



# WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD  
117th Session  
Provisional agenda item 7.3

EB117/23  
16 January 2006

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## Confirmation of amendments to the Staff Rules<sup>1</sup>

### Report by the Secretariat

1. Amendments to the Staff Rules made by the Director-General are submitted for confirmation by the Executive Board in accordance with Staff Regulation 12.2.<sup>2</sup>
2. The amendments described in section I of this document stem from decisions expected to be taken by the United Nations General Assembly at its sixtieth session, on the basis of recommendations made by the International Civil Service Commission. Only the Commission's recommendation relating to the staff assessment scale was endorsed by the United Nations General Assembly.<sup>3</sup> Consideration of all other recommendations as set out in the Commission's annual report for 2005<sup>4</sup> was deferred to the resumed sixtieth session of the United Nations General Assembly scheduled to take place in March 2006.<sup>5</sup>
3. The amendments described in section II of this document are made in the light of experience and in the interest of good management of human resources.
4. The financial implications of the amendments in the biennium 2006-2007 are noted in addenda to this document.
5. The text of the amended Staff Rules is contained at Annex.

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<sup>1</sup> Copies of the Staff Rules and Staff Regulations are available in the meeting room for Board members.

<sup>2</sup> *Basic documents*, 45th ed., Geneva, World Health Organization, 2005.

<sup>3</sup> United Nations General Assembly resolution 60/248.

<sup>4</sup> See document EB117/22.

<sup>5</sup> United Nations General Assembly decision 60/544.

## **I. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SIXTIETH SESSION ON THE BASIS OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION**

### **Staff assessment scale and remuneration of staff in professional and higher categories**

6. Representatives of the United Nations Secretariat had informed the Commission that in order to redress imbalances in the Tax Equalization Fund,<sup>1</sup> a reduction in staff assessment would be required to lower the fund by 20%. Although the adjustment would have no impact on net salaries, it would lower the gross salaries of staff in professional and higher categories by 20%. The Commission recommended this adjustment, which the United Nations General Assembly endorsed (see paragraph 2 above), and amendments to Staff Rule 330.1 have been prepared to this effect. Amendments to Appendix 1 to the Staff Rules have also been prepared accordingly. In addition, an explanatory footnote has been added to Appendix 1 to provide clarification on the qualifying period for a within-grade increase between consecutive steps (see also paragraph 16 below relating to Staff Rule 550.2).

### **Salaries of staff in ungraded posts and of the Director-General**

7. Following the decision of the United Nations General Assembly as detailed in paragraph 6 above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board should recommend to the Fifty-ninth World Health Assembly reductions in the gross salaries of Assistant Directors-General and Regional Directors; net salaries would remain unchanged. Thus, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 160 574 per annum, resulting in a net salary of US\$ 117 373 (dependency rate) or US\$ 106 285 (single rate).

8. The adjustments to salaries described above would imply similar adjustments to the gross salary of the Director-General. The modification in salary to be authorized by the Health Assembly would result in a gross salary of US\$ 217 945, with a corresponding net salary of US\$ 154 664 (dependency rate) or US\$ 137 543 (single rate).

## **II. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE INTEREST OF GOOD HUMAN-RESOURCES MANAGEMENT**

### **Classification review**

9. Staff Rule 230 has been amended to make explicit reference to the procedures established by the Director-General for the classification review of a post. As part of a cyclical process of human-resources planning, posts are normally reviewed at least every five years but not more than once every two years, except in those circumstances where there are significant changes in the level of duties and responsibilities.

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<sup>1</sup> A fund maintained by, for example, the United Nations, that is used for reimbursing national taxes levied on United Nations income for some staff members.

### **Definition of, and staff in, posts subject to local recruitment**

10. In the past, the non-resident's allowance was paid to internationally recruited general service staff serving in duty stations in Europe and North America. Some general service staff were recruited on an international basis for service at headquarters and therefore received the allowance. Since 1 September 1983, based on a decision of the Commission, payment of the allowance has been limited to staff serving in certain designated duty stations (excluding Europe and North America). Staff Rules 310.4 and 1310.4 to 1310.6 have been edited to clarify the references to the non-resident's allowance.

### **Education grant and special education grant for disabled children**

11. Staff Rule 350.1.2 has been amended to recognize that, in addition to illness or national-service obligations, there may be other compelling reasons for extending the period of eligibility for education grant and special education for children with disabilities beyond the scholastic year in which the child reaches the age of 25.

12. Amendments have been made to Staff Rules 350.5 and 355.7 whereby the requirement of proportionally reducing the amounts of the education grant and special education grant for children with disabilities is waived if the staff member dies in service after the beginning of the school year. These changes are being made in the interest of good management of human resources and to align WHO's Staff Rules with those of the United Nations and other organizations in the common system.

### **Payment of expatriate benefits**

13. At the time of appointment, the Organization determines the recognized place of residence in the country of the staff member's nationality for purposes of establishing entitlements, including education grant, repatriation grant, and home leave. The Staff Rules mentioned in the following paragraphs have been amended to emphasize the expatriate character of these entitlements, which apply to internationally recruited staff members assigned to, or residing outside, the country of their recognized place of residence. These changes also serve to align WHO's Staff Rules with those of the United Nations and other organizations in the common system. The amendments to the Staff Rules outlined below will take effect as of 1 April 2006 and will apply to any individual who is either appointed or promoted as an internationally recruited professional staff member on or after that date.

(a) **Education grant.** Staff Rule 350.3.1 has been amended to clarify that the education grant is not payable to internationally recruited staff members who are assigned to, or residing in, the country of their recognized place of residence.

(b) **Repatriation grant.** Staff Rules 370.1, 370.3, 370.3.2, 370.4 have been amended to clarify that the grant is not payable to internationally recruited staff members who are assigned to, or residing in, the country of their recognized place of residence. Consequently, the reference to "within 100 kilometres of the staff member's recognized place of residence" has also been removed. Payment of the repatriation grant will require not only proof of relocation outside the country of the last official duty station, but also outside the country of residence during the last assignment.

(c) **Home leave.** Staff Rules 640.1, 640.3.1 and 640.4 have been amended to clarify that eligibility for home leave does not apply to internationally recruited staff members who are serving or residing in the country of their recognized place of residence.

### **Recruitment policies**

14. Staff Rule 410.3.2.1 has been edited to clarify that it is the hierarchical, not the organizational, structure which governs assignment of staff members who are related.

### **Interorganization transfers**

15. Staff Rule 480.1.3 has been amended to indicate that staff members of PAHO who are transferred to WHO are not required to serve a probationary period. This change ensures that such transfers acknowledge length of service in the staff member's parent organization, thus facilitating and providing incentives for mobility and rotation of staff between the two organizations.

### **Within-grade increase**

16. Rule 550.2.2 has been amended to indicate that the two-year qualifying period of service required for a within-grade increase at the P6/D1 level starts at step IV. This change applies only to those staff members who have not yet reached the P6/D1 step IV level by 1 April 2006 and aligns WHO's Staff Rules with those of the United Nations and other organizations in the common system.

### **Reassignment**

17. In keeping with related Staff Rule 320.5, Staff Rule 565.4 has been amended to indicate that the arrangement whereby a staff member may be required to assume temporarily the responsibilities of another post without formal reassignment shall not be continued for more than 12 months, unless decided otherwise by the Director-General.

### **Promotion**

18. Staff Rule 560.3 has been amended to indicate that when a post is reclassified from the general service to the professional category or by more than one grade within a category, the staff member may be granted extra pay as from the fourth month of the effective date of the reclassification, calculated in accordance with the provisions of, and with due regard to, the period specified in Staff Rule 320.5.

### **Leave without pay and sick leave under insurance cover**

19. Staff Rules 655.2.3 and 750.2 have been amended to indicate that if the period of leave without pay or sick leave under insurance cover is 30 days or less, service credit shall continue to accrue for the purposes specified in those Staff Rules. This change is being made in the interest of administrative simplicity and efficiency and also serves to align WHO's Staff Rules and practices with those of the United Nations and other organizations in the common system.

### **Maternity and paternity leave**

20. An editorial change has been made to Staff Rule 760.2 in the interest of greater clarity. Staff Rule 760.6 has been amended to ensure consistency and harmonization of application with the Staff Rules of the United Nations and other organizations in the common system.

**Travel of staff members, spouse and children**

21. New Staff Rules (810.8 and 820.2.9) have been introduced whereby, in exceptional circumstances, and in accordance with conditions to be established by the Director-General, return travel may be authorized in the case of illness or injury requiring special facilities for the treatment of locally recruited staff members, their spouse and dependent children.

**Notification of charges and reply**

22. Staff Rule 1130 has been amended to reflect actual practice whereby staff members have a right of reply to charges before any type of disciplinary measure listed in Staff Rule 1110.1 (not only dismissal or summary dismissal) is imposed upon them. It has also been clarified that the period for the reply is eight **calendar** days.

**Performance and change of status**

23. Staff Rule 570.2 has been amended to remove the reference to misconduct and to align it with amended Staff Rule 1130 which provides for staff members' right of reply in cases of reduction in grade for misconduct. It has also been clarified that the period for the reply is eight calendar days.

**Definition of dependants**

24. In order to ensure consistency of terminology throughout the Staff Rules and to align WHO's Staff Rules and administrative issuances with those of the United Nations and other organizations in the common system, the term "spouse" has been introduced in Staff Rules 310.5.1.3, 360.2, 365.5, 640.7 and 820.6.

**Abolition of post**

25. Staff Rule 1050.2 has been amended to address the effects on staff members' rights to termination indemnity under Rule 1050.4 and reassignment resulting from current provisions which provide for rights to reassignment only for staff with career/service appointments or those holding a post of indefinite duration. Staff members who, as at 1 January 2006, hold a post of indefinite duration but have less than five years of continuous and uninterrupted service on a fixed-term appointment will maintain the right to reassignment so long as they remain assigned to such a post.

26. Staff Rule 1050.1 has been amended so as to align it with amended Staff Rule 1050.2.

**ACTION BY THE EXECUTIVE BOARD**

27. In the light of these revisions, the Board may wish to consider the following draft resolutions.

**Resolution 1**

The Executive Board,

CONFIRMS, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that have been made by the Director-General: (i) with effect from 1 January 2006

concerning the staff assessment scale, remuneration of staff in the professional and higher categories, classification review, definitions and staff in posts subject to local recruitment, education grant, special education grant for disabled children, repatriation grant, home leave, mobility and hardship allowance, assignment grant, recruitment policies, interorganization transfers, promotion, reassignment, leave without pay, sick leave under insurance cover, maternity and paternity leave, travel of staff members, travel of spouse and children, notification of charges and reply, reduction in grade, definition of dependants, and abolition of post; (ii) with effect from 1 April 2006 concerning within-grade increase with such amendments applying only to those staff members who have not yet reached the P6/D1 step IV level by 1 April 2006; and (iii) with effect from 1 April 2006 concerning the payment of expatriate benefits relating to education grant, repatriation grant and home leave, with such amendments applying to any individual who is either appointed or promoted as an internationally recruited professional staff member on or after that date; staff members who, as at 1 January 2006, are on posts of indefinite duration but have less than five years of continuous and uninterrupted service on a fixed-term appointment will maintain the right to reassignment so long as they remain assigned to such a post.

## **Resolution 2**

The Executive Board,

RECOMMENDS to the Fifty-ninth World Health Assembly the adoption of the following resolution regarding salaries of staff in ungraded posts and of the Director-General:

The Fifty-ninth World Health Assembly,

Noting the recommendations of the Executive Board with regard to remuneration of staff in ungraded posts and of the Director-General,

1. ESTABLISHES the salaries of Assistant Directors-General and Regional Directors at US\$ 160 574 per annum before staff assessment, resulting in a modified net salary of US\$ 117 373 (dependency rate) or US\$ 106 285 (single rate);
2. ESTABLISHES the salary of the Director-General at US\$ 217 945 per annum before staff assessment, resulting in a modified net salary of US\$ 154 664 (dependency rate) or US\$ 137 543 (single rate);
3. DECIDES that those adjustments in remuneration shall take effect from 1 January 2006.

## ANNEX

## AMENDMENTS TO THE STAFF RULES

Former text	New text
<p>230. CLASSIFICATION REVIEW</p> <p>A staff member may at any time request a re-examination of the classification of the post which he occupies and any staff member may at any time request a re-examination of the classification of any post under his supervision.</p>	<p>230. CLASSIFICATION REVIEW</p> <p><b>In accordance with procedures established by the Director-General,</b> a staff member may <del>at any time</del> request a re-examination of the classification of the post which he occupies and any staff member may <del>at any time</del> request a re-examination of the classification of any post under his supervision.</p>
<p>310. DEFINITIONS</p> <p>...</p> <p>310.4 “Terminal remuneration” is the figure used in the calculation of separation payments set out in Rule 380.2. For staff in the general service category, “terminal remuneration” is equivalent to gross base salary (less staff assessment), language allowance and the non-resident’s allowance for staff in receipt of this entitlement on 31 August 1983. For staff in the professional and higher categories “terminal remuneration” is the net base salary.</p>	<p>310. DEFINITIONS</p> <p>310.1 to 310.3 [no change]<sup>1</sup></p> <p>310.4 “Terminal remuneration” is the figure used in the calculation of separation payments set out in Rule 380.2. For staff in the general service category, “terminal remuneration” is equivalent to gross base salary (less staff assessment), language allowance and the non-resident’s allowance for <b>those staff who were eligible and continue to receive this entitlement at the rate and in accordance with the provisions in effect before 1 September 1983.</b> <del>in receipt of this entitlement on 31 August 1983.</del> For staff in the professional and higher categories “terminal remuneration” is the net base salary.</p>
<p>310.5 “Dependants” for the purposes of determining entitlements under the Rules, except as otherwise specified, are defined as:</p> <p>...</p> <p>310.5.1.3 if both husband and wife are staff members of international organizations applying the common system of salaries and allowances, neither may be recognized as a dependant for the purposes of Rules 330.2, 335 and 360;</p>	<p>310.5 “Dependants” for the purposes of determining entitlements under the Rules, except as otherwise specified, are defined as:</p> <p>310.5.1 to 310.5.1.2 [no change]</p> <p>310.5.1.3 if both <del>husband and wife</del> <b>spouses</b> are staff members of international organizations applying the common system of salaries and allowances, neither may be recognized as a dependant for the purposes of Rules 330.2, 335 and 360;</p> <p>[no further changes]</p>

<sup>1</sup> Text in square brackets will not appear in the amended Staff Rules.

Former text	New text																				
<p>330. SALARIES</p> <p>330.1 Gross base salaries shall be subject to the following assessments:</p> <p>330.1.1 For professional and higher graded staff:</p> <table border="1" data-bbox="354 1155 652 1986"> <thead> <tr> <th>Assessable income US\$</th> <th>Staff assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2) %</th> </tr> </thead> <tbody> <tr> <td>First 30 000</td> <td>18</td> </tr> <tr> <td>Next 30 000</td> <td>28</td> </tr> <tr> <td>Next 30 000</td> <td>34</td> </tr> <tr> <td>Remaining assessable payments</td> <td>38</td> </tr> </tbody> </table> <p>Amounts of staff assessment for those with neither a dependent spouse nor a dependent child would be equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.</p> <p>...</p>	Assessable income US\$	Staff assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2) %	First 30 000	18	Next 30 000	28	Next 30 000	34	Remaining assessable payments	38	<p>330. SALARIES</p> <p>330.1 Gross base salaries shall be subject to the following assessments:</p> <p>330.1.1 For professional and higher graded staff:</p> <table border="1" data-bbox="354 253 652 1081"> <thead> <tr> <th>Assessable income US\$</th> <th>Staff assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2) %</th> </tr> </thead> <tbody> <tr> <td>First 50 000</td> <td>19</td> </tr> <tr> <td>Next 50 000</td> <td>28</td> </tr> <tr> <td>Next 50 000</td> <td>32</td> </tr> <tr> <td>Remaining assessable payments</td> <td>35</td> </tr> </tbody> </table> <p>Amounts of staff assessment for those with neither a dependent spouse nor a dependent child would be equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.</p> <p>330.1.2 [no change]</p>	Assessable income US\$	Staff assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2) %	First 50 000	19	Next 50 000	28	Next 50 000	32	Remaining assessable payments	35
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Former text	New text
<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> <p>...</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>...</p> <p>350.3 The education grant shall not be paid for:</p> <p>350.3.1 periods during which the staff member is assigned to the country of his recognized place of residence except when such periods are immediately preceded by an official station outside that country in which case the grant is payable for the balance of the current school year following reassignment but not exceeding one full school year;</p> <p>...</p> <p>350.5 The grant shall be paid in full if in any scholastic year the staff member's period of employment with the Organization and the period of the child's attendance at the educational institution are each not less than two-thirds of the scholastic year. If this condition is not met the grant shall be proportionately reduced.</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> <p>350.1.1 [no change]</p> <p>350.1.2 if the child's education is interrupted for at least one scholastic year by national service obligations, <del>or</del> illness <b>or other compelling reasons</b>, 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 to 350.2.6 [no change]</p> <p>350.3 The education grant shall not be paid for:</p> <p>350.3.1 periods during which the staff member is assigned to, <b>or residing in</b>, the country of his recognized place of residence except when such periods are immediately preceded by an assignment to an official station outside that country in which case the grant is payable for the balance of the current school year following reassignment but not exceeding one full school year;</p> <p>350.3.2 to 350.4 [no change]</p> <p>350.5 The grant shall be paid in full if in any scholastic year the staff member's period of employment with the Organization and the period of the child's attendance at the educational institution are each not less than two-thirds of the scholastic year. If this condition is not met the grant shall be proportionately reduced, <b>except if the staff member dies while in service after the beginning of the school year.</b></p> <p>[no further changes]</p>

Former text	New text
<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>...</p> <p>355.7 The grant shall be paid in full if the staff member's period of employment with the Organization and the period of the child's special education are each not less than two-thirds of the year defined in Rule 355.6. If this condition is not met the grant shall be proportionately reduced.</p>	<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>355.1 to 355.6 [no change]</p> <p>355.7 The grant shall be paid in full if the staff member's period of employment with the Organization and the period of the child's special education are each not less than two-thirds of the year defined in Rule 355.6. If this condition is not met the grant shall be proportionately reduced, <b>except if the staff member dies while in service after the beginning of the school year.</b></p> <p>[no further changes]</p>
<p>360. MOBILITY AND HARDSHIP ALLOWANCE</p> <p>...</p> <p>360.2 The annual rates of the mobility and hardship allowance shall be calculated as a percentage of the annual net base salary of a staff member at step 6 of grade P.4 with a dependent spouse or a dependent child as defined in Rule 330.2 and in accordance with the matrix below. The resulting annual amounts are applicable to staff members in grades P.4 and P.5. The amounts shall be increased by 13% for staff members in grades P.6/D.1 and above and reduced by 13% for staff members in grades P.1 to P.3. Staff members without dependants as defined in Rules 310.5.1 and 310.5.2 shall receive 75% of the amounts applicable to their grade. If both husband and wife are staff members of international organizations in the common system of salaries and allowances, the allowance shall be payable to each at the rate applicable to their individual official stations. If there are dependent children as defined under Rule 310.5.2 the dependency rate of the allowance shall be payable to the spouse in respect of whom the dependent children are recognized. The amounts established under this Rule shall be increased by three percentage points at official stations in category H for staff members with no entitlement under Rule 855.1 and decreased by five percentage points at official stations in categories A to E for staff members with an entitlement under Rule 855.1.</p>	<p>360. MOBILITY AND HARDSHIP ALLOWANCE</p> <p>360.1 to 360.1.4 [no change]</p> <p>360.2 The annual rates of the mobility and hardship allowance shall be calculated as a percentage of the annual net base salary of a staff member at step 6 of grade P.4 with a dependent spouse or a dependent child as defined in Rule 330.2 and in accordance with the matrix below. The resulting annual amounts are applicable to staff members in grades P.4 and P.5. The amounts shall be increased by 13% for staff members in grades P.6/D.1 and above and reduced by 13% for staff members in grades P.1 to P.3. Staff members without dependants as defined in Rules 310.5.1 and 310.5.2 shall receive 75% of the amounts applicable to their grade. If both <del>husband and</del> <b>wife spouses</b> are staff members of international organizations in the common system of salaries and allowances, the allowance shall be payable to each at the rate applicable to their individual official stations. If there are dependent children as defined under Rule 310.5.2 the dependency rate of the allowance shall be payable to the spouse in respect of whom the dependent children are recognized. The amounts established under this Rule shall be increased by three percentage points at official stations in category H for staff members with no entitlement under Rule 855.1 and decreased by five percentage points at official stations in categories A to E for staff members with an entitlement under Rule 855.1.</p>

	Former text	New text
<p>365. ASSIGNMENT GRANT</p> <p>...</p> <p>365.5 If both husband and wife are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule 365.1.1 shall be payable to each staff member. The amount under Rule 365.1.2 shall be payable to the staff member in respect of whom the child is recognized as a dependant, whereas the amount under Rule 365.3 shall be payable to the spouse whose entitlement yields the higher amount.</p>	<p>365. ASSIGNMENT GRANT</p> <p>...</p> <p>365.5 If both husband and wife are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule 365.1.1 shall be payable to each staff member. The amount under Rule 365.1.2 shall be payable to the staff member in respect of whom the child is recognized as a dependant, whereas the amount under Rule 365.3 shall be payable to the spouse whose entitlement yields the higher amount.</p>	<p>365. ASSIGNMENT GRANT</p> <p>365.1 to 365.4 [no change]</p> <p>365.5 If both <del>husband and wife</del> <b>spouses</b> are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule 365.1.1 shall be payable to each staff member. The amount under Rule 365.1.2 shall be payable to the staff member in respect of whom the child is recognized as a dependant, whereas the amount under Rule 365.3 shall be payable to the spouse whose entitlement yields the higher amount.</p>
<p>370. REPATRIATION GRANT</p> <p>370.1 A staff member who on leaving the service of the Organization, other than by summary dismissal under Rule 1075.2, has performed at least one year of continuous service outside the country of his recognized place of residence shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.2. Payment in respect of entitlements accrued as from 1 July 1979 shall be subject to receipt from the former staff member of documentary evidence, in accordance with the criteria established by the Director-General, of relocation outside the country of his last official station, with due regard to the provisions of Rule 370.4. This part of the grant is payable if it is claimed within two years of the effective date of separation.</p> <p>...</p> <p>370.3 In computing the years of qualifying service outside the country of the recognized place of residence for the purposes of Rule 370.1, the following periods shall be excluded:</p> <p>...</p> <p>370.3.2 any period of duty at an official station within 100 kilometres of the staff member's recognized place of residence (see Rule 460).</p>	<p>370. REPATRIATION GRANT</p> <p>370.1 A staff member who on leaving the service of the Organization, other than by summary dismissal under Rule 1075.2, has performed at least one year of continuous service outside the country of his recognized place of residence shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.2. Payment in respect of entitlements accrued as from 1 July 1979 shall be subject to receipt from the former staff member of documentary evidence, in accordance with the criteria established by the Director-General, of relocation outside the country of his last official station, with due regard to the provisions of Rule 370.4. This part of the grant is payable if it is claimed within two years of the effective date of separation.</p> <p>...</p> <p>370.3 In computing the years of qualifying service outside the country of the recognized place of residence for the purposes of Rule 370.1, the following periods shall be excluded:</p> <p>...</p> <p>370.3.2 any period of duty at an official station within 100 kilometres of the staff member's recognized place of residence (see Rule 460).</p>	<p>370. REPATRIATION GRANT</p> <p>370.1 A staff member who on leaving the service of the Organization, other than by summary dismissal under Rule 1075.2, has performed at least one year of continuous service outside the country of his recognized place of residence shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.2. Payment in respect of entitlements accrued as from 1 July 1979 shall be subject to receipt from the former staff member of documentary evidence, in accordance with the criteria established by the Director-General, of relocation outside the country of his last official station <b>or residence during his last assignment</b>, with due regard to the provisions of Rule 370.4. This part of the grant is payable if it is claimed within two years of the effective date of separation.</p> <p>370.1.1 to 370.2 [no change]</p> <p>370.3 In computing the years of qualifying service <del>outside the country of the recognized place of residence</del> for the purposes of Rule 370.1, the following periods shall be excluded:</p> <p>370.3.1 [no change]</p> <p>370.3.2 any period of duty <b>during which the staff member is assigned to, or residing in, the country of his recognized place of residence at an official station within 100 kilometres of the staff member's recognized place of residence</b> (see Rule 460).</p>

Former text	New text
<p>370.4 The grant shall not be payable to a staff member whose official station is in the country of his recognized place of residence at the time of separation provided that the grant may be paid on a full or reduced basis to a staff member transferred to duty in the country of his recognized place of residence prior to termination, the amount of the grant being reduced in proportion to the duration of his residence in that country. In such a case, the evidence of relocation referred to in Rule 370.1 shall not be required.</p>	<p>370.4 The grant shall not be payable to a staff member <del>whose official station is in the country of his recognized place of residence</del> <b>assigned to, or residing in, the country of his recognized place of residence</b> at the time of separation provided that the grant may be paid on a full or reduced basis to a staff member transferred to duty in the country of his recognized place of residence prior to termination, the amount of the grant being reduced in proportion to the duration of his residence in that country. In such a case, the evidence of relocation referred to in Rule 370.1 shall not be required.</p> <p>[no further changes]</p>
<p>410. RECRUITMENT POLICIES</p> <p>...</p> <p>410.3.2.1 shall not be assigned to serve in a position in the same unit, or to a position that is superior or subordinate in the line of authority to the position occupied by the staff member to whom he or she is related.</p>	<p>410. RECRUITMENT POLICIES</p> <p>410.1 to 410.3.2 [no change]</p> <p>410.3.2.1 shall not be assigned to serve in a position <del>in the same unit, or to a position that is superior or subordinate in the line of authority to the position occupied by the staff member to whom he or she is related.</del></p> <p>[no further changes]</p>
<p>480. INTERORGANIZATION TRANSFERS</p> <p>480.1 Subject to the requirements of Rules 430 and 440 (“Medical Certification and Inoculations” and “Appointment Procedure”), appointees accepted for transfer from another United Nations organization:</p> <p>...</p> <p>480.1.3 shall be appointed on a fixed-term appointment in accordance with Staff Rule 420.5, and serve on transfer the same probationary period as a newly appointed staff member;</p>	<p>480. INTERORGANIZATION TRANSFERS</p> <p>480.1 Subject to the requirements of Rules 430 and 440 (“Medical Certification and Inoculations” and “Appointment Procedure”), appointees accepted for transfer from another United Nations organization:</p> <p>480.1.1 to 480.1.2 [no change]</p> <p>480.1.3 shall be appointed on a fixed-term appointment in accordance with Staff Rule 420.5, and serve <del>on transfer</del> the same probationary period as a newly appointed staff member, <b>except for appointees transferred from the Pan American Health Organization;</b></p> <p>[no further changes]</p>

Former text	New text
<p>550. WITHIN-GRADE INCREASE</p> <p>...</p> <p>550.2 The unit of service time is defined as the minimum length of time which must be served at a step in order to achieve a within-grade increase under the terms of Rule 550.1. The unit of service time is as follows:</p> <p>...</p> <p>550.2.2 two years of full-time service at levels: P-2 step XI, P-3 steps XIII and XIV, P-4 step XII to step XIV, P-5 step X to step XII, P-6/D-1 step V to step VIII, and D-2 step I to step V;</p>	<p>550. WITHIN-GRADE INCREASE</p> <p>550.1 [no change]</p> <p>550.2 The unit of service time is defined as the minimum length of time which must be served at a step in order to achieve a within-grade increase under the terms of Rule 550.1. The unit of service time is as follows:</p> <p>550.2.1 [no change]</p> <p>550.2.2 two years of full-time service at levels: P-2 step XI, P-3 steps XIII and XIV, P-4 step XII to step XIV, P-5 step X to step XII, P-6/D-1 <del>step V</del> step IV to step VIII, and D-2 step I to step V;</p> <p>[no further changes]</p>
<p>560. PROMOTION</p> <p>...</p> <p>560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within a category, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General.</p>	<p>560. PROMOTION</p> <p>560.1 to 560.2 [no change]</p> <p>560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within a category, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. <b>In such cases, the staff member occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification to, the period specified in Rule 320.5.</b></p> <p>[no further changes]</p>
<p>565. REASSIGNMENT</p> <p>...</p> <p>565.4 A staff member may be required, without formal reassignment and in the interests of the Organization, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.4; any such arrangement shall not exceed twelve months.</p>	<p>565. REASSIGNMENT</p> <p>565.1 to 565.3 [no change]</p> <p>565.4 A staff member may be required, without formal reassignment and in the interests of the Organization, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.5. Any such arrangement shall not exceed twelve months, <b>unless otherwise decided by the Director-General.</b></p>

Former text	New text
<p>570. REDUCTION IN GRADE</p> <p>...</p> <p>570.2 A staff member shall not be reduced in grade for unsatisfactory performance or misconduct until he has received written notification of the proposed action and of the reasons, and has had an opportunity to reply. Such reply must be made in writing within eight days of receipt of the notification.</p>	<p>570. REDUCTION IN GRADE</p> <p>570.1 to 570.1.3 [no change]</p> <p>570.2 A staff member shall not be reduced in grade for unsatisfactory performance <del>or misconduct</del> until he has received written notification of the proposed action and of the reasons, and has had an opportunity to reply. Such reply must be made in writing within eight <b>calendar</b> days of receipt of the notification.</p>
<p>640. HOME LEAVE</p> <p>640.1 Home leave is provided so that a staff member who is serving outside the country and area of his recognized place of residence may spend a reasonable period of leave in his home country (or in another country, as provided for in Rule 640.5.2) with a view to maintaining effective association with its culture, with his family, and with his national, professional or other interests.</p> <p>...</p> <p>640.3 Staff members are eligible for home leave when:</p> <p>640.3.1 their official station is outside the country and area of their recognized place of residence as established under Rule 460;</p> <p>and</p>	<p>640. HOME LEAVE</p> <p>640.1 Home leave is provided so that a staff member who is serving <b>and residing</b> outside the country <del>and area</del> of his recognized place of residence may spend a reasonable period of leave in his home country (or in another country, as provided for in Rule 640.5.2) with a view to maintaining effective association with its culture, with his family, and with his national, professional or other interests.</p> <p>640.2 [no change]</p> <p>640.3 Staff members are eligible for home leave when:</p> <p>640.3.1 <del>their official station</del> <b>they are serving and residing</b> outside the country <del>and area</del> of their recognized place of residence as established under Rule 460; and</p> <p>640.3.2 to 640.3.4 [no change]</p>
<p>640.4 Qualifying service under Rule 640.2 consists of continuous service for the Organization at official stations outside the country and area of the staff member's recognized place of residence, but does not include periods of sick leave under insurance cover in excess of 30 days or leave without pay in excess of 30 days.</p> <p>...</p> <p>640.7 If both husband and wife are staff members in organizations in the United Nations system and eligible for home leave, each shall have the choice of exercising the home leave entitlements as a staff member, or as a spouse, but not as both. Such choice normally may not result in more than one home leave in every home leave cycle.</p>	<p>640.4 Qualifying service under Rule 640.2 consists of continuous service for the Organization at official stations outside the country <del>and area</del> of the staff member's recognized place of residence, but does not include periods of sick leave under insurance cover in excess of 30 days or leave without pay in excess of 30 days.</p> <p>640.5 to 640.6.5 [no change]</p> <p>640.7 If both <del>husband and wife</del> <b>spouses</b> are staff members in organizations in the United Nations system and eligible for home leave, each shall have the choice of exercising the home leave entitlements as a staff member, or as a spouse, but not as both. Such choice normally may not result in more than one home leave in every home leave cycle.</p>
	<p>[no further changes]</p>

Former text	New text
<p>655. LEAVE WITHOUT PAY</p> <p>...</p> <p>655.2 During any leave without pay under Rule 655.1 the following conditions shall apply:</p> <p>...</p> <p>655.2.3 after the first 30 days no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave, meritorious increases under Rule 555.2, and end-of-service grant;</p>	<p>655. LEAVE WITHOUT PAY</p> <p>655.1 [no change]</p> <p>655.2 During any leave without pay under Rule 655.1 the following conditions shall apply:</p> <p>655.2.1 to 655.2.2 [no change]</p> <p>655.2.3 <del>after the first 30 days</del> no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave, meritorious increases under Rule 555.2, and end-of-service grant. <b>Periods of leave without pay of 30 calendar days or less shall not affect the ordinary rates of accrual.</b></p> <p>[no further changes]</p>
<p>750. SICK LEAVE UNDER INSURANCE COVER</p> <p>...</p> <p>750.2 After the first 30 days on sick leave under insurance cover no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave and end-of-service grant.</p>	<p>750. SICK LEAVE UNDER INSURANCE COVER</p> <p>750.1 [no change]</p> <p>750.2 <del>After the first 30 days on</del> <b>During</b> sick leave under insurance cover, no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave and end-of-service grant. <b>Periods of 30 calendar days or less shall not affect the ordinary rates of accrual.</b></p>

	Former text	New text
760. MATERNITY AND PATERNITY LEAVE	760. MATERNITY AND PATERNITY LEAVE	760. MATERNITY AND PATERNITY LEAVE
...	...	760.1 [no change]
760.2 Maternity leave for staff holding an appointment of one year or more  On presentation of a certificate from a duly recognized medical practitioner stating that her confinement will probably take place within six weeks, the request of the staff member shall be entitled to maternity leave. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected date of confinement. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of her confinement. The leave is paid with full salary and allowances.	760.2 Maternity leave for staff holding an appointment of one year or more  On presentation of a certificate from a duly recognized medical practitioner stating that her confinement will probably take place within six weeks, the staff member shall be entitled to maternity leave. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected date of confinement. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of her confinement. The leave is paid with full salary and allowances.	760.2 <b>Maternity leave shall commence six weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date.</b> <del>On presentation of a certificate from a duly recognized medical practitioner stating that her confinement will probably take place within six weeks, the staff member shall be entitled to maternity leave.</del> At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected <b>due</b> date. <del>of confinement.</del> Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of <b>birth.</b> <del>her confinement.</del> The leave is paid with full salary and allowances.
...	...	760.3 to 760.5 [no change]
760.6 Paternity leave  Upon presentation of satisfactory evidence of the birth of his child, 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.	760.6 Paternity leave  Upon presentation of satisfactory evidence of the birth of his child, 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.	760.6 <b>Subject to conditions established by the Director-General, and upon</b> presentation of satisfactory evidence of the birth of his child, 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 <del>maximum period of four weeks for staff assigned to family duty stations.</del> <del>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.</del> <del>Staff at non-family duty stations shall be entitled to paternity leave for a maximum period of eight weeks.</del> <b>total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks.</b> <b>In exceptional circumstances, leave shall be granted for a total period of up to eight weeks.</b> Paternity leave must be exhausted within 12 months from the date of the child's birth.



Former text	New text
<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff member as follows:</p> <p>...</p>	<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff member as follows:</p> <p>810.1 to 810.7 [no change]</p> <p>[New Rule]</p> <p><b>810.8 In exceptional circumstances, and in accordance with conditions established by the Director-General, return travel may be authorized in the case of illness or injury requiring special facilities for the treatment of a staff member whom the Organization does not have an obligation to repatriate.</b></p>
<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>...</p> <p>820.2.9 in other appropriate cases, when, in the opinion of the Director-General, there are compelling reasons for paying such expenses.</p> <p>...</p> <p>820.6 If both husband and wife are staff members in organizations in the United Nations system, eligible for repatriation, each shall have the choice of exercising the repatriation entitlement as a staff member or as a spouse but not as both. Such choice shall not result in more than one journey each.</p>	<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>820.1 to 820.2.8 [no change]</p> <p>[New Rule]</p> <p><b>820.2.9 in exceptional circumstances, and in accordance with conditions established by the Director-General, return travel may be authorized in the case of illness or injury requiring special facilities for the treatment of a staff member's spouse or dependent children whom the Organization does not have an obligation to repatriate.</b></p> <p>820.2.10 in other appropriate cases, when, in the opinion of the Director-General there are compelling reasons for paying such expenses.</p> <p>820.3 to 820.5 [no change]</p> <p>820.6 If both <del>husband and wife</del> spouses are staff members in organizations in the United Nations system, eligible for repatriation, each shall have the choice of exercising the repatriation entitlement as a staff member or as a spouse but not as both. Such choice shall not result in more than one journey each.</p>

Former text	New text
<p>1050. ABOLITION OF POST</p> <p>1050.1 The fixed-term appointment of a staff member engaged on a post of limited duration may be terminated prior to its expiration date if that post is abolished.</p> <p>1050.2 When a post of indefinite duration - or any post held by a staff with a service appointment<sup>1</sup> - 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, and based upon the following principles:</p>	<p>1050. ABOLITION OF POST</p> <p>1050.1 The fixed-term appointment of a staff member <del>engaged on a post of limited duration</del> <b>with less than five years of service</b> may be terminated prior to its expiration date if <del>that</del> <b>the post he occupies</b> is abolished.</p> <p>1050.2 When a post of <del>indefinite duration</del> <b>held by a staff member</b> <del>or any post held by a staff</del> <b>with a service appointment,<sup>1</sup> or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more,</b> 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, and based upon the following principles:</p> <p>[no further changes]</p>
<p>1130. NOTIFICATION OF CHARGES AND REPLY</p> <p>A staff member may not be reassigned for misconduct, dismissed for misconduct, nor summarily dismissed for serious misconduct until he has been notified of the charges made against him and has been given an opportunity to reply to those charges. The notification and the reply shall be in writing, and the staff member shall be given eight days from receipt of the notification within which to submit his reply. This period may be shortened if the urgency of the situation requires it.</p>	<p>1130. NOTIFICATION OF CHARGES AND REPLY</p> <p>A <b>disciplinary measure listed in Rule 1110.1 may be imposed only after the</b> staff member <del>may not be reassigned for misconduct, dismissed for misconduct, nor summarily dismissed for serious misconduct until he</del> has been notified of the charges made against him and has been given an opportunity to reply to those charges. The notification and the reply shall be in writing, and the staff member shall be given eight <b>calendar</b> days from receipt of the notification within which to submit his reply. This period may be shortened if the urgency of the situation requires it.</p>

<sup>1</sup> In this Rule, references to staff members holding service appointments shall be interpreted to include staff members holding career-service appointments.

Former text	New text
<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT (see Staff Regulation 3.2)</p> <p>...</p> <p>1310.4 Persons whom it is necessary to recruit outside the local area for such posts, because qualified candidates are not available locally, shall be appointed under the conditions of employment established for persons locally recruited. In addition, any such staff member whose recognized place of residence is determined to be outside the local area as well as outside the country of the official station may be granted an annual non-resident's allowance in an amount to be fixed by the Director-General for each area, and any such other entitlement as required to meet extra costs of non-resident status or accepted practices for non-residents employed in the locality.</p> <p>1310.5 At designated official stations, a mobility and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to P.3. The Director-General shall establish, on the basis of procedures agreed among the international organizations concerned, the criteria under which the non-resident's allowance or the mobility and hardship allowance may be payable.</p> <p>1310.6 The non-resident's allowance and other entitlements referred to in Staff Rules 1310.4 and 1310.5 may cease upon determination by the Director-General that a resident status within the area of the official station has been acquired by the staff member.</p>	<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT (see Staff Regulation 3.2)</p> <p>1310.1 to 1310.3 [no change]</p> <p>1310.4 Persons whom it is necessary to recruit outside the local area for such posts, because qualified candidates are not available locally, shall be appointed under the conditions of employment established for persons locally recruited. In addition, any such staff member whose recognized place of residence is determined to be outside the local area as well as outside the country of the official station may be granted <del>an annual non-resident's allowance in an amount to be fixed by the Director-General for each area, and</del> any <del>such other</del> entitlements as required to meet extra costs of non-resident status or accepted practices for non-residents employed in the locality. <b>As a transitional measure, staff members who were in receipt of a non-resident's allowance on 31 August 1983 may continue, while eligible, to receive the non-resident's allowance at the rate and in accordance with the provisions in effect before 1 September 1983.</b></p> <p>1310.5 At designated official stations, a mobility and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to P.3. The Director-General shall establish, on the basis of procedures agreed among the international organizations concerned, the criteria under which the <del>non-resident's allowance or the</del> mobility and hardship allowance may be payable.</p> <p>1310.6 The <del>non-resident's allowance and other</del> entitlements referred to in Staff Rules 1310.4 and 1310.5 may cease upon determination by the Director-General that a resident status within the area of the official station has been acquired by the staff member.</p> <p>[no further changes]</p>

Appendix

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

(effective 1 January 2005)

Level	Step														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
D-2	Gross	131 947	134 765	137 584	140 403	143 222	146 040								
	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	120 487	122 962	125 435	127 910	130 385	132 859	135 334	137 809	140 282					
	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	99 511	101 590	103 694	105 799	107 904	110 009	112 115	114 221	116 326	118 431	120 535	122 641	124 747	
	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	81 943	83 861	85 781	87 699	89 618	91 536	93 456	95 374	97 293	99 210	101 196	103 226	105 259	107 290
	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
	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
P-3	Gross	66 881	68 656	70 435	72 207	73 986	75 761	77 535	79 314	81 090	82 865	84 643	86 417	88 194	89 969
	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
	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
P-2	Gross	54 382	55 972	57 560	59 149	60 738	62 325	63 914	65 500	67 090	68 681	70 267	71 858		
	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	42 664	44 022	45 378	46 737	48 093	49 449	50 908	52 436	53 960	55 488				
	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				

<sup>1</sup> 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).