



## 《人事条例》和《职员细则》修订款<sup>1</sup>

### 秘书处的报告

1. 根据《人事条例》第 12.2 条<sup>2</sup>，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 部分叙述的修订源自联合国大会第六十七届会议根据国际公务员制度委员会 2012 年年度报告<sup>3</sup>中的建议做出的决定。
3. 本文件第 II 部分阐述的修订系根据经验作出并有利于良好的人力资源管理。
4. 《职员细则》修订款对正常预算不造成额外费用。
5. 经修订的《职员细则》刊于附件<sup>4</sup>中。

### I. 鉴于联合国大会根据国际公务员制度委员会的建议在其第六十七届会议上做出的决定认为必要的修订

#### 生效日期

6. 2013 年 1 月，执行委员会第 132 届会议通过了 EB132.R10 号决议，执委会在决议中确认了总干事对《职员细则》作出的若干修订。其中包括涉及以下方面的改动：**(i)**《职员细则》修订款的生效日期，以及**(ii)**专业及以上职类职员的薪酬，包括结合薪金毛额适用的工作人员订正薪金税率，但须联合国大会通过决议，采纳国际公务员制度委员会 2012 年报告中提出的建议。

<sup>1</sup> 可在执行委员会会议室索取《人事条例》和《职员细则》副本。

<sup>2</sup> 《基本文件》第 47 版，日内瓦，世界卫生组织，2009 年。

<sup>3</sup> 《大会正式记录，第六十七届会议，补编第 30 号》(A/67/30) 和勘误 (A/67/30 Corr.1) (可在会议室索取副本)。

<sup>4</sup> 仅有英文和法文。

7. 在执行委员会第 132 届会议闭幕之后，联合国大会召开续会，通过了第 67/257 号决议，联大在其中批准了国际公务员制度委员会报告第 44 段以及该报告附件 III 所载关于修订教育补助金水平的建议，自 2013 年 1 月 1 日所在的学年生效。但是，联大没有对委员会关于调整基薪/底薪表的建议采取行动。因此，该表维持在 2012 年 1 月 1 日生效的水平。

8. 鉴于联大的观点，对《职员细则》第 040 条进行了改动，该条提及载有薪金表和应享教育补助金详情的附录。对《职员细则》第 040 条进行的修订也规定这些条款的生效日期为 2013 年 7 月 1 日，但附录 1 和 2 除外。

## 退休

9. 联合国大会在第 67/257 号决议中认可了国际公务员制度委员会 2012 年报告第 85 段中包含的决定，支持联合国工作人员养恤金联合委员会的建议，即把联合国合办工作人员养恤基金成员组织新职员的法定离职年龄提高到 65 岁，最迟在 2014 年 1 月 1 日生效。《职员细则》第 1020.1 条进行了相应的修订。

10. 《职员细则》第 1020.1 条的修订也授权总干事，如果符合本组织的利益，可把将在 65 岁退休职员的退休年龄推迟到 68 岁。

## II. 根据经验和为了良好的人力资源管理认为必要的修订

### 年假

11. 修订了《职员细则》第 630.8 条，以便减少职员结束在本组织服务时有权得到现金支付的未休年假天数。天数将逐步从 60 天减少到 30 天。

12. 所作修订旨在确保职员充分利用年假，以便在工作与生活之间维持适当的平衡。这项修订也将在职员离职时减少本组织的费用。

13. 为了使职员能有足够的时间减少积累的未休年假，这项修订将在 30 个月内逐步实行，具体如下。

- 在 2013 年结束在本组织服务的职员将有权为最多 60 天的未休年假得到现金支付。

- 在 2014 年结束在本组织服务的职员将有权为最多 50 天的未休年假得到现金支付。
- 在 2015 年结束在本组织服务的职员将有权为最多 40 天的未休年假得到现金支付。
- 在 2016 年或之后结束在本组织服务的职员将有权为最多 30 天的未休年假得到现金支付。

## 执行委员会的行动

14. 鉴于这些修订，执行委员会拟可考虑下述决议草案<sup>1</sup>：

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告<sup>2</sup>，

**确认**总干事根据《人事条例》第 12.2 条对《职员细则》所作的修订，涉及《职员细则》修订款的生效日期、未休年假和退休，自 2013 年 7 月 1 日起生效。

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<sup>1</sup> 关于通过本决议对秘书处的财政和行政影响，见文件 EB133/12 Add.1。

<sup>2</sup> 文件 EB133/12。

## ANNEX 1

**AMENDMENTS TO THE STAFF RULES CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SIXTY-SEVENTH SESSION ON THE BASIS OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION**

Former text	New text
<p>040. EFFECTIVE DATE</p> <p>With the exception of Appendices 1 and 2, these Staff Rules are effective as from 1 February 2013 and supersede all Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon. Appendices 1 and 2 are effective as from 1 January 2013.</p> <p><i>Footnote</i></p> <p><sup>1</sup> The effective date of Appendices 1 and 2 is subject to the adoption of a resolution by the United Nations General Assembly on the recommendations of the International Civil Service Commission in its report for 2012 (document A/67/30).</p>	<p>040. EFFECTIVE DATE</p> <p><del>With the exception of Appendices 1 and 2, t</del>These Staff Rules are effective as from 1 <del>February</del> <b>July</b> 2013 and supersede all <b>Staff</b> Rules in force before that date, <b>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.</b> All subsequent modifications shall become effective as from the date shown thereon. <del>Appendices 1 and 2 are effective as from 1 January 2013.</del><sup>+</sup></p> <p><i>Footnote to be deleted</i></p> <p><del><sup>+</sup> The effective date of Appendices 1 and 2 is subject to the adoption of a resolution by the United Nations General Assembly on the recommendations of the International Civil Service Commission in its report for 2012 (document A/67/30).</del></p>

## ANNEX 2

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

Former text	New text
<p>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 or her nominated beneficiary or beneficiaries under Rule 495.2 but no deduction shall be made in respect of advanced annual leave.</p>	<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 <del>60</del> <b>30</b> days (see Rule 380.2.2).<sup>1</sup> 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 or her nominated beneficiary or beneficiaries under Rule 495.2 but no deduction shall be made in respect of advanced annual leave.</p> <p><i>New footnote to Staff Rule 630.8:</i></p> <p><b>Transition period: staff members leaving the service of the Organization in 2013 are entitled to payment for up to 60 days of unused annual leave. Staff members leaving the service of the Organization in 2014 are entitled to payment for up to 50 days of unused annual leave. Staff members leaving the service of the Organization in 2015 are entitled to payment for up to 40 days of unused annual leave. Thereafter, the Staff Rule, as amended, shall apply.</b></p>
<p>1020.1 RETIREMENT</p> <p>1020.1 Staff members shall retire on the last day of the month in which they reach the age of 60. However, staff members who have become participants in the United Nations Joint Staff Pension Fund on or after 1 January 1990 shall retire on the last day of the month in which they reach the age of 62. In exceptional circumstances the Director-General may, in the interests of the Organization, extend the retirement age, provided that not more than a one-year extension shall be granted at a time and that in no case shall any extension be granted beyond the staff member's sixty-fifth birthday.</p>	<p>1020.1 RETIREMENT</p> <p><del>1020.1 Staff members shall retire on the last day of the month in which they reach the age of 60. However, staff members who have become participants in the United Nations Joint Staff Pension Fund on or after 1 January 1990 shall retire on the last day of the month in which they reach the age of 62. In exceptional circumstances the Director-General may, in the interests of the Organization, extend the retirement age, provided that not more than a one-year extension shall be granted at a time and that in no case shall any extension be granted beyond the staff member's sixty-fifth birthday.</del></p>

Former text	New text
	<p>Staff members shall retire on the last day of the month in which they reach retirement age.</p> <p>1020.1.1. Staff members who became participants in the United Nations Joint Staff Pension Fund before 1 January 1990 shall retire on the last day of the month in which they reach the age of 60.</p> <p>1020.1.2. Staff members who became participants in the United Nations Joint Staff Pension Fund from 1 January 1990 to 31 December 2013 inclusive shall retire on the last day of the month in which they reach the age of 62.</p> <p>1020.1.3 Staff members who became participants in the United Nations Joint Staff Pension Fund on or after 1 January 2014 shall retire on the last day of the month in which they reach the age of 65.</p> <p>1020.1.4. In exceptional circumstances the Director-General may, in the interests of the Organization, extend a staff member's appointment beyond retirement age, provided that such extensions shall not be granted for more than one year at a time. For those who would normally retire pursuant to Staff Rules 1020.1.1 or 1020.1.2, extensions shall not be granted beyond the staff member's sixty-fifth birthday. For those who would normally retire pursuant to Staff Rule 1020.1.3, extensions shall not be granted beyond the staff member's sixty-eighth birthday.</p>

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