

第一三五届会议

EB135.R1

议程项目 7.2

2014 年 5 月 26 日

确认《职员细则》修订款

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》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 文件 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
<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</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</p>

Former text	New text
<p>appointment; if he was living in some 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 some other place if the facts so warrant.</p>	<p>appointment; if he was living in some 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 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. 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 Pperiods 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>

Former text	New text
<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>655.2.4.3. † 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>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 aAccident and iIllness 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, aAccident and iIllness 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>

Former text	New text
<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>

ANNEX 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>

Second meeting, 26 May 2014
EB135/SR/2