



《人事条例》和《职员细则》修订款¹

秘书处的报告

1. 根据《人事条例》第 12.2 条，现将总干事对《职员细则》的修订款提交执行委员会确认²。
2. 本文件第 I 部分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。
3. 本文件第 II 部分叙述的修订源自联合国大会根据联合国合办工作人员养恤基金的建议于 2013 年 12 月 27 日在其第六十八届会议上通过的第 68/247 号决议。
4. 《职员细则》的修订款不涉及正常预算的任何额外费用。
5. 两份经修订的《职员细则》条款分别刊于附件 1 和 2 中³。

I. 根据经验和为了良好的人力资源管理认为必要的修订

生效日期

6. 修订了《职员细则》第 040 条，列明这些条款的生效日期为 2014 年 7 月 1 日。

派任津贴

7. 修订了《职员细则》第 365.5 条，若职员在任命或重新派任到一个工作地点的生效日期之后一年之内结束在本组织的服务，可以按比例收回派任津贴中一次性总付的

¹ 可在执行委员会会议室索取《人事条例》和《职员细则》副本。

² 《基本文件》第 47 版，日内瓦，世界卫生组织，2009 年。

³ 仅有英文和法文。

部分。还修订了该条款，以便删除提及派任津贴中的每日津贴，因为这部分是不可收回的。

任用政策

8. 删除了《职员细则》第 420 条的脚注，因为本组织不再有任何职员持有终生任用合同或终生服务合同。

确定认可的居住地

9. 修订了《职员细则》第 460 条，以便澄清用以确定认可的居住地国家的基础，目的是为了确定职员的福利。

无薪假

10. 仅出于文字编辑原因，修订了《职员细则》第 655.1、655.2、655.2.1 和 655.2.2 条。

11. 修订了《职员细则》第 655.2.3 条并增加了《职员细则》第 655.2.4 条，以便澄清 30 天或以下无薪假以及超过 30 天无薪假期间积累服务时间的条件。

12. 《职员细则》第 655.2.4 条被重新编号为第 655.3 条。

属于医疗保险范围内的病假

13. 为了澄清提及的是根据《职员细则》第 720 条规定的本组织意外事故和疾病保险获得的薪酬福利并出于文字编辑的原因，修订了《职员细则》第 750.1 条。

14. 修订了《职员细则》第 750.2 条，以便增加《职员细则》第 750.2.1、750.2.2 和 750.2.3 条。

15. 增加了《职员细则》第 750.2.1 和 750.2.3 条，明确说明职员属于医疗保险范围内的病假若不超过 30 天，将继续积累用于各种目的的服务时间；若属于医疗保险范围内的病假超过 30 天，就停止积累用于各种目的的服务时间。还对该条进行了修订，明确说明若属于医疗保险范围内的病假超过 30 天，服务时间将从属于医疗保险范围内的病假起始日期开始停止积累。

16. 增加了《职员细则》第 750.2.2 条，明确说明属于医疗保险范围内的病假可以按 50% 的比率批假，还规定属于医疗保险范围内的 50% 的病假超过 30 天，将继续按正常积累率的一半积累服务时间。

配偶及子女的旅游

17. 修订了《职员细则》第 820.2.5 条，把参见的“第 655.2.4 条”重新编号为《职员细则》第 655.3 条，并做出了少许文字编辑改动。

II. 鉴于联合国大会通过的第 68/247 号决议认为必要的修订

无薪假

18. 鉴于联合国大会通过的第 68/247 号决议，修订了《职员细则》第 655.3 条，使 2014 年 1 月 1 日或之后成为联合国合办工作人员养恤基金参加者的职员有资格在 58 岁离职时享受提早退休的福利待遇。

19. 还把《职员细则》第 655.3 条重新编号为《职员细则》第 655.4 条，体现本文件第 I 部分中对《职员细则》第 655.2.4 条提出的拟定修订。

执行委员会的行动

20. 根据这些修订，执委会拟可考虑下述决议草案¹：

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²，

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、派任津贴、任用政策、确定认可的居住地、无薪假、属于医疗保险范围内的病假以及配偶及子女的旅游，自 2014 年 7 月 1 日起生效。

¹ 关于本决议对秘书处的财政和行政影响，见文件 EB135/7 Add.1。

² 文件 EB135/7。

附件 1

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

Former text	New text
<p>040. EFFECTIVE DATE</p> <p>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.</p>	<p>040. EFFECTIVE DATE</p> <p>040. These Staff Rules are effective as from 1 July 2014 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.</p>
<p>365. ASSIGNMENT GRANT</p> <p>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.</p>	<p>365. ASSIGNMENT GRANT</p> <p>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 Rules 365.2 and 365.3 is recoverable proportionately under conditions established by the Director-General.</p>
<p>420. APPOINTMENT POLICIES¹</p> <p>¹Staff members holding career-service and service appointments on 1 July 2007, shall have such appointments automatically converted to continuing appointments.</p>	<p>420. APPOINTMENT POLICIES¹</p> <p><i>Footnote to be deleted</i></p> <p>¹Staff members holding career-service and service appointments on 1 July 2007, shall have such appointments automatically converted to continuing appointments.</p>
<p>460. DETERMINATION OF RECOGNIZED PLACE OF RESIDENCE</p> <p>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 at the time of appointment, the</p>	<p>460. DETERMINATION OF RECOGNIZED PLACE OF RESIDENCE</p> <p>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 other country</p>

Former text	New text
<p>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.</p>	<p>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 another 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.</p>
<p>655. LEAVE WITHOUT PAY</p> <p>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.</p> <p>655.2 During any leave without pay under Rule 655.1 the following conditions shall apply:</p> <p>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;</p> <p>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;</p> <p>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;</p> <p>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.</p>	<p>655. LEAVE WITHOUT PAY</p> <p>655.1 Leave without pay may be granted, for a period normally not in excess of one year, except as indicated in Staff Rule 655.34 below, for purposes normally covered by sick or annual leave when that leave has been exhausted.</p> <p>655.2 During any leave without pay under Staff Rule 655.1 the following conditions shall apply:</p> <p>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</p> <p>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;</p> <p>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 periods of leave without pay of 30 calendar days or less; not affect the ordinary rates of accrual</p> <p>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.</p> <p>655.2.43. ‡ 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.</p>

Former text	New text
<p>750. SICK LEAVE UNDER INSURANCE COVER</p> <p>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.</p> <p>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.</p>	<p>750. SICK LEAVE UNDER INSURANCE COVER</p> <p>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 Accident and Illness 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-Accident and Illness iInsurance, and the Staff Health Insurance.</p> <p>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:</p> <p style="padding-left: 40px;">750.2.1 service credit shall continue to accrue for all purposes during sick leave under insurance cover of 30 days or less;</p> <p style="padding-left: 40px;">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;</p> <p style="padding-left: 40px;">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.</p>
<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>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:</p>	<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>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 655.2.43 does not apply:</p>

附件 2

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

Former text	New text
<p>655. LEAVE WITHOUT PAY</p> <p>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.</p>	<p>655. LEAVE WITHOUT PAY</p> <p>655.43 The Director-General may authorize leave without pay for pension purposes for a staff member who are is:</p> <p style="padding-left: 40px;">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</p> <p style="padding-left: 40px;">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.</p>

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