



世界卫生组织

执行委员会
第一一五届会议
临时议程项目 8.1

EB115/38
2004 年 12 月 23 日

确认《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²，现将总干事对《职员细则》的修订款提交执行委员会确认。
2. 本文件第 I 部分中叙述的修订出自联合国大会第五十九届会议根据国际公务员制度委员会的建议预期将做出的决定。如联大不同意产生第 I 部分中所述修订的建议，将对本文件发行一份补编。
3. 本文件第 II 部分所叙述的修订系根据经验和为了良好的人事管理所做出。
4. 修正款在 2004 – 2005 双年度的财政影响包括少量的额外费用，将必须从正常预算下为每个区域及全球和区域间活动确立的有关拨款以及从预算外来源的资金支出。
5. 《职员细则》经修订的文本作为本文件的附件。

I. 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五十九届会议上做出的决定认为必要的修正款

专业及专业以上职类薪酬

6. 国际公务员制度委员会建议联合国大会对联合国共同系统专业及专业以上职类的

¹ 执委会委员可在会议室索取《职员细则》和《人事条例》。

² 世界卫生组织《基本文件》，第四十四版，日内瓦，世界卫生组织，2003 年。

基薪/底薪表上调 1.88%，于 2005 年 1 月 1 日生效，以便使基薪/底薪表与比较国公务员制度（美国华盛顿特区联邦公务员制度）的薪金保持一致。所做调整是在“不亏 - 不盈”的基础上将工作地点差价（生活费用部分）并入基薪净额，从而尤其确保与基薪/底薪表相关联的津贴（调动和艰苦条件津贴和一定的离职偿金）与通货膨胀相适应。结合于 2005 年 1 月 1 日生效的基薪毛额所使用的职员薪金税表保持不变。已相应拟定《职员细则》第 330.2 条修订款。此外，本文件第 14 段提及对第 330.2 条的文字修改。

不叙级职位职员和总干事的薪金

7. 此外，总干事建议根据《人事条例》第 3.1 条，执行委员会应建议第五十八届世界卫生大会修订助理总干事和区域主任的薪金，但须以联合国大会尚未做出的决定为准。因此，助理总干事和区域主任的年薪毛额应为 172 860 美元，从而净工资为 117 373 美元（有受扶养者）或 106 285 美元（单身者）。

8. 第 7 段所述的薪金调整将意味着对总干事的薪金做出相似的调整。将由卫生大会批准的薪金调整将使毛工资为 233 006 美元，相应的净工资为 154 664 美元（有受扶养者）或 137 538 美元（单身者）。

教育补助金水平的审查

9. 根据批准的方法,即每两年对教育补助金水平进行审查,委员会建议联合国大会提高以下国家/货币区域的认可费用最高限额和教育补助金最高限额：奥地利（欧元）、比利时（欧元）、丹麦（克朗）、法国（欧元）、德国（欧元）、爱尔兰（欧元）、意大利（欧元）、日本（日元）、荷兰（欧元）、西班牙（欧元）、瑞典（克朗）、瑞士（瑞士法郎）、大不列颠及北爱尔兰联合王国（英镑）、美国国内的美元以及美国之外的美元。

10. 还根据批准的方法,委员会建议修订以下国家/货币区域中的膳宿费用定额以及在指定工作地点应付职员的补助金最高数额之外报销膳宿费用的额外数额：奥地利（欧元）、丹麦（克朗）、法国（欧元）、爱尔兰（欧元）、意大利（欧元）、荷兰（欧元）、挪威（克朗）、西班牙（欧元）、瑞典（克朗）以及大不列颠及北爱尔兰联合王国（英镑）。教育补助金水平的变化将于 2005 年 1 月 1 日开始的学年适用。第 16 至 18 段中包含对《职员细则》第 350 和 355 条的额外修订。

陪产假

11. 2001 年 1 月，执行委员会确定用两年的时间试行五天陪产假的做法，并将根据共同系统内的发展情况进行审议¹。试行期被延至 2004 年 1 月²，因为预期届时委员会开展的审议将结束。然后又进一步延至 2005 年 1 月³，以待委员会做出决定。

12. 联合国共同系统各组织规定的陪产假期限从一天至八周各不相同。鉴于现有的这些规定，委员会建议对派驻总部和家属随行的工作地点的职员给予达四周的陪产假，对派驻非家属随行的工作地点的职员或在特殊情况下（例如妊娠并发症或母亲死亡）则给予达八周的陪产假。对《职员细则》第 760.6 条进行了相应的修订。

II. 根据经验和为了良好的人事管理认为必要的修订

薪金的确定

13. 为了应对本组织的需求，可要求职员临时承担较高级别常设岗位的责任，期限可超过《职员细则》第 320.5 条中规定的 12 个月。因此，对本条规定的实施给予了一定程度的灵活性。《职员细则》第 320.5 条作了相应的修订。

薪金

14. 《职员细则》第 330.2 条中所含的薪资表转移到《职员细则》附录 1。这种格式将为今后的更新提供行政方面的方便。《职员细则》第 330.2 条作了相应的修订。

受扶养人津贴

15. 不再显示专业或专业以上职类职员以美元计算的受扶养人津贴。按照联合国的惯例，受扶养人津贴的数额将另行宣布，不但将包括美元数额，而且将包括以国际公务员制度委员会建议的数额为基础在指定国家中确定的当地货币数额。受扶养人津贴数额的任何变化将作为每年提交执行委员会的国际公务员制度委员会报告的一部分。《职员细则》第 340 条作了相应的修订。

¹ EB107.R7 号决议。

² EB111.R8 号决议。

³ EB113.R13 号决议。

教育补助金和残疾儿童特别教育补助金

16. 《职员细则》第 350 条作了修订以简化其表达。而且，取消了对学习非大学课程的子女无意中给予的不同处理，并引进了因国民兵役或患病延长补助金年龄期限的可能性。后两项变化使世界卫生组织《职员细则》与联合国及共同系统中其它组织的《职员细则》相一致。

17. 《职员细则》第 355 条中使用的术语作了纠正以确保一致性。该条规定还作了修正以明确和简化特别教育补助金的术语。取消了 25 岁的年龄限制，以便使世界卫生组织《职员细则》与联合国及共同系统其它组织的《职员细则》相一致。在由总干事决定的一些情况下，年龄期限可延长到子女达到 28 岁的学年结束。

18. 《职员细则》第 350.1、350.2.2 和 355 条不再显示教育补助金的美元数额。取而代之，《职员细则》附录 2 将包含一份综合性清单，不但将包括美元数额，而且将包括以国际公务员制度委员会所建议数额为基础在指定国家中确定的当地货币数额。这种格式将对今后的更新给予行政方面的方便。《职员细则》第 350.1、350.2.2 和 355 条作了相应的修订。

回国补助金和搬家

19. 对《职员细则》第 370 和 855 条的现有条款增加了一条新的规定，目的是为了在夫妻双方均为联合国共同系统组织职员时避免应享待遇的重复。总干事确定的条款将对修订款进行补充。

付款和扣减

20. 《职员细则》第 380.3.1 条的第二句被删除并纳入《职员细则》第 550.1 条（职等内提薪）以避免不必要的相互参照。删除了《职员细则》第 380.3.1 条最后一句，因为计算机化之后，提薪生效日期不再是离最后批准日期最近月份的第一天。例如，调动和升迁可从一个月的任何一天开始生效。

职员受益者（新的《职员细则》第 495 条）

21. 当一名职员死亡时，曾向合格的受益者或职员的遗产支付应付款项。这一过程可涉及长时间的行政过程。引进《职员细则》第 495 条将使职员在就职时指定一个或多个受

益者的程序正式化。职员将负责就受益者的任何撤销或变化通知本组织，对指定的受益者将进行付款。引进这条规定，使世界卫生组织《职员细则》与联合国《职员细则》相一致。

职等内提薪

22. 《职员细则》第 550.1 条作了修订以明确职等内提薪的生效日期，无需再参照《职员细则》第 380.3.1 条。

特别假

23. 应职员的要求可给予全薪、部分付薪或无薪特别假。但是，也有为了本组织的利益给职员特别假的情况。《职员细则》第 650 条作了相应的修订。

病假

24. 《职员细则》第 740.1 条作了文字编辑以反映病假规定的实际实施情况。不要求给予病假仅限于一种疾病。

执行委员会的行动

25. 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 条就专业及专业以上职类职员薪酬、陪产假、薪金确定、薪资表、受扶养人津贴、教育补助金和特别教育补助金、回国补助金、付款和扣减、职员受益者、职等内提薪、特别假、病假、搬家以及教育补助金和残疾儿童特别教育补助金水平（于 2005 年 1 月 1 日开始的学年生效）对《职员细则》所作的修订，自 2005 年 1 月 1 日起生效。

决议 2

执行委员会

建议第五十八届世界卫生大会通过关于不叙级职位职员和总干事薪金的下述建议：

第五十八届世界卫生大会，

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为 172 860 美元，因而修订的净工资为 117 373 美元（有受扶养者）或 106 285 美元（单身者）；
2. **确定**总干事在扣除薪金税以前的年薪为 233 006 美元，因而修订的净工资为 154 664 美元（有受扶养者）或 137 538 美元（单身者）；
3. **决定**对薪酬的这些调整应自 2005 年 1 月 1 日起生效。

ANNEX

AMENDMENTS TO THE STAFF RULES

Former Text	New Text
<p>SALARY DETERMINATION</p> <p>320.5 A staff member may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that which he occupies; such temporary arrangements shall not be continued for more than 12 months. As from the beginning of the fourth consecutive month of such service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his current pay, consisting of net base salary, post adjustment and allowances, and that which he would receive if promoted to the post of higher grade.</p>	<p>SALARY DETERMINATION</p> <p>320.5 A staff member may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that which he occupies; such temporary arrangements shall not be continued for more than 12 months, unless otherwise decided by the Director-General. As from the beginning of the fourth consecutive month of such service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his current pay, consisting of net base salary, post adjustment and allowances, and that which he would receive if promoted to the post of higher grade.</p>
<p>SALARIES</p> <p>330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply to all professional and higher category posts:</p>	<p>SALARIES</p> <p>330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply applicable to all professional and higher category posts shall be as specified in Appendix 1 to these Rules.</p>
<p>340. DEPENDANTS' ALLOWANCES</p> <p>Staff members in the professional or higher category, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a dependant's allowance for dependants as defined in Rule 310.5, to be paid as follows:</p> <p>340.1 US\$ 1936 per annum for a child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.</p>	<p>340. DEPENDANTS' ALLOWANCES</p> <p>Staff members in the professional or higher category, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a dependant's allowance for dependants as defined in Rule 310.5, to be paid as follows:</p> <p>340.1 US\$ 1936 per annum for a dependent child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.</p>

Former Text	New Text
<p>340.2 US\$ 3872 per annum for a child who is physically or mentally incapacitated subject to the conditions defined in Rule 340.1 except that if the staff member has no dependent spouse and receives the “with dependant” rate of net salary by virtue of such a child, an allowance of US\$ 1936 shall be payable.</p> <p>340.3 US\$ 693 per year for a father, mother, brother or sister.</p> <p>340.4 In certain designated official stations, the allowances under Rules 340.1, 340.2 and 340.3 shall be established in local currency, as determined by the Director-General on the basis of procedures agreed among the international organizations concerned.</p>	<p>340.2 US\$ 3872 per annum for a child who is physically or mentally disabled incapacitated subject to the conditions defined in Rule 340.1, except that if the staff member has no dependent spouse and receives the “with dependant” rate of net salary by virtue of such a child, an allowance of US\$ 1936 shall be payable. the allowance shall be the same as for a dependent child in Rule 340.1 above.</p> <p>340.3 US\$ 693 per year for a father, mother, brother or sister.</p> <p>340.4 In certain designated official stations, The allowances to be paid under Rules 340.1, 340.2 and 340.3 shall be established in local currency, as determined by the Director-General on the basis of procedures agreed among the international organizations concerned.</p>
<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3. The amount of the grant payable under this Rule shall be 75% of the education expenses actually incurred and admissible under Rule 350.2. The maximum grant per child per year shall not exceed a total payment of US\$ 11 115 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations, the amount of the grant in respect of primary and secondary education shall be increased by an additional amount corresponding to 100% of boarding costs up to US\$ 5235 per child per year or, for expenses incurred in certain local currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. This Rule does not apply to staff holding temporary appointments as defined in Rule 420.3 or to consultants appointed under Rule 1330.</p>	<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3, under the conditions which follow:</p>

Former Text	New Text
<p>The grant is payable in respect of:</p> <p>350.1.1 each child as defined under Rule 310.5.2, except that the entitlement to the grant in respect of such a child shall extend up to the end of the scholastic year in which he reaches the age of 21;</p> <p>350.1.2 each child as defined under Rule 310.5.2, after such child has reached the age of 21 and not beyond the scholastic year in which he reaches the age of 25, up to the end of the fourth year of post-secondary studies or award of the first recognized degree, whichever is earlier.</p> <p>350.2 This grant is payable for:</p> <p>350.2.1 the cost of full-time attendance at an educational institution in the country or area of the official station (see also Rule 350.2.5);</p> <p>350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of board if provided by the institution. Where board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be US\$ 3490 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations the flat amount in respect of primary and secondary education is US\$ 5235, or for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p>	<p>350.1.1 the grant is payable for each child as defined under Rule 310.5.2, except that the entitlement in respect of such a child shall extend up to the end of the school year in which the child reaches the age of 25, completes four years of post-secondary studies or is awarded the first recognized degree, whichever is earlier;</p> <p>350.1.2 if the child’s education is interrupted for at least one scholastic year by national service obligations or illness, the period of eligibility may be extended, by the period of interruption, beyond the scholastic year in which the child reaches the age of 25;</p> <p>350.1.3 the amounts of the grant payable under the Rules shall be as specified in Appendix 2 to these Rules.</p> <p>350.2 This grant is payable in respect of for:</p> <p>350.2.1 the cost of full-time attendance at an educational institution in the country or area of the official station (see also Rule 350.2.5);</p> <p>350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of full board if provided by the institution. Where full board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be US\$ 3490 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations the flat amount in respect of primary and secondary education is US\$ 5235, or for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p> <p>[350.2.3 to 350.5 – no changes]¹</p>

¹Text in square brackets will not appear in the amended Staff Rules.

Former Text	New Text
<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>Staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a special education grant in respect of any physically or mentally incapacitated child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 25. The amount of the grant per child per year shall be 100% of the special education expenses actually incurred up to a maximum of US\$ 14 820 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, up to a maximum amount established in those currencies. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.</p>	<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>355.1 Staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a special education grant in respect of any physically or mentally incapacitated disabled child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 28, under conditions established by the Director-General. up to the end of the year in which such child reaches the age of 25. The amount of the grant per child per year shall be 100% of the special education expenses actually incurred up to a maximum of US\$ 14 820 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, up to a maximum amount established in those currencies. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.</p> <p>355.2 The amount of the special education grant for each disabled child shall be equal to 100% of admissible expenses actually incurred up to the applicable maximum grant as specified in Appendix 2 to these Rules.</p> <p>[Paragraphs 355.1 to 355.6 are renumbered 355.3 to 355.8]</p>
<p>370. REPATRIATION GRANT</p> <p>[370.1 to 370.5 unchanged]</p>	<p>370. REPATRIATION GRANT</p> <p>[New Rule]</p> <p>370.6 If both spouses are staff members of international organizations applying the common system of salaries and allowances and each is entitled to payment of a repatriation grant on separation from service, the amount of the grant paid to each shall be calculated in accordance with terms and conditions established by the Director-General.</p>

Former Text	New Text
<p>380. PAYMENTS AND DEDUCTIONS</p> <p>380.3 The effective date of any change in salary shall be as follows:</p> <p>380.3.1 Any increase shall be effective from the date of entitlement. The date of entitlement to a within-grade increase shall be the first of the month nearest the date of satisfactory completion of the service requirement. The date of entitlement to any other increase in salary shall be the first of the month nearest the date of final approval.</p>	<p>380. PAYMENTS AND DEDUCTIONS</p> <p>380.3 The effective date of any change in salary shall be as follows:</p> <p>380.3.1 Any increase shall be effective from the date of entitlement except as otherwise specified in these Rules or determined by the Director-General. The date of entitlement to a within grade increase shall be the first of the month nearest the date of satisfactory completion of the service requirement. The date of entitlement to any other increase in salary shall be the first of the month nearest the date of final approval.</p>
	<p>[New Rule]</p> <p>495. STAFF MEMBER'S BENEFICIARIES</p> <p>495.1 At the time of appointment, each staff member shall nominate a beneficiary or beneficiaries in writing in a form prescribed by the Director-General. It shall be the responsibility of the staff member to notify the Director-General of any revocations or changes of beneficiaries.</p> <p>495.2 In the event of the death of a staff member, all amounts due to that staff member will be paid to his or her nominated beneficiary or beneficiaries, except as otherwise stated in these Staff Rules and the Joint Staff Pension Fund Regulations. Such payment shall afford the World Health Organization a complete release from all further liability in respect of any sum so paid.</p>

Former Text	New Text
<p>630. ANNUAL LEAVE</p> <p>630.8 A staff member who, on leaving the service of the Organization, has not exhausted the annual leave to which he is entitled shall be paid in respect of each day of unused annual leave up to a maximum of 60 days (see Rule 380.2.2). A staff member who has taken advanced annual leave beyond that subsequently accrued shall either have the equivalent amount debited to his terminal payments or at the option of the Organization make a cash refund. In case of death of a staff member, payment in lieu of accrued annual leave shall be made to his estate but no deduction shall be made in respect of advanced annual leave.</p>	<p>630. ANNUAL LEAVE</p> <p>630.08 A staff member who, on leaving the service of the Organization, has not exhausted the annual leave to which he is entitled shall be paid in respect of each day of unused annual leave up to a maximum of 60 days (see Rule 380.2.2). A staff member who has taken advanced annual leave beyond that subsequently accrued shall either have the equivalent amount debited to his terminal payments or at the option of the Organization make a cash refund. In case of death of a staff member, payment in lieu of accrued annual leave shall be made to his estate or her nominated beneficiary or beneficiaries under Rule 495.2 but no deduction shall be made in respect of advanced annual leave</p>
<p>650. SPECIAL LEAVE</p> <p>Special leave with full, partial or no pay may be granted for training or research in the interest of the Organization or for other valid reasons, including the death of an immediate family member or the adoption of a child under conditions determined by the Director-General. Normally, such leave shall not be granted until all accrued annual leave has been exhausted and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.</p>	<p>650. SPECIAL LEAVE</p> <p>Special leave with full, partial or no pay may be granted for training or research in the interest of the Organization or for other valid reasons, including the death of an immediate family member or the adoption of a child under conditions determined by the Director-General. The Director-General may, at his or her initiative, place a staff member on special leave with full pay if he or she considers such leave to be in the interest of the Organization. Normally, such leave shall not be granted until all accrued annual leave has been exhausted and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.</p>

Former Text	New Text
<p>740. SICK LEAVE</p> <p>740.1 Staff members, except those engaged on a “when-actually-employed” basis and those excluded by the Director-General under the provisions of Rules 1320 and 1330, who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>740.1.1 a staff member holding an appointment of one year’s duration or more may be granted up to six months’ leave with full pay in connection with any one illness or in any period of 12 consecutive months, provided that the total of all absences on account of sick leave shall not exceed nine months in any four-year period (See also Rules 655.1 and 750.1);</p>	<p>740. SICK LEAVE</p> <p>740.1 Staff members, except those engaged on a “when-actually-employed” basis and those excluded by the Director-General under the provisions of Rules 1320 and 1330, who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>740.1.1 a staff member holding an appointment of one year’s duration or more may be granted up to six months’ sick leave with full pay in connection with any one illness or in any period of 12 consecutive months, provided that the total of all absences on account of sick leave shall not exceed nine months in any four-year period (See also Rules 655.1 and 750.1);</p> <p>[No further changes]</p>
<p>760. MATERNITY AND PATERNITY LEAVE</p> <p>760.6 Paternity leave</p> <p>A staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, shall be entitled to paternity leave for up to five days upon presentation of satisfactory evidence of the birth of his child.</p>	<p>760. MATERNITY AND PATERNITY LEAVE</p> <p>760.6 Paternity leave</p> <p>Upon presentation of satisfactory evidence of the birth of his child, A- a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, shall be entitled to paternity leave for a maximum period of four weeks for staff assigned to family duty stations. In exceptional circumstances, such as complications of pregnancy or the death of the mother, paternity leave shall be for a maximum period of eight weeks. Staff at non-family duty stations shall be entitled to paternity leave for a maximum period of eight weeks. Paternity leave must be exhausted within 12 months from the date of the child’s birth.</p>
<p>855. REMOVAL OF HOUSEHOLD GOODS</p>	<p>855. REMOVAL OF HOUSEHOLD GOODS</p> <p>[855.1 to 855.2 unchanged. Add new Rule]</p> <p>855.3 If both spouses are staff members of international organizations applying the common system of salaries and allowances and each is entitled to reimbursement for the expense of moving household goods, each shall have the choice of exercising the entitlement within limits established by the Director-General.</p>

Appendix 1

**Salary scale for staff in the professional and higher graded categories: annual gross salaries and net equivalents
after application of staff assessment (in US dollars)¹**

(effective 1 January 2005)

<i>Level</i>		Step														
		<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	141 974	145 065	148 156	151 248	154 340	157 431									
	Net D	98 224	100 140	102 057	103 974	105 891	107 807									
	Net S	90 236	91 854	93 466	95 072	96 674	98 269									
P-6/D-1	Gross	129 405	132 119	134 832	137 457	140 261	142 974	145 689	148 403	151 116						
	Net D	90 431	92 114	93 796	95 479	97 162	98 844	100 527	102 210	103 892						
	Net S	83 587	85 050	86 509	87 965	89 418	90 867	92 312	93 755	95 194						
P-5	Gross	106 368	108 679	110 987	113 295	115 605	117 913	120 223	122 532	124 842	127 150	129 458	131 768	134 077		
	Net D	76 148	77 581	79 012	80 443	81 875	83 306	84 738	86 170	87 602	89 033	90 464	91 896	93 328		
	Net S	70 742	72 014	73 282	74 550	75 815	77 077	78 338	79 596	80 852	82 106	83 358	84 607	85 855		
P-4	Gross	86 211	88 303	90 423	92 650	94 879	97 106	99 335	101 563	103 792	106 018	108 247	110 474	112 703	114 931	117 160
	Net D	63 499	64 880	66 262	67 643	69 025	70 406	71 788	73 169	74 551	75 931	77 313	78 694	80 076	81 457	82 839
	Net S	59 132	60 390	61 647	62 901	64 155	65 407	66 659	67 909	69 157	70 405	71 651	72 896	74 140	75 383	76 625
P-3	Gross	69 779	71 715	73 656	75 589	77 530	79 467	81 402	83 342	85 280	87 217	89 156	91 161	93 226	95 287	97 350
	Net D	52 654	53 932	55 213	56 489	57 770	59 048	60 325	61 606	62 885	64 163	65 443	66 720	68 000	69 278	70 557
	Net S	49 149	50 325	51 503	52 678	53 856	55 030	56 206	57 383	58 558	59 734	60 906	62 079	63 250	64 422	65 594
P-2	Gross	56 465	58 056	59 643	61 344	63 077	64 809	66 542	68 273	70 008	71 742	73 473	75 209			
	Net D	43 655	44 800	45 943	47 087	48 231	49 374	50 518	51 660	52 805	53 950	55 092	56 238			
	Net S	40 947	41 985	43 020	44 057	45 092	46 130	47 184	48 234	49 289	50 341	51 392	52 447			
P-1	Gross	43 831	45 358	46 883	48 413	49 938	51 464	52 992	54 519	56 043	57 571					
	Net D	34 558	35 658	36 756	37 857	38 955	40 054	41 154	42 254	43 351	44 451					
	Net S	32 599	33 612	34 625	35 638	36 650	37 662	38 676	39 676	40 672	41 668					

¹D = Rate applicable to staff members with a dependent spouse or child; S = Rate applicable to staff members with no dependent spouse or child.

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 2005)

<i>Country/currency area</i>	<i>(1) Maximum admissible educational expenses and maximum grant for disabled children</i>	<i>(2) Maximum education grant</i>	<i>(3) Flat rate when boarding not provided</i>	<i>(4) Additional flat rate for boarding (for staff serving at designated duty stations)</i>	<i>(5) Maximum grant for staff members serving at designated duty stations</i>	<i>(6) Maximum admissible educational expenses for attendance (only when flat rate for boarding is paid)</i>
Part A						
Euro						
Austria	15 198	11 399	3 392	5 087	16 486	10 676
Belgium	14 446	10 835	3 147	4 720	15 555	10 251
Finland	9 082	6 812	2 382	3 572	10 384	5 907
France	10 263	7 697	2 716	4 074	11 771	6 641
Germany	18 993	14 245	3 794	5 690	19 935	13 935
Ireland	10 997	8 248	2 755	4 132	12 380	7 324
Italy	15 316	11 487	2 818	4 227	15 714	11 559
Luxembourg	12 898	9 673	3 147	4 720	14 393	8 701
Monaco	9 330	6 997	2 672	4 008	11 005	5 767
Netherlands	15 440	11 580	3 594	5 392	16 972	10 648
Spain	13 762	10 332	2 733	4 099	14 431	10 132
Denmark (krone)	89 010	66 758	23 601	35 401	102 159	57 543
Japan yen (yen)	2 324 131	1 743 098	525 930	788 895	2 531 993	1 622 891
Norway (krone)	71 632	53 724	18 338	27 507	81 231	47 181
Sweden (krona)	100 733	75 550	22 569	33 853	109 403	70 641
Switzerland (Swiss franc)	26 868	20 151	5 182	7 773	27 924	19 959
United Kingdom of Great Britain and Northern Ireland (pound sterling)	18 285	13 714	3 181	4 772	18 486	14 044
Part B						
United States dollar (outside the United States of America)	17 189	12 892	3 490	5 235	18 127	12 536
Part C						
United States dollar (in the United States)*	28 832	21 624	4 742	7 113	28 737	22 509

*Also applies, as a special measure, for China, Indonesia, Romania and the Russian Federation.

Where educational expenses are incurred in any of the currencies set out in the table above, the maximum applicable amounts are set out in columns (1) to (6) against those currencies. Where educational expenses are incurred in the United States of America, the maximum applicable amounts are set out in columns (1) to (6) against part C above. Where educational expenses are not incurred in any of the currencies set out in part A above or in the United States, the maximum applicable amounts are set out in columns (1) to (6) against part B above.

Attendance at an educational institution outside the duty station

(i) Where the educational institution provides board, the amount shall be 75% of the admissible costs of attendance and the costs of board up to the maximum indicated in column (1), with a maximum grant indicated in column (2) per year.

(ii) Where the educational institution does not provide board, the amount shall be a flat sum as indicated in column (3), plus 75% of the admissible costs of attendance up to a maximum grant as indicated in column (2) per year.

Attendance at an educational institution at the duty station

(iii) The amount shall be 75% of the admissible costs of attendance up to the maximum indicated in column (1), with a maximum grant as indicated in column (2) per year.

(iv) Where the grant is payable for the cost of boarding for attendance at an educational institution in the country of the official station but beyond commuting distance from the official station, and when no suitable education facility exists in that area, the amount of the grant shall be calculated at the same rates as specified in (i) or (ii) above.

Staff serving at designated duty stations with inadequate or no education facilities with attendance at an educational institution at the primary or secondary level outside the duty station

(v) Where the educational institution provides board, the amount shall be:

a. 100% of the costs of board up to the maximum indicated in column (4); and

b. 75% of the admissible costs of attendance and of any part of the costs of board in excess of the amount indicated in column (4), with a maximum reimbursable amount as indicated in column (5).

(vi) Where the educational institution does not provide board, the amount shall be:

a. A flat sum for board as indicated in column (4); and

b. 75% of the admissible costs of attendance, with a maximum reimbursable amount as indicated in column (5).

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