



《人事条例》和《职员细则》修订款

秘书处的报告

1. 根据《人事条例》第 12.2 条¹，现将总干事对《职员细则》的修订款提交执行委员会确认。
2. 根据《人事条例》第 12.1 条，现将对《人事条例》的拟议修订款提交执行委员会，要求其建议第七十届世界卫生大会予以通过。
3. 本文件所列修订款源自联合国大会第七十届会议在 2015 年 12 月 23 日通过的第 70/244 号决议²中根据国际公务员制度委员会 2015 年报告³中的各项建议作出的决定以及联合国大会第七十一届会议根据国际公务员制度委员会 2016 年报告⁴中的各项建议预期将作出的决定。如果联合国大会不批准国际公务员制度委员会的这些建议，世卫组织将分发本文件的一份补编。
4. 这些修订款对 2016-2017 双年度的财政影响是，将会增加 2016-2017 年规划预算的费用。关于建议供执行委员会或卫生大会通过的决议对秘书处的财政和行政影响以及对 2016-2017 双年度之后财政影响的报告⁵列明了这些修订款的财政影响，详见下文。
5. 所建议的《职员细则》修订款载于本文件附件。

¹ 《人事条例》和《职员细则》可自 http://www.who.int/employment/staff_regulations_rules/EN_staff_regulations_and_staff_rules.pdf?ua=1 获取（2016 年 11 月 1 日访问）。

² 见 http://www.un.org/en/ga/search/view_doc.asp?symbol=A/RES/70/244（2016 年 11 月 1 日访问）。

³ 见 <http://icsc.un.org/resources/pdfs/ar/AR2015.pdf>（2016 年 11 月 1 日访问）。

⁴ 见 <http://icsc.un.org/resources/pdfs/ar/AR2016.pdf>（2016 年 11 月 1 日访问）。

⁵ 文件 EB140/48 Add.1。

鉴于联大第七十届会议根据国际公务员制度委员会的建议作出的决定和联大第七十一届会议预期将作出的决定而认为必要的修订

职员薪金

专业及专业以上职类薪酬

6. 2015 年联合国大会第七十届会议批准了新的统一基薪/底薪表结构，决定自 2017 年 1 月 1 日起不再区分单身净基薪率与有受抚养人净基薪率。将支付已获确认的受抚养人的有关津贴。
7. 国际公务员制度委员会在其 2016 年报告中建议，联合国大会应自 2017 年 1 月 1 日起，通过采用标准的调整方法，将专业及专业以上职类新的统一基薪/底薪表上调 1.02%。标准调整方法是，在增加基薪的同时，相应减少工作地点差价调整数乘数点，实得净薪保持不变。
8. 据此对《职员细则》附录 1 作出修订，修订款见本文件附件 2。

不叙级职位职员和总干事的薪酬

9. 按照联合国大会就上文第 7 段的建议作出的决定，总干事提议，根据《人事条例》第 3.1 条，执行委员会应建议第七十届世界卫生大会调整助理总干事和区域主任的薪金。助理总干事和区域主任的年薪毛额自 2017 年 1 月 1 日起为 174 373 美元，薪金净额为 130 586 美元。
10. 根据上述薪金调整，卫生大会为副总干事批准的薪金调整自 2017 年 1 月 1 日起为年薪毛额 192 236 美元，相应的薪金净额为 142 376 美元。
11. 上述薪金调整意味着需对总干事的薪金作出相似的调整。将由卫生大会批准的年薪毛额自 2017 年 1 月 1 日起为 241 276 美元，薪金净额为 172 069 美元。

经修订的整套报酬办法和相关福利

12. 本节所载的《职员细则》修订款是根据联合国大会第 70/244 号决议提出的。

“单亲”的定义

13. 修订了《职员细则》第 310 条，确定了有资格领取单亲津贴的“单亲”定义（第 70/244 号决议第三部分第 19 段）。

征聘奖励

14. 修订了《职员细则》第 315 条，在本组织未能征聘到有适当资格的人员的情况下，采用支付奖金的方式征聘高度专业化领域的专家（第 70/244 号决议第三部分第 53 段）。

薪金

15. 修订了《职员细则》第 330 条，以反映职员新的薪金税率（第 70/244 号决议第三部分第 12 段）。

受抚养人津贴

16. 修订了《职员细则》第 340 条，不再实行上一份薪金表中的有受抚养人的薪金率，改为提供受抚养配偶津贴和单亲津贴（第 70/244 号决议第三部分第 17、18 和 19 段）。

教育补助金

17. 对《职员细则》第 350 条作出如下修订：

(a) 高等教育补助金支付到子女完成四年高等教育的学年结束之时或取得第一个高等教育学位的学年结束之时（以两者中较早的日期为准），但须遵守 25 岁年龄上限；

(b) 可受理费用限定为学费（包括母语学费）和入学相关费用；

(c) 仅被派任在 H 类工作地点以外的职员有资格领取一笔总付的住宿费，而且仅限于小学或中学住宿费；

(d) 在教育补助金办法之外报销教育机构收取的基本建设摊派费（第 70/244 号决议第三部分第 26–29 段和第 31 段）。

18. 自 2018 年 1 月 1 日已开学的学年起，实施经修订的教育补助金办法和相关的《职员细则》修订款（第 70/244 号决议第三部分第 25 段）。

流动激励措施、艰苦条件津贴和不带家属服务津贴

19. 对《职员细则》第 360 条作出如下修订：

(a) 取消不搬迁津贴；

(b) 以不带家属服务津贴替代额外艰苦条件津贴；

(c) 以流动激励措施替代流动津贴，这项激励措施适用于已连续服务五年的职员，而且从第二次派任开始适用，但不包括 H 类工作地点（第 70/244 号决议第三部分第 46-48 段）。

安置补助金

20. 修订了《职员细则》第 365 条，以安置补助金替代派任津贴，并取消以前在某些条件下提供的第二笔总付款（第 70/244 号决议第三部分第 45 段）。

离职回国补助金

21. 修订了《职员细则》第 370 条，将离国服务门槛值从一年连续服务提高到五年连续服务，作为领取离职回国补助金的资格要求（第 70/244 号决议第三部分第 39 段）。

派任

22. 修订了《职员细则》第 510 条，取消了“搬迁”和“不搬迁”工作地点的定义（第 70/244 号决议第三部分第 41 段）。

职档例常加薪

23. 修订了《职员细则》第 550 条，实行新的职档例常加薪时间规定，并取消对经核实熟练掌握多种语言的职员加速职档例常加薪做法（第 70/244 号决议第三部分第 20 和 22 段）。

回籍假

24. 修订了《职员细则》第 640 条，取消了缩短周期的回籍假旅行，但国际公务员制度委员会所确定的某些工作地点除外（第 70/244 号决议第三部分第 51 段）。

职员旅行

25. 修订了《职员细则》第 810 条，向接受小学或中学子女住宿费补助的职员提供教育补助金往返旅费（换言之，此项福利不适用于接受高等教育的子女）（第 70/244 号决议第三部分第 30 段）。

配偶和子女旅行

26. 对《职员细则》第 820 条作出如下修订：

(a) 取消在非回籍假年度教育补助金往返旅行福利（第 70/244 号决议第三部分第 30 段）；

(b) 根据教育补助金办法接受住宿费补助的职员子女才有资格获得每年往返于职员工作地点和学校所在地的旅费（第 70/244 号决议第三部分第 30 段）；

(c) 鉴于接受住宿费补助的职员子女达不到必须在职员所在工作地点居住至少六个月的要求，取消了这一要求（在审查世卫组织教育补助办法时发现了这一问题，为此作出修订）。

异地调动托运

27. 修订了《职员细则》第 855 条，不再区分搬迁派任和不搬迁派任，转而采用异地调动托运概念和术语（第 70/244 号决议第三部分第 44 段）。

享受有关福利的期限

28. 修订了《职员细则》第 860 条，改用以与异地调动托运有关的新术语（第 70/244 号决议第三部分第 44 段）。

死亡费用

29. 修订了《职员细则》第 870 条，改用以异地调动托运有关的新术语（第 70/244 号决议第三部分第 44 段）。

《职员细则》附录 1（附件 2）

30. 本文件附件 2 所载的《职员细则》附录 1 修订款反映了联合国大会第七十届会议通过的新的统一基薪/底薪表（第 70/244 号决议第 6 段），并根据国际公务员制度委员会 2016 年报告中的建议¹作出了调整。

《职员细则》附录 2（附件 3）

31. 本文件附件 3 所载的《职员细则》附录 2 修订款内容是，根据国际公务员制度委员会公布的并获得联合国大会批准的规定，依照教育补助办法可受理的费用将按一个七级统一滑动表报销，报销比率逐次减少，从最低一级的 86% 减少到第六级的 61%，第七级则完全不报（第 70/244 号决议第三部分第 28 段）。

财政影响

32. 据国际公务员制度委员会 2015 年报告中的估算，联合国共同制度内所有组织的年度费用节省总额为 1.132 亿美元（职员费用减少 2%-3%）。但第 70/244 号决议要求增加国际公务员制度委员会 2015 年报告中未列的福利，特别是占薪酬净额 6% 的单亲津贴。因此，需要在适当时调整该委员会的预测。此外，该委员会报告所列数字可能会因工作人员数目而发生变化。

33. 应指出的是，由于增强企业资源规划系统所需的实施费用（世卫组织的实施费用约为 200 万美元）和与职员福利有关的过渡费用，将无法立即节约费用。因此，只有从长期来看，随着职档例常加薪频率的变化，以及随着减少可受理费用项目和限制寄宿和旅行补贴而降低教育补助费用，才能节省资金。世卫组织期望简化福利管理工作并提高在此方面的效率，但为避免在调整福利安排时对职员产生不利影响而采取的（在某些情况下长达五年的）过渡措施将在今后数年内增添工资系统行政管理的复杂性。

¹ 将提交联合国大会第七十一届会议批准。

关于将 2014 年 1 月 1 日前聘用的职员法定离职年龄延至 65 岁的有关修订款

34. 修订了《职员细则》第 1020.1 条，以落实关于将 2014 年 1 月 1 日或之前聘用的工作人员法定离职年龄提高为 65 岁的新规定（第 70/244 号决议第一部分）。

35. 修订了《职员细则》第 410 条。为了与法定离职年龄保持一致，通常聘用最高年龄限为 65 岁，而不是 62 岁（第 70/244 号决议第一部分）。

36. 根据国际公务员制度委员会在其 2012 年报告¹中和联合国大会第 67/257 号决议（2013 年）中提出的建议，修订了世卫组织《职员细则》，将 2014 年 1 月 1 日之后聘用职员的法定离职年龄提高到 65 岁²。自作出此项修订以来，需要解决的一个问题是，将法定离职年龄提高到 65 岁这一规定是否也适用于 2014 年 1 月 1 日之前聘用的职员。联合国大会第 70/244 号决议解决了这一问题，决定将联合国共同制度各组织 2014 年 1 月 1 日前聘用的职员的法定离职年龄提高到 65 岁，至迟于 2018 年 1 月 1 日开始实施，“同时考虑到职员的既得权利”。

提高法定离职年龄，“同时考虑到职员的既得权利”

37. 将法定离职年龄提高到 65 岁需要考虑的既得权利是，1990 年 1 月 1 日之前聘用的职员（退休年龄为 60 岁）或 1990 年 1 月 1 日之后聘用的职员（退休年龄为 62 岁）以及在 2014 年 1 月 1 日之前聘用的职员，有权在年满 60 岁或 62 岁时退休，其退休福利不受任何不利影响或处罚（在联合国合办职员养恤基金规则中这些职员的退休年龄保持不变）。

38. 因此，拟议修订款规定，所有职员在 65 岁时离职，但那些在 2014 年 1 月 1 日之前加入联合国合办职员养恤基金的人可以决定行使其既得权利，选择提前退休，即在其原定退休年龄时或在其原定退休年龄与 65 岁之间退休。

39. 应当指出，不同于国家养恤金制度延长退休年龄做法的是，国际公务员制度委员会提出将在职人员的法定离职年龄延长至 65 岁的建议，主要并不是由于担心联合国合办职员养恤基金的可持续性。精算结果显示，联合国合办职员养恤基金财务状况稳健和良好，因此，“考虑到职员的既得权利”，2014 年 1 月 1 日之前加入养恤基金者的退休年龄保持不变。

¹ 见 <http://icsc.un.org/resources/pdfs/ar/AR2012.pdf>（2016 年 11 月 1 日访问）。

² 见 EB133.R3 号决议（2013 年）。

40. 有人认为，鉴于预期寿命延长趋势，并考虑到秘书处在职员到退休年龄后续用职员和重新雇用退休的前职员做法，不妨将所有职员退休年龄延至 65 岁。数据显示，总干事根据《人事条例》第 9.5 条，为本组织的利益，在极少数情况下，例外批准了少数职员在退休年龄之后延期。这些延期通常较短，从几个月到一年不等¹。延期通常限于高级职员，以便他们能够完成一个重要项目，或使其任期与即将离任的总干事或区域主任的任期同时结束。由于缺乏合适的候选人，在继任人员招聘甄选程序尚未完成的情况下，可以在职员到退休年龄时例外延期。

41. 在 2011 年至 2016 年期间退休的 911 名世卫组织职员中，45% 属专业及以上职类，只有 12% 职员的任期是出于本组织利益的考虑在到退休年龄后延期的，其中 79% 属专业及以上职类。80% 的延期为 1 至 12 个月；18% 为 1 至 3 年；2% 为 3 年或 3 年以上。

42. 如果将在职职员法定离职年龄延至 65 岁，那么，所有职员，无论是国际专业人员职类，还是国家专业人员职类或一般事务人员职类，最多可以延长 3 年（若原定退休年龄为 62 岁）或 5 年（若原定退休年龄为 60 岁）。

43. 与联合国其它机构一样，世卫组织聘用退休职员开展有时限的特定活动，往往是利用前资深职员的专长或开展应急工作或激增能力。世卫组织致力于在职职员的职业发展，因此退休人员招聘受到以下因素制约：合同期限有限；薪酬设置上限；只有在在不影响在职职员的职业发展机会或不影响征聘新职员的情况下才授权返聘；返聘既有成本效益，又能合理满足本组织的业务需要。与退休的世卫组织国际专业人员、国家专业人员和一般事务人员（目前共有近 6000 名前世卫组织职员从联合国合办职员养恤基金那里领取养恤金）的数量相比，返聘的退休人员数量非常有限。

44. 落实第 70/244 号决议实际上将改变决策权。目前的做法是，总干事出于本组织利益的考虑，决定在已到退休年龄的职员中延长谁的任期和延长多久。如果将法定离职年龄延至 65 岁，同时又应“考虑到职员的既得权利”，则将由职员自己决定何时退休，总干事无权要求职员必须在到原定退休年龄时退休，除非总干事援用终止任用规定并为此支付昂贵的赔偿金。国际公务员制度委员会 2014 年报告指出，委员会一些成员注意到了这一重大变化，他们“认为，各组织在雇用年龄不到拟议提高的规定离职年龄的工作人员时，应有一定的灵活性，同时考虑到其业绩和重组需求（裁撤员额，降级员额）。仅仅给予工作人员选择的可能性，而不给予组织灵活性，将是不平衡的解决办法”²。但这一意见没有反映在国际公务员制度委员会向联合国大会提交的关于这一事项的建议中。

¹ 《职员细则》第 1020.1 条规定，例外延期不得一次超过 1 年。

² 《联合国大会第六十九届会议正式记录》，（文件 A/69/30，第 107 段）。

修订款的影响

45. **继任规划：**根据会员国的要求，秘书处每年开展继任规划工作，这样，本组织可以提前一年计划就下一年退休职员腾出的职位采取行动。本组织可以灵活采用各种办法，例如取消这些职位，或用经调整的职位代替，或降低职位级别等，使本组织人力资源计划与其新重点保持一致。
46. 鉴于在 2014 年 1 月 1 日之前加入联合国合办职员养恤基金的职员能够选择在 60 岁或 62 岁至 65 岁之间退休，秘书处不再能够预测 60 岁或 62 岁退休职员人数。即使要求职员至少提前一年通知秘书处其预计退休日期，但职员可以提前三个月通知，早于原预计日期提前退休，或决定在原预计日期之后退休（只要不超过 65 岁）。
47. **性别平衡和地域代表性：**自然减员为改善性别平衡和地域代表性提供了机会。
48. 自 2010 年以来，性别平衡有所改善，但进展缓慢。在大约五年期间专业及以上职类妇女百分比增加了 2%；现在的目标是在两年内将这一百分比提高 3%（55:45）。截至 2016 年 7 月 31 日，在专业及以上职类的长期现职职员中，42.8%为女性。
49. 截至 2016 年 7 月 31 日，在国际专业人员职类（即计入地域代表性的职位）中，仍有 34%的世卫组织会员国为无额国或缺额国。2016-2017 年规划预算中确定的一项目标是将此数字降至 28%。
50. 这些数据表明，必须进一步努力改善所有职等员工的性别平衡和地域代表性。为此，内部人才库中女性职员以及来自缺额国或无额国的职员必须有机会获得较高职位。只有通过招聘新人，才能实现性别平衡和公平地域代表性。换句话说，本组织必须在外部招聘人才来填补在获得资金后新创的职位以及在职员离职后腾出的职位，特别是填补在到退休年龄时退休职员腾出的职位。
51. 展望 2018-2019 双年度¹，根据目前的法定离职年龄推算，182 名职员将于 2018 年退休，187 名职员将于 2019 年退休，该双年度退休职员人数占职员总数的 5.9%。其中，2018 年 51%的退休职员和 2019 年 42%的退休职员属于专业及以上职类。在预计于 2018 年和 2019 年退休的专业及以上职类职员中，男性分别为 66%和 64%，2018 年和 2019 年超额国退休职员分别为 64%和 59%。

¹ 见题为“人力资源：人力数据最新情况（截至 2016 年 7 月 31 日）”的文件中表 8，可自 <http://www.who.int/about/finances-accountability/budget/en/> 获取（2016 年 11 月 1 日访问）。

52. 随着在职职员的法定离职年龄延至 65 岁，一些原定在 60 岁或 62 岁退休的职员将会决定到 65 岁退休，这不可避免地会延缓在改善性别平衡和地域代表性方面的良好趋势。

53. **财政影响：**国际公务员制度委员会在其 2014 年报告¹中向联合国大会提出建议时指出，将在职职员的法定离职年龄提高到 65 岁将产生的一项积极影响是，离职后医疗保险负债将减少，换句话说，在职人员延缓退休不会增加离职后医疗保险负债。就世卫组织而言，较难估计对本组织离职后医疗保险长期负债和筹资的影响。一方面，有一个积极影响是，多工作三年或五年的职员将为医疗保险计划带来更多资金（其中三分之二由世卫组织缴款，三分之一由职员缴款）。另一方面，一些较晚（例如在 53、54 或 55 岁）进入世卫组织的职员原本达不到该计划所要求的 10 年最低服务期，而现在将符合资格，这将产生负面财政影响。实际影响将取决于哪些职员选择延至 65 岁退休以及他们在本组织的服务年限。独立精算师将对影响离职后医疗保险的这些变量和其它变量作出假设和评估。

54. 养恤基金负债和收入流可能也存在类似情况。养恤金缴款也是三分之一由职员支付，三分之二由世卫组织支付。服务期延长三年产生的养恤金额外缴款收入将被额外付款抵消。

55. 将在职职员法定离职年龄延至 65 岁还将对预算造成影响，推迟为提高成本效益对世卫组织职员配置结构进行重新调整。年度继任规划结果显示，原本计划在 2014、2015 和 2016 年裁减 12.8% 的退休职位。由于在职职员可能会延至 65 岁退休，本组织要么留用原本计划在退休后将其职位取消的职员，要么裁减职位并向在职职员支付昂贵的赔偿（重新派任期、通知期和终止任用补偿金等），而如果这些职员在原定 60 岁或 62 岁退休，他们就无权享受这些福利。从事全球消灭脊灰行动工作的职员就是如此，他们本应在此项行动结束时离职。关于终止任用补偿金，秘书处修订了《职员细则》第 1050 条（“裁撤职位”），以澄清职员在退休时或在联合国合办职员养恤基金规定的退休日之后不领取服务终了补助金（还针对退休问题对《职员细则》第 375 条关于服务终了补助金的规定稍作文字调整）。

56. 这还将对职员年轻化产生影响。原本将在 2018 年和此后几年退休的职员目前的许多职位本来可以降级，从而为招聘较低级别的职员创造更多的机会和提高成本效益。

¹ 见 <http://icsc.un.org/resources/pdfs/ar/AR2014.pdf>（2016 年 11 月 1 日访问）。

执行委员会的行动

57. 根据这些修订，执行委员会拟可考虑下述决议草案¹。

决议草案 1（经修订的整套报酬办法、相关福利和职员薪酬）

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，

1. **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，涉及专业及以上职类职员的薪酬问题，自 2017 年 1 月 1 日起生效；
2. **还确认**总干事根据《人事条例》第 12.2 条对《职员细则》所作的修订，涉及定义、招聘奖励、薪金、受抚养人津贴、流动激励措施、艰苦条件津贴和不带家属服务津贴、安置补助金、离职回国补助金、服务终了补助金、招聘政策、派任、职档例常加薪、回籍假、配偶和子女旅行、异地调动托运、享受有关福利的期限、死亡费用、裁撤职位、《职员细则》附录 1，自 2017 年 1 月 1 日起生效；
3. **进一步确认**总干事根据《人事条例》第 12.2 条对《职员细则》所作的修订，涉及教育补助金、职员旅行、配偶和子女旅行、《职员细则》附录 2，自 2017 年 1 月 1 日起生效，适用于在 2018 年 1 月 1 日已开学的学年。

决议草案 2（在职职员法定离职年龄延至 65 岁）

关于为落实联合国大会在第 70/244 号决议中作出的将在职职员法定离职年龄延至 65 岁的决定而提交的修订款，请执行委员会决定：

1. 是否批准将 2014 年 1 月 1 日前加入联合国合办职员养恤基金的职员法定离职年龄延至 65 岁，同时应考虑到职员的既得权利；
2. 如果执委会批准此项延长，相关修订款的生效日期是：

¹ 关于这些决议对秘书处的财政和行政影响，见文件 EB140/48 Add.1。

² 文件 EB140/48。

(a) 自 2018 年 1 月 1 日起生效（为此将向执行委员会提交下述决议草案供批准）；或者

(b) 在 2018 年 1 月之后某一特定日期生效（并应相应修订下述决议草案）。

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¹，

确认总干事根据《人事条例》第 12.2 条对《职员细则》第 410 和第 1020 条所作的修订，自 2018 年 1 月 1 日起生效。

决议草案 3（不叙级职位职员和总干事的薪酬）

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¹，

建议第七十届世界卫生大会通过下述决议：

第七十届世界卫生大会，

注意到执行委员会关于不叙级职位职员和总干事薪酬的建议，

1. **确定**助理总干事和区域主任的年薪毛额为 174 373 美元，相应的薪金净额为 130 586 美元；
2. **还确定**副总干事的年薪毛额为 192 236 美元，相应的薪金净额为 142 376 美元；
3. **进一步确定**总干事的年薪毛额为 241 276 美元，相应的薪金净额为 172 069 美元；
4. **决定**这些薪酬调整应于 2017 年 1 月 1 日起生效。

¹ 文件 EB140/48。

附件 1

**AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS TAKEN BY THE UNITED NATIONS
GENERAL ASSEMBLY AT ITS SEVENTIETH SESSION AND DECISIONS EXPECTED TO BE TAKEN AT
ITS SEVENTY-FIRST SESSION ON THE BASIS OF RECOMMENDATIONS OF THE COMMISSION**

Former text	New text
<p>310. DEFINITIONS</p> <p>...</p> <p>310.5.2 a child as defined by the Director-General and for whom the staff member certifies that he provides the main and continuing support, provided that the child is under 18 years of age or, if in full-time attendance at a school or university, under the age of 21 years. Age and school attendance requirements shall not apply if the child is physically or mentally incapacitated for substantial gainful employment either permanently or for a period expected to be of long duration. If both parents are staff members of international organizations applying the common system of salaries and allowances, the children, if determined dependent, shall be recognized as the dependants of the parent whose annual gross occupational earnings yield the higher amount;</p> <p>...</p> <p>New Sub-rule</p>	<p>310. DEFINITIONS</p> <p>...</p> <p>310.5.2 a child as defined by the Director-General and for whom the staff member certifies that he provides the main and continuing support, provided that the child is under 18 years of age or, if in full-time attendance at a school or university, under the age of 21 years. Age and school attendance requirements shall not apply if the child is physically or mentally incapacitated for substantial gainful employment either permanently or for a period expected to be of long duration. If both parents are staff members of international organizations applying the common system of salaries and allowances, the children, if determined dependent, shall will be recognized as the dependants of the parent whose annual gross occupational earnings yield the higher amount, unless the staff members concerned request otherwise;</p> <p>...</p> <p>310.7 A “single parent” is a staff member who meets the following criteria:</p> <p>310.7.1 The staff member does not have a spouse;</p> <p>310.7.2 The staff member has a dependent child as defined under Staff Rule 310.5.2;</p> <p>310.7.3 The staff member provides main and continuing support to the child.</p>

Former text	New text																																																
<p>New Rule</p>	<p>315. RECRUITMENT INCENTIVE An incentive payment for the recruitment of experts in highly specialized fields in instances in which the Organization is unable to attract suitably qualified personnel may be made at the discretion of the Director-General. The amount of the recruitment incentive shall not exceed 25% of the annual net base salary for each year of the initial appointment.</p>																																																
<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="0" data-bbox="291 638 1075 941"> <tr> <td style="width: 30%;">Assessable income US\$</td> <td style="width: 30%;">Staff assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2)</td> <td style="width: 10%; text-align: center;">%</td> <td style="width: 30%;"></td> </tr> <tr> <td></td> <td></td> <td></td> <td style="text-align: center;">%</td> </tr> <tr> <td>First 50 000</td> <td></td> <td style="text-align: center;">15</td> <td></td> </tr> <tr> <td>Next 50 000</td> <td></td> <td style="text-align: center;">21</td> <td></td> </tr> <tr> <td>Next 50 000</td> <td></td> <td style="text-align: center;">27</td> <td></td> </tr> <tr> <td>Remaining assessable payments</td> <td></td> <td style="text-align: center;">30</td> <td></td> </tr> </table> <p>Amounts of staff assessment for those with neither a dependent spouse nor a dependent child would be equal to the difference between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.</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		15		Next 50 000		21		Next 50 000		27		Remaining assessable payments		30		<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="0" data-bbox="1187 638 1971 941"> <tr> <td style="width: 30%;">Assessable income US\$</td> <td style="width: 30%;">Staff assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2)</td> <td style="width: 10%; text-align: center;">%</td> <td style="width: 30%;"></td> </tr> <tr> <td></td> <td></td> <td></td> <td style="text-align: center;">%</td> </tr> <tr> <td>First 50 000</td> <td></td> <td style="text-align: center;">17</td> <td></td> </tr> <tr> <td>Next 50 000</td> <td></td> <td style="text-align: center;">24</td> <td></td> </tr> <tr> <td>Next 50 000</td> <td></td> <td style="text-align: center;">30</td> <td></td> </tr> <tr> <td>Remaining assessable payments</td> <td></td> <td style="text-align: center;">34</td> <td></td> </tr> </table> <p>Amounts of staff assessment for those with neither a dependent spouse nor a dependent child would be equal to the difference between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.</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		17		Next 50 000		24		Next 50 000		30		Remaining assessable payments		34	
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<p>340. DEPENDANTS' ALLOWANCES</p> <p>Staff members appointed to the professional or higher categories, are entitled to a dependant's allowance for dependants as defined in Rule 310.5, as follows:</p> <p>340.1 for a dependent child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.</p>	<p>340. DEPENDANTS' ALLOWANCES</p> <p>Staff members appointed to the professional or higher categories, are entitled to a dependant's² allowances for dependants pursuant to the definitions provided in as defined in Staff Rules 310.5 and 310.7, as follows:</p> <p>340.1 for a dependent child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.</p>																																																

Former text	New text
<p>340.2 for a child who is physically or mentally disabled subject to the conditions defined in Rule 340.1, except that if the staff member has no dependent spouse and receives the “with dependant” rate of net salary by virtue of such a child, the allowance shall be the same as for a dependent child in Rule 340.1 above.</p> <p>340.3 for a father, mother, brother or sister.</p> <p>340.4 The allowances to be paid under Rules 340.1, 340.2 and 340.3 shall be as determined by the Director-General on the basis of procedures agreed among the international organizations concerned.</p>	<p>340.2 for a child who is physically or mentally disabled, an amount equivalent to double the dependent child allowance, subject to the conditions defined in Staff Rule 340.1, except that if the staff member has no dependent spouse and receives the “with dependant” rate of net salary by virtue of such a child, the allowance shall be the same as for a dependent child in Rule 340.1 above.</p> <p>340.3 for a father, mother, brother or sister.</p> <p>340.4 for a dependant spouse.</p> <p>340.5 for being recognized as having the status of a single parent.</p> <p>340.46 The allowances to be paid under Staff Rules 340.1, 340.2, 340.3, 340.4 and 340.35 shall be as determined by the Director-General on the basis of procedures agreed among the international organizations concerned established by the International Civil Service Commission.</p>
<p>350. EDUCATION GRANT</p> <p>...</p> <p>350.1.1 the grant is payable for each child as defined under Rule 310.5.2 up to the end of the school year in which the child reaches the age of 25 or completes four years of post-secondary studies, whichever is earlier;</p> <p>...</p> <p>350.2 This grant is payable for:</p> <p>...</p> <p>350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of full board if provided by the institution. Where full board is not provided by the institution, a flat amount is paid in lieu;</p>	<p>350. EDUCATION GRANT</p> <p>...</p> <p>350.1.1 the grant is payable for each child as defined under Staff Rule 310.5.2 up to the end of the school year in which the child reaches the age of 25, or attains a first post-secondary degree, whichever is earlier;</p> <p>...</p> <p>350.2 This grant is payable for:</p> <p>...</p> <p>350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the official duty station.; including the cost of full board if provided by the institution. Where full board is not provided by the institution, For staff members assigned outside category H duty stations, an additional flat amount lump sum is paid for boarding-related expenses- for primary and secondary levels only is also payable;</p>

Former text	New text
<p>...</p> <p>350.2.5 the cost of boarding for attendance at an educational institution in the country of the official station, but beyond commuting distance from the official station, when no suitable education facilities exist in that area;</p> <p>...</p> <p>350.4 “Cost of attendance” is defined as the cost of enrolment, registration, prescribed textbooks, courses, examinations and diplomas, but not school uniforms or optional charges. It may include the cost of midday meals and the cost of daily group transportation when these are provided by the school and the cost is included in the billing for the child’s education.</p>	<p>...</p> <p>350.2.5 the cost of boarding for attendance at an educational institution in the country of the official station, but beyond commuting distance from the official station, when no suitable education facilities exist in that area;</p> <p>...</p> <p>350.4 “Cost of attendance” is defined as the cost of tuition , including mother tongue tuition, and enrolment-related fees only registration, prescribed textbooks, courses, examinations and diplomas, but not school uniforms or optional charges. It may include the cost of midday meals and the cost of daily group transportation when these are provided by the school and the cost is included in the billing for the child’s education.</p> <p>...</p> <p>350.6 Capital assessment fees charged by educational institutions shall be reimbursed under conditions prescribed by the Director-General outside the education grant scheme.</p>
<p>360. MOBILITY AND HARDSHIP SCHEME</p> <p>360.1 The following staff members shall receive a non-pensionable allowance designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, in accordance with conditions established by the Director-General:</p> <p>360.1.1 staff members, except those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for a period of one year or longer; and</p>	<p>360. MOBILITY INCENTIVE, AND HARDSHIP SCHEME ALLOWANCE AND NON-FAMILY SERVICE ALLOWANCE</p> <p>360.1 The following staff members shall receive a non-pensionable allowance designed to recognize varying degrees of hardship at different stations and recognize varying degrees of hardship at different duty stations, and provide non-family service allowance for service in duty stations with family restrictions. These allowances , in accordance with conditions established by the Director-General are determined by the Director-General on the basis of conditions and procedures established by the International Civil Service Commission:</p> <p>360.1.1 staff members, except those appointed under Staff Staff Rules 1310 and 1330, who are assigned or transferred appointed or reassigned to designated categories of an official-duty stations as determined by the International Civil Service Commission, for a period of one year or longer, and</p>

Former text	New text
<p>360.1.2 staff members, except those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for an initial period of less than one year, and whose assignment or transfer is subsequently extended so that the uninterrupted period of service at that official station is one year or longer.</p> <p>360.2 The mobility and hardship scheme is composed of three allowances: mobility, hardship and non-removal, and shall be paid as determined by the Director-General on the basis of conditions and procedures agreed among the international organizations in the United Nations common system.</p> <p>360.3 Official stations shall be categorized according to conditions of life and work and on the basis of criteria agreed among the international organizations concerned for classifying official stations. Headquarters, North American and European official stations and similar designated locations shall be categorized H official stations, whereas all other official stations shall be categorized from A to E.</p> <p>New Sub-rule 360.4</p>	<p>360.1.2 staff members, except those appointed under Staff Rules 1310 and 1330, who are assigned or transferred appointed or reassigned to designated categories of an official duty stations as determined by the International Civil Service Commission, for an initial period of less than one year, and whose assignment or transfer appointment or reassignment is subsequently extended so that the uninterrupted period of service at that official duty station is one year or longer.</p> <p>360.2 The mobility and hardship scheme is composed of three allowances: mobility, hardship and non-removal, and shall be paid as determined by the Director-General on the basis of conditions and procedures agreed among the international organizations in the United Nations common system. Deleted</p> <p>360.3 Official Duty stations shall be categorized according to conditions of life and work and on the basis of criteria agreed among the international organizations concerned established by the agreed among the international organizations concerned International Civil Service Commission for classifying official duty stations. Headquarters, North American and European official stations and similar designated locations shall be categorized H official stations, whereas all other official stations shall be categorized from A to E.</p> <p>360.4 Staff members who are assigned to duty stations for which family restrictions have been declared by the International Civil Service Commission shall be paid the non-family service allowance as determined by the Director-General.</p>
<p>365. ASSIGNMENT GRANT</p> <p>365.1 A staff member whose travel is authorized shall be paid an assignment grant:</p> <p>365.1.1 upon appointment or upon reassignment to an official station for a period of at least one year; or</p> <p>365.1.2 upon extension of an initial appointment or reassignment to an official station of less than one year, resulting in an uninterrupted period of service at that official station of one year or longer.</p>	<p>365. ASSIGNMENT SETTLING-IN GRANT</p> <p>365.1 A staff member whose travel is authorized shall be paid a an assignment grant settling-in grant:</p> <p>365.1.1 upon appointment or upon reassignment to an official duty station for a period of at least one year; or</p> <p>365.1.2 upon extension of an initial appointment or reassignment to an official duty station of less than one year, resulting in an uninterrupted period of service of one year or longer at that official the same duty station of one year or longer.</p>

Former text	New text
<p>365.2 The amount of the assignment grant shall be the equivalent of:</p> <p>365.2.1 travel per diem in respect of himself for a period of 30 days from his arrival;</p> <p>365.2.2 travel per diem, in respect of each family member accompanying or joining him at the Organization's expense under Rule 820, except for children eligible for travel under Rule 820.1.4, for 30 days at half the rate after their arrival.</p> <p>365.3 Subject to conditions established by the Director-General on the basis of conditions and procedures agreed among international organizations in the United Nations common system, the assignment grant shall be increased by one or more lump sums, depending on the category of the official station, whether the staff member is entitled to removal under Rule 855.1, and the duration or expected duration of the assignment at that official station. The lump sum shall be calculated and payable on the basis of the staff member's net base salary and, as applicable, the post adjustment at the official station to which the staff member is assigned at his grade and step, and rates determined by the Director-General.</p> <p>365.4 No assignment grant shall be paid for children born, or for any other dependant acquired, after the arrival of the staff member at the official station.</p> <p>365.5 If a staff member resigns from the Organization within 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 365.3 is recoverable proportionately under conditions established by the Director-General.</p>	<p>365.2 The amount of the assignment settling-in grant shall be the equivalent of the applicable per diem at the date of arrival at the duty station:</p> <p>365.2.1 travel per diem in respect of for the staff member for a period of 30 days from his arrival;</p> <p>365.2.2 travel per diem, in respect of for each family member the spouse and/or dependant child(ren) accompanying or joining him the staff member at the Organization's expense under Staff Rule 820, for 15 days, except for children eligible for travel under Rule 820.1.4, for 30 days at half the rate after their arrival.</p> <p>365.3 Subject to conditions established by the Director-General on the basis of conditions and procedures agreed among international organizations in the United Nations common system, the assignment settling-in grant shall be increased by one or more also include a lump sums, depending on the category of the official station, whether the staff member is entitled to removal under Rule 855.1, and the duration or expected duration of the assignment at that official station. The lump sum shall be calculated and payable on the basis of one month of the staff member's net base salary and, as applicable, the post adjustment at the official duty station to which the staff member is assigned and at the rate applicable at the date of arrival at the duty station at his grade and step, and rates determined by the Director-General.</p> <p>365.4 No assignment settling-in grant shall be paid for children born, or for any other dependant acquired, after the arrival of the staff member at the official duty station.</p> <p>365.5 If a staff member resigns from the Organization within one year of the date of his or her appointment or reassignment to an official duty station, the lump sum portion of the assignment settling-in grant paid under Staff Rule 365.3 is recoverable proportionately under conditions established by the Director-General.</p>

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370. REPATRIATION GRANT			370. REPATRIATION GRANT																																																																																				
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 criteria established by the Director-General, of relocation outside the country of his last official station or residence during his last assignment, 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.			370.1 A staff member who on leaving the service of the Organization, other than by summary dismissal under Staff Rule 1075.2, has performed at least one five years of continuous service outside the country of his recognized place of residence shall be entitled to a repatriation grant. This grant is payable in accordance with the following schedules and with Staff 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 criteria established by the Director-General, of relocation outside the country of his the staff member's last official duty station or residence during his the last assignment, with due regard to the provisions of Staff Rule 370.4. This part of the grant is payable if it is claimed within two years of the effective date of separation.																																																																																				
370.1.1 For staff members of the professional and higher categories:			370.1.1 For staff members of the professional and higher categories:																																																																																				
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370.1.2 For staff members of the general service category:			370.1.2 For staff members of the general service category:		
Years of qualifying service	Weeks of salary		Years of qualifying service	Weeks of salary	
	Without spouse or dependent children	With spouse or dependent children		Without spouse or dependent children	With spouse or dependent children
Not less than 1	2	4	Not less than 1	2	4
2	4	8	2	4	8
3	5	10	3	5	10
4	6	12	4	6	12
5	7	14	5	7	14
6	8	16	6	8	16
7	9	18	7	9	18
8	10	20	8	10	20
9	11	22	9	11	22
10	12	24	10	12	24
11	13	26	11	13	26
12 or more	14	28	12 or more	14	28
<p>375. END-OF-SERVICE GRANT</p> <p>Staff members holding a fixed-term appointment whose appointment is not renewed after completing five years of continuous qualifying service, and whose performance has been certified as being satisfactory, shall be entitled to a grant based on the years of service, unless an offer of renewal of appointment has been either received or declined or the staff member has reached the statutory age of retirement as defined under Rule 1020.1. The amount of the grant shall be fixed according to the schedule in Rule 1050.10 for termination of fixed-term appointments.</p>			<p>375. END-OF-SERVICE GRANT</p> <p>Staff members holding a fixed-term appointment whose appointment is not renewed after completing five years of continuous qualifying service, and whose performance has been certified as being satisfactory, shall be entitled to a grant based on the years of service, unless an offer of renewal of appointment has been either received or declined or the staff member has reached the statutory age of retirement as defined under Staff Rule 1020.1. The amount of the grant shall be fixed according to the schedule in Staff Rule 1050.10 for termination of fixed-term appointments.</p>		

Former text	New text
<p>410. RECRUITMENT POLICIES</p> <p>...</p> <p>410.2 Candidates under 20 or over 62 years of age shall not normally be considered for appointment.</p>	<p>410. RECRUITMENT POLICIES</p> <p>...</p> <p>410.2 Candidates under 20 or over 62⁵ years of age shall not normally be considered for appointment.</p>
<p>510. ASSIGNMENT TO DUTY</p> <p>...</p> <p>510.2 Assignments shall be of two types:</p> <p>510.2.1 those made under conditions warranting the full establishment of the staff member at his official station, including the household removal. Such assignments shall be designated as R assignments;</p> <p>510.2.2 those made for fixed periods under conditions which do not warrant the full establishment of the staff member at his official station. Such assignments shall be designated as NR assignments.</p> <p>For the practical implications of R and NR assignments on the mobility and hardship allowance, see Rule 360; on assignment grant, see Rule 365; on transportation of personal effects, see Rule 850; and on removal, see Rule 855.</p>	<p>510. ASSIGNMENT TO DUTY</p> <p>...</p> <p>510.2 Assignments shall be of two types:</p> <p>510.2.1 those made under conditions warranting the full establishment of the staff member at his official station, including the household removal. Such assignments shall be designated as R assignments;</p> <p>510.2.2 those made for fixed periods under conditions which do not warrant the full establishment of the staff member at his official station. Such assignments shall be designated as NR assignments.</p> <p>For the practical implications of R and NR assignments on the mobility and hardship allowance, see Rule 360; on assignment grant, see Rule 365; on transportation of personal effects, see Rule 850; and on removal, see Rule 855.</p> <p>An assignment for the purpose of entitlement to settling-in grant, mobility incentive and relocation shipment is an assignment requiring the installation of the staff member in the duty station for a period of at least one year.</p>
<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 Staff Rule 550.1. The unit of service time is as follows:</p> <p>550.2.1 one year of full-time service at all levels and steps except at those in Staff Rule 550.2.2;</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>	<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 Staff Rule 550.1. The unit of service time is as follows:</p> <p>550.2.1 one year of full-time service at all levels and steps except at those in Staff Rule 550.2.2;</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>

Former text	New text
<p>P-6/D-1 step IV to step VIII, and D-2 step I to step V;</p> <p>...</p> <p>550.3 The unit of service time shall be reduced to ten months under Staff Rule 550.2.1 and to twenty months under Staff Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency of a second official language of the Organization. Staff members whose mother tongue is one of the official languages of the Organization must demonstrate proficiency in a second official language. This Staff Rule applies to staff members in the professional and higher categories except for conference and other short-term service staff appointed under Staff Rule 1320, e.g., translators, editors, revisers and interpreters.</p>	<p>for grades P-1 to P-5 from step VII, for P-6/D-1 from step IV to step VIII, and for D-2 from step I to step V;</p> <p>...</p> <p>550.3 Deleted. The unit of service time shall be reduced to ten months under Staff Rule 550.2.1 and to twenty months under Staff Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency of a second official language of the Organization. Staff members whose mother tongue is one of the official languages of the Organization must demonstrate proficiency in a second official language. This Staff Rule applies to staff members in the professional and higher categories except for conference and other short-term service staff appointed under Staff Rule 1320, e.g., translators, editors, revisers and interpreters.</p>
<p>640. HOME LEAVE</p> <p>...</p> <p>640.2 The date of eligibility for home leave shall be the date on which the staff member has completed 24 months of qualifying service, except at those official stations designated by the Director-General as having difficult conditions of life and work. At such designated official stations, the date of eligibility shall be the date on which the staff member has completed 12 months of qualifying service. The date may be determined according to criteria established by the Director-General in cases of reassignment or reclassification of official stations. All official stations are classified for this purpose, according to their home leave cycle, as “24-month stations” or “12-month stations”.</p>	<p>640. HOME LEAVE</p> <p>...</p> <p>640.2 The date of eligibility for home leave shall be the date on which the staff member has completed 24 months or 12 months of qualifying service, except at those official stations designated by the Director-General as having difficult conditions of life and work. At such designated official stations, the date of eligibility shall be the date on which the staff member has completed 12 months of qualifying servicedepending on the category of the duty station as established by the International Civil Service Commission. The date may be determined according to criteria established by the Director-General in cases of reassignment or reclassification of official duty stations. All official duty stations are classified for this purpose, according to their home leave cycle, as “24-month stations” or “12-month stations”.</p>
<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of staff members as follows:</p> <p>...</p> <p>810.5 on family visit, once between home leave eligibility dates (or once during an appointment of equivalent duration) as set out in Staff Rule 640.2 from</p>	<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of staff members as follows:</p> <p>...</p> <p>810.5 on family visit, once between home leave eligibility dates (or once during an appointment of equivalent duration) as set out in Staff Rule 640.2 from</p>

Former text	New text
<p>the duty station to the place where the staff member's spouse and children, as defined in Staff Rule 820.1, are residing, and return to the duty station, provided that:</p> <p>810.5.1 the staff member has waived his entitlements to the travel of his spouse and children under Staff Rules 820 and 825, except for education grant travel under Staff Rules 820.2.5.2 and 820.2.5.3;</p>	<p>the duty station to the place where the staff member's spouse and children, as defined in Staff Rule 820.1, are residing, and return to the duty station, provided that:</p> <p>810.5.1 the staff member has waived his entitlements to the travel of his spouse and children under Staff Rules 820 and 825, except for education grant travel under Staff Rules 820.2.5.2 and 820.2.5.3;</p>
<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>820.1 Family members recognized as eligible for purposes of travel at the Organization's expense are:</p> <p>...</p> <p>820.1.3 each such child for whom travel expenses have previously been paid by the Organization, to the extent of the final one-way passage either to join the staff member at the official station or to return to the country of the recognized place of residence within one year after ceasing to qualify as a dependant. The Organization's financial responsibility shall be limited to the cost of one-way travel between the official station and the recognized place of residence. However, if a round trip to which the child may be entitled under Rule 820.2.5.2 or 820.2.5.3 is completed after the end of the scholastic year in which the child reaches the age of 21, this travel shall not be authorized;</p> <p>820.1.4 a child entitled to the education grant under Rule 310.5.2, for purposes of travel under Rules 820.2.5.1, 820.2.5.2, 820.2.5.3 and 820.2.5.5.</p> <p>...</p> <p>820.2 The Organization shall pay the travel expenses of a staff member's spouse and dependent children, as defined in Rule 820.1, under the following circumstances:</p> <p>820.2.1 on appointment for a period of not less than one year, or upon extension of an initial appointment of less than one year resulting in an uninterrupted period of service of one year or longer, from the recognized place of residence or, at the option</p>	<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>820.1 Family members recognized as eligible for purposes of travel at the Organization's expense are:</p> <p>...</p> <p>820.1.3 each such child for whom travel expenses have previously been paid by the Organization, to the extent of the final one-way passage either to join the staff member at the official station or to return to the country of the recognized place of residence within one year after ceasing to qualify as a dependant. The Organization's financial responsibility shall be limited to the cost of one-way travel between the official station and the recognized place of residence. However, if a round trip to which the child may be entitled under Staff Rule 820.2.5.2 or 820.2.5.3 is completed after the end of the scholastic year in which the child reaches the age of 21, this travel shall not be authorized;</p> <p>820.1.4 a child entitled to the education grant under Rule 310.5.2, for purposes of travel under Staff Rules 820.2.5.1, 820.2.5.2, 820.2.5.3 and 820.2.5.5.</p> <p>...</p> <p>820.2 The Organization shall pay the travel expenses of a staff member's spouse and dependent children, as defined in Staff Rule 820.1, under the following circumstances:</p> <p>820.2.1 on appointment for a period of not less than one year, or upon extension of an initial appointment of less than one year resulting in an uninterrupted period of service of one year or longer, from the recognized place of residence or, at the option</p>

Former text	New text
<p>of the Organization, the place of recruitment, to the official station, or from some other place, provided that the cost to the Organization does not exceed that for the travel from the recognized place of residence, and subject to the requirement that in any case the spouse and dependent children are expected to remain at the official station at least six months;</p>	<p>of the Organization, the place of recruitment, to the official duty station, or from some other place, provided that the cost to the Organization does not exceed that for the travel from the recognized place of residence, and subject to the requirement that in any case the spouse and dependent children are is expected to remain at the official duty station at least six months;</p>
<p>...</p>	<p>...</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 655.3 does not apply:</p>	<p>820.2.5 for a child for whom there is an entitlement to boarding assistance under an education grant under in accordance with Staff Rule 350 for study outside the commuting distance of the official duty station, provided Staff Rule 655.3 does not apply:</p>
<p>...</p>	<p>...</p>
<p>820.2.5.3 a second such round trip each scholastic year under the same conditions as under Rule 820.2.5.2 if the staff member is assigned to an official station designated for this purpose, provided that the staff member does not go on home leave during that scholastic year;</p>	<p>820.2.5.3 a second such round trip each scholastic year under the same conditions as under Rule 820.2.5.2 if the staff member is assigned to an official station designated for this purpose, provided that the staff member does not go on home leave during that scholastic year;Deleted</p>
<p>...</p>	<p>...</p>
<p>820.2.5.5 the final one-way passage defined in Rule 820.1.3 within one year after ceasing to qualify for education grant under Rule 350.1.2, provided that such entitlement has not already been exercised under Rule 820.1.3. The Organization's financial responsibility shall be limited to the cost of one-way travel between the official station and the recognized place of residence. However, if a round trip to which the child may be entitled under Rules 820.2.5.2 or 820.2.5.3 is completed after the child ceases to qualify for an education grant under Rule 350.1.2, this travel shall not be authorized;</p>	<p>820.2.5.5 the final one-way passage defined in Staff Rule 820.1.3 within one year after ceasing to qualify for education grant under Staff Rule 350.1.2, provided that such entitlement has not already been exercised under Staff Rule 820.1.3. The Organization's financial responsibility shall be limited to the cost of one-way travel between the official station and the recognized place of residence. However, if a round trip to which the child may be entitled under Staff Rules 820.2.5.2 or 820.2.5.3 is completed after the child ceases to qualify for an education grant under Staff Rule 350.1.2, this travel shall not be authorized;</p>

Former text	New text
<p>855. REMOVAL OF HOUSEHOLD GOODS</p> <p>855.1 On an R assignment (see Rule 510.2.1) a staff member appointed for a period of at least two years, and whose recognized place of residence is other than and not in the area of his official station, shall be entitled to reimbursement, within limits established by the Director-General, for the expense of moving his household goods:</p> <p>855.1.1 on initial assignment to an official station if the R assignment is expected to last at least two years;</p> <p>855.1.2 on any subsequent change of official station if the new R assignment is expected to last at least two years;</p> <p>855.1.3 on separation, except as provided in Rule 1010.2.</p> <p>855.2 On an NR assignment (see Rule 510.2.2) a staff member is entitled to receive the mobility and hardship allowance in accordance with Rule 360 and an assignment grant under Rule 365 but is not entitled to the removal of household goods.</p> <p>855.3 If both spouses are staff members of international organizations applying the common system of salaries and allowances and each is entitled to reimbursement for the expense of moving household goods, each shall have the choice of exercising the entitlement within limits established by the Director-General.</p>	<p>855. REMOVAL OF HOUSEHOLD GOODS RELOCATION SHIPMENT</p> <p>855.1 On an R assignment (see Rule 510.2.4), a staff member appointed or reassigned for a period of at least two one years, or separated, except as provided in Staff Rule 1010.2, and whose recognized place of residence is other than and not in the area of his the official duty station, shall be entitled to reimbursement, within limits established by the Director-General, for the expense of moving his household goods.:</p> <p>855.1.1 on initial assignment to an official station if the R assignment is expected to last at least two years;</p> <p>855.1.2 on any subsequent change of official station if the new R assignment is expected to last at least two years;</p> <p>855.1.3 on separation, except as provided in Rule 1010.2.</p> <p>855.2 On an NR assignment (see Rule 510.2.2) a staff member is entitled to receive the mobility and hardship allowance in accordance with Rule 360 and an assignment grant under Rule 365 but is not entitled to the removal of household goods.</p> <p>855.32 If both spouses are staff members of international organizations applying the common system of salaries and allowances and each is entitled to reimbursement for the expense of moving household goods, each shall have the choice of exercising the entitlement within limits established by the Director-General.</p>
<p>860. FAILURE TO EXERCISE ENTITLEMENT</p> <p>In no case shall a staff member be given any cash payment in lieu of exercising any entitlement under this section. Any entitlement to repatriation travel or removal which is not exercised within one year of the date of termination of the appointment shall be forfeited except upon the express approval by the Director-General of an extension.</p>	<p>860. FAILURE TO EXERCISE ENTITLEMENT</p> <p>In no case shall a staff member be given any cash payment in lieu of exercising any entitlement under this section. Any entitlement to repatriation travel or removal-relocation shipment which is not must be exercised within one two years of the date of termination separation. of the appointment shall be forfeited except upon the express approval by the Director General of an extension.</p>

Former text	New text
<p>870. EXPENSES ON DEATH</p> <p>...</p> <p>870.2 A deceased staff member's spouse and child(ren) shall be entitled to travel and transportation of personal effects to any place, provided that the Organization had an obligation to repatriate them under Rule 820.2.7 and that the cost to the Organization does not exceed that for travel and transportation to the deceased staff member's recognized place of residence. Entitlement to removal expenses is determined by Rule 855.1.3.</p>	<p>870. EXPENSES ON DEATH</p> <p>...</p> <p>870.2 A deceased staff member's spouse and child(ren) shall be entitled to travel and transportation of personal effects relocation shipment to any place, provided that the Organization had an obligation to repatriate them under Staff Rule 820.2.7 and that the cost to the Organization does not exceed that for travel and transportation to the deceased staff member's recognized place of residence. Entitlement to removal expenses relocation shipment is determined by Staff Rule 855.1.32.</p>
<p>1020. RETIREMENT</p> <p>1020.1 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. RETIREMENT</p> <p>1020.1 Staff members shall retire on the last day of the month in which they reach retirement the age of 65, unless Staff Rule 1020.1.1, 1020.1.2 or 1020.1.3 applies.</p> <p>1020.1.1 Staff members who became participants in the United Nations Joint Staff Pension Fund before 1 January 1990 may elect to shall retire on the last day of the month in which they reach the age of 60, or between the ages of 60 and 65, by giving at least three months' written notice of the elected date of retirement.</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 may elect to shall retire on the last day of the month in which they reach the age of 62, or between the ages of 62 and 65, by giving at least three months' written notice of the elected date of retirement.</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. Staff members shall not change their elected date of retirement once they have given their three months' notice under Staff Rules 1020.1.1 or 1020.1.2.</p>

Former text	New text
<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>	<p>1020.1.4 In exceptional circumstances the Director-General may, in the interests of the Organization, extend a staff member's appointment beyond the age of 65 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 and not beyond the staff member's sixty-eighth birthday.</p>
<p>1050. ABOLITION OF POST</p> <p>1050.10 Staff members whose appointments are terminated or not extended under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.2:</p> <p>...</p> <p>New Rule</p> <p>New Rule</p>	<p>1050. ABOLITION OF POST</p> <p>1050.10 Subject to Staff Rules 1050.11 and 1050.12, Staff members whose appointments are terminated or not extended under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Staff Rule 380.2:</p> <p>...</p> <p>1050.11 An indemnity shall not be paid to any staff member who, upon separation from service, will receive a retirement benefit under Article 28 of the Regulations of the United Nations Joint Staff Pension Fund.</p> <p>1050.12 An indemnity which exceeds the number of months remaining until a staff member will receive a retirement benefit under Article 28 of the Regulations of the United Nations Joint Staff Pension Fund shall be made <i>pro rata</i> to the first day of the month upon which a staff member will receive such a retirement benefit.</p>

附件 2

Appendix 1 to the Staff Rules

SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES: ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT (IN UNITED STATES DOLLARS)

(effective 1 January 2017)

		Step												
<i>Level</i>		<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>
D-2	Gross	*	*	*	*	*	*	*	*	*	*			
	Net	139 500	142 544	145 589	148 637	151 788	155 018	158 248	161 479	164 709	167 939			
D-1	Gross				*	*	*	*	*	*	*	*	*	*
	Net	124 807	127 483	130 160	132 837	135 506	138 183	140 857	143 529	146 207	148 880	151 648	154 483	157 320
P-5	Gross							*	*	*	*	*	*	*
	Net	107 459	109 734	112 011	114 284	116 561	118 834	121 113	123 387	125 663	127 937	130 214	132 486	134 764
P-4	Gross							*	*	*	*	*	*	*
	Net	88 351	90 374	92 396	94 418	96 441	98 462	100 529	102 724	104 919	107 114	109 314	111 504	113 701
P-3	Gross							*	*	*	*	*	*	*
	Net	72 478	74 349	76 221	78 091	79 964	81 836	83 707	85 582	87 451	89 324	91 199	93 068	94 942
P-2	Gross							*	*	*	*	*	*	*
	Net	55 955	57 629	59 303	60 976	62 651	64 328	66 003	67 674	69 350	71 022	72 696	74 374	76 045
P-1	Gross							*	*	*	*	*	*	*
	Net	43 371	44 672	45 973	47 275	48 575	49 877	51 287	52 708	54 129	55 551	56 971	58 391	59 812

* = 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 step is required to proceed to the next step (Staff Rule 550.2).

附件 3

Appendix 2 to the Staff Rules

EDUCATION GRANT

EDUCATION GRANT SCALE, ADJUSTED ON THE BASIS OF
2014/15 TUITION FEES

(effective school year in progress 1 January 2018)

<i>Claim amount bracket</i> (United States dollars)	<i>Reimbursement rate</i> (percentage)
0 – 11 600	86
11 601 – 17 400	81
17 401 – 23 200	76
23 201 – 29 000	71
29 001 – 34 800	66
34 801 – 40 600	61
40 601 and above	–

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