

Country/ currency area	(1) Maximum admissible educational expenses and maximum grant for disabled children	(2) Maximum education grant	(3) Flat rate when boarding not provided	(4) Additional flat rate for boarding (for staff serving at designated duty stations)	(5) Maximum grant for staff members serving at designated duty stations	(6) Maximum admissible educational expenses for attendance (only when flat rate for boarding is paid)
Part A						
Austria (Euro)	18 240	13 680	3 882	5 824	19 504	13 064
Belgium (Euro)	16 014	12 011	3 647	5 470	17 481	11 152
Denmark (Krone)	122 525	91 894	28 089	42 134	134 028	85 073
France*(Euro)	11 497	8 623	3 127	4 691	13 314	7 328
Germany (Euro)	20 130	15 098	4 322	6 484	21 582	14 368
Ireland (Euro)	17 045	12 784	3 147	4 721	17 505	12 849
Italy (Euro)	21 601	16 201	3 223	4 836	21 037	17 304
Netherlands (Euro)	18 037	13 528	3 993	5 990	19 518	12 713
Spain (Euro)	17 153	12 864	3 198	4 797	17 661	12 888
Japan yen (yen)	2 324 131	1 743 098	609 526	914 290	2 657 388	1 511 429
Sweden (krona)	157 950	118 462	26 219	39 328	157 790	175 641
Switzerland (Swiss franc)	32 932	24 699	5 540	8 310	33 009	25 545
United Kingdom of Great Britain and Northern Ireland (pound sterling)	25 864	19 398	3 821	5 731	25 129	20 769
Part B						
United States dollar (outside the United States of America)	21 428	16 071	3 823	5 735	21 806	16 331
Part C						
United States dollar (in the United States of America) ¹	45 586	34 190	6 265	9 399	43 589	37 233

* Except for the following schools where the US\$ in the US levels will be applied:

- | | |
|--------------------------------------|--|
| 1. American School of Paris | 5. European Management School of Lyon |
| 2. American University of Paris | 6. International School of Paris |
| 3. British School of Paris | 7. Marymount School of Paris |
| 4. École Active Bilingue Victor Hugo | 8. École Active Bilingue Jeannine Manuel |

= = =

¹ The United States dollar in the United States of America applies, as a special measure, for China, Hungary, Indonesia, Romania and the Russian Federation. The effective date that the adjustments and measures are applicable is based on the school year in progress on 1 January 2013; special measures for Romania are discontinued. Special measures are introduced in Thailand and for the American Cooperative School in Tunis, Tunisia and the American International School of Johannesburg, South Africa.