135th session **EB135.R1**

Agenda item 7.2 **26 May 2014**

Confirmation of amendments to the Staff Rules

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,[1]

CONFIRMS, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that have been made by the Director-General with effect from 1 July 2014 concerning the effective date of amendments to the Staff Rules; assignment grant; appointment policies; determination of recognized place of residence; leave without pay; sick leave under insurance cover; and travel of spouse and children.

[1] Document EB135/7.

ANNEX I

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**
040. EFFECTIVE DATE 040. These Staff Rules are effective as from 1 July 2013 and supersede all Staff Rules in force before that date, with the exception of Appendices 1 and 2. Appendix 1, which took effect on 1 January 2012, remains in effect. Appendix 2 is effective as from 1 January 2013. All subsequent modifications shall become effective as from the date shown thereon.	040. EFFECTIVE DATE 040. These Staff Rules are effective as from 1 July 201**4** ~~3~~and supersede all Staff Rules in force before that date~~, with the exception of Appendices 1 and 2. Appendix 1, which took effect on 1 January 2012, remains in effect. Appendix 2 is effective as from 1 January 2013~~. All subsequent modifications shall become effective as from the date shown thereon.
365. ASSIGNMENT GRANT 365.5 If a staff member resigns from the Organization within six months of the date of his appointment or reassignment, any assignment grant paid under Rules 365.2 and 365.3 is recoverable proportionately under conditions established by the Director-General.	365. ASSIGNMENT GRANT 365.5 If a staff member resigns from the Organization within ~~six months~~ **one year** of the date of his **or her** appointment or reassignment **to an official duty station**, **the lump sum portion of the** assignment grant paid under **Staff** Rule~~s 365.2and~~ 365.3 is recoverable proportionately under conditions established by the Director-General.
420. APPOINTMENT POLICIES[1] [1]Staff members holding career-service and service appointments on 1 July 2007, shall have such appointments automatically converted to continuing appointments.	420. APPOINTMENT POLICIES[1] *Footnote to be deleted* ~~**[1]Staff members holding career-service and service appointments on 1 July 2007, shall have such appointments automatically converted to continuing appointments.**~~
460. DETERMINATION OF RECOGNIZED PLACE OF RESIDENCE At the time of appointment of a staff member, the Organization shall determine, in consultation with him, that place which is to be recognized throughout his service as his residence prior to appointment, for purposes of establishing entitlements under these Staff Rules. Unless there are reasons to the contrary, and except as provided by Rule 1310.2, the residence shall be determined to be the place in the country of the staff member's nationality where he was residing at the time of appointment; if he was living in some other country	460. DETERMINATION OF RECOGNIZED PLACE OF RESIDENCE At the time of appointment of a staff member, the Organization shall determine, in consultation with him **or her**, that place which is to be recognized throughout his **or her** service as his **or her** residence prior to appointment, for purposes of establishing entitlements under these Staff Rules. Unless there are reasons to the contrary, and except as provided by **Staff** Rule 1310.2, the residence shall be determined to be **a** ~~the~~place in the country of the staff member's nationality.~~where he was residing at the time of appointment;~~**;** ~~if he was living in some~~

Former text	**New text**
at the time of appointment, the residence shall be a place in the country of his nationality determined in consultation with him on the basis of reasonable justification. Consideration may be given in individual cases to designating some other place if the facts so warrant.	~~other country at the time of appointment, the residence shall be a place in the country of his nationality determined in consultation with him on the basis of reasonable justification~~. Consideration may be given in individual cases to designating **a place in** ~~some~~ **an**other **country** ~~place~~ **on the basis of reasonable justification and the staff member's right to permanent residence in that country.** ~~if the facts so warrant.~~
655. LEAVE WITHOUT PAY 655.1 Leave without pay may be granted, for a period normally not in excess of one year, except as indicated in Rule 655.3 below, for purposes normally covered by sick or annual leave when that leave has been exhausted. 655.2 During any leave without pay under Rule 655.1 the following conditions shall apply: 655.2.1 cover under any insurance provided by these Rules shall cease unless the staff member pays both his and the Organization's contributions under the appropriate insurance plans; 655.2.2 no credit shall accrue for purposes of pensionable service time unless the staff member pays both his own and the Organization's contributions to the Pension Fund; 655.2.3 no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, a continuing appointment, repatriation grant, termination indemnity, home leave, meritorious increases under Rule 555.2, and end-of-service grant. Periods of leave without pay of 30 calendar days or less shall not affect the ordinary rates of accrual;	655. LEAVE WITHOUT PAY 655.1 Leave without pay may be granted, for a period normally not in excess of one year, except as indicated in **Staff** Rule 655.~~3~~**4** ~~below~~, for purposes normally covered by sick or annual leave when that leave has been exhausted. 655.2 During any leave without pay under **Staff** Rule 655.1 the following conditions shall apply: 655.2.1 cover under any insurance provided by these **Staff** Rules shall cease unless the staff member pays both his **or her** and the Organization's contributions under the appropriate insurance plans; and 655.2.2 no credit shall accrue for purposes of pensionable service time unless the staff member pays both his **or her** own and the Organization's contributions to the **United Nations Joint Staff** Pension Fund; 655.2.3 **subject to Staff Rule 655.2.4,** ~~no~~ service credit shall accrue for ~~the~~ **all** purposes ~~of annual leave, a within-grade increase, completion of probation, a continuing appointment, repatriation grant, termination indemnity, home leave, meritorious increases under Rule 555.2, and end-of-service grant.~~ **during** ~~P~~**p**eriods of leave without pay of 30 calendar days or less**;** ~~not affect the ordinary rates of accrual~~ **655.2.4 service credit shall cease to accrue for all purposes from the start date of periods of leave without pay of more than 30 calendar days.**

Former text	**New text**
655.2.4 if the duration of the leave without pay is more than one third of the scholastic year of a child for whom the staff member is eligible to receive an education grant, the amount of the grant shall be reduced proportionally and the child's travel shall not be paid.	655.~~2.4~~**3**. ~~i~~ **I**f the duration of the leave without pay is more than one third of the scholastic year of a child for whom the staff member is eligible to receive an education grant, the amount of the grant shall be reduced proportionally and the child's travel shall not be paid.
750. SICK LEAVE UNDER INSURANCE COVER 750.1 Sick leave under insurance cover shall be granted to a staff member who is unable to perform his duties because of illness or injury and who is entitled to salary benefits under the Organization's accident and illness policy (see Rule 720). While receiving these the staff member and the Organization shall continue to make contributions to the Staff Pension Fund, accident and illness insurance, and the Staff Health Insurance. 750.2 During sick leave under insurance cover no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, a continuing appointment, repatriation grant, termination indemnity, home leave and end-of-service grant. Periods of 30 calendar days or less shall not affect the ordinary rates of accrual.	750. SICK LEAVE UNDER INSURANCE COVER 750.1 Sick leave under insurance cover shall be granted to a staff member who is unable to perform his **or her** duties because of illness or injury and who is entitled to salary benefits under the Organization's ~~a~~**A**ccident and ~~i~~**I**llness **Insurance** policy (see **Staff** Rule 720). While~~receiving these~~ **a staff member is on sick leave under insurance cover,** the staff member and the Organization shall continue to make contributions to the **United Nations Joint** Staff Pension Fund, ~~a~~ **A**ccident and ~~I~~**I**llness ~~i~~**I**nsurance, and the Staff Health Insurance. 750.2 During **any** sick leave under insurance cover ~~no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, a continuing appointment, repatriation grant, termination indemnity, home leave and end-of-service grant. Periods of 30 calendar days or less shall not affect the ordinary rates of accrual.~~ under **Staff** Rule 750.1, **the following conditions shall apply**: **750.2.1 service credit shall continue to accrue for all purposes during sick leave under insurance cover of 30 days or less;** **750.2.2 service credit shall accrue for all purposes at half the ordinary rates of accrual from the start date of sick leave under insurance cover at 50 percent for more than 30 days;** **750.2.3 service credit for all purposes shall cease to accrue from the start date of sick leave under insurance cover of more than 30 days, except as provided in Staff Rule 750.2.2.**

Former text	**New text**
820. TRAVEL OF SPOUSE AND CHILDREN 820.2.5 for a child for whom there is an entitlement to an education grant under Rule 350 for study outside the commuting distance of the official station, provided Rule 655.2.4 does not apply:	820. TRAVEL OF SPOUSE AND CHILDREN 820.2.5 for a child for whom there is an entitlement to an education grant under **Staff** Rule 350 for study outside the commuting distance of the official **duty** station, provided **Staff** Rule 655.~~2.4~~**3** does not apply:

ANNEX 2

AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF RESOLUTION 68/247 ADOPTED BY THE UNITED NATIONS GENERAL ASSEMBLY

Former text	**New text**
655. LEAVE WITHOUT PAY 655.3 The Director-General may authorize leave without pay for pension purposes for staff who are within two years of reaching age 55 and 25 years of contributory service, or who are over that age and within two years of reaching 25 years of contributory service.	655. LEAVE WITHOUT PAY 655.**4**~~3~~ The Director-General may authorize leave without pay for pension purposes for **a** staff **member** who ~~are~~ **is**: **655.4.1** within two years of reaching **the** age ~~55~~ **that would qualify him or her for receipt of an early retirement benefit upon separation pursuant to Staff Rule 1020.2** and 25 years of contributory service**;** ~~,~~ or **655.4.2** ~~who are~~ over ~~that~~ **the** age **that would qualify him or her for receipt of an early retirement benefit upon separation pursuant to Staff Rule 1020.2** and within two years of reaching 25 years of contributory service**.**

Second meeting, 26 May 2014
EB135/SR/2

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