

ANNEX I

AMENDMENTS TO THE STAFF REGULATIONS

Salaries – Regulation 3.1

Professional Category

Scale in force as from January 1, 2005

(annual amounts in US dollars)

Grade		ECH.1 STEP 1	ECH.2 STEP 2	ECH.3 STEP 3	ECH.4 STEP 4	ECH.5 STEP 5	ECH.6 STEP 6	ECH.7 STEP 7	ECH.8 STEP 8	ECH.9 STEP 9	ECH.10 STEP 10	ECH.11 STEP 11	ECH.12 STEP 12	ECH.13 STEP 13	ECH.14 STEP 14	ECH.15 STEP 15
P-1	P	61521	63640	65750	67862	69976	72086	74203	76313	78426	80539					
	G	43831	45358	46883	48413	49938	51464	52992	54519	56043	57571					
	D	34558	35658	36756	37857	38955	40054	41154	42254	43351	44451					
	S	32599	33612	34625	35638	36650	37662	38676	39676	40672	41668					
P-2	P	79006	81209	83404	85603	87801	90000	92198	94393	96595	98793	100990	103190			
	G	56465	58056	59643	61344	63077	64809	66542	68273	70008	71742	73473	75209			
	D	43665	44800	45943	47087	48231	49374	50518	51660	52805	53950	55092	56238			
	S	40947	41985	43020	44057	45092	46130	47184	48234	49289	50341	51392	52447			
P-3	P	96302	98762	101220	103674	106135	108592	111049	113511	116084	118773	121459	124145	126833	129519	132208
	G	69779	71715	73656	75589	77530	79467	81402	83342	85280	87217	89156	91161	93226	95287	97350
	D	52654	53932	55213	56489	57770	59048	60325	61606	62885	64163	65443	66720	68000	69278	70557
	S	49149	50325	51503	52678	53856	55030	56206	57383	58558	59734	60906	62079	63250	64422	65594
P-4	P	117172	120073	122966	125861	128763	131656	134553	137452	140347	143241	146136	149042	151934	154831	157730
	G	86211	88303	90423	92650	94879	97106	99335	101563	103792	106018	108247	110474	112703	114931	117160
	D	63499	64880	66262	67643	69025	70406	71788	73169	74551	75931	77313	78694	80076	81457	82839
	S	59132	60390	61647	62901	64155	65407	66659	67909	69157	70405	71651	72896	74140	75383	76625
P-5	P	143546	146554	149562	152573	155581	158588	161596	164608	167614	170622	173632	176647	179872		
	G	106368	108679	110987	113295	115605	117913	120223	122532	124842	127150	129458	131768	134077		
	D	76148	77581	79012	80443	81875	83306	84738	86170	87602	89033	90464	91896	93328		
	S	70742	72014	73282	74550	75815	77077	78338	79596	80852	82106	83358	84607	85855		

In force as from September 1, 2004:

P = Pensionable remuneration (Reg. 3.15)

In force as from January 1, 2005:

G = Gross salaries: basis for internal taxation (Reg. 3.16bis)

D = Net salaries: staff members with dependent spouse and/or dependent child

S = Net salaries: staff members without dependent spouse and without dependent child

Special and Higher Categories

Scale in force as from January 1, 2005

(annual amounts in US dollars)

Grade		ECH.1 STEP1	ECH.2 STEP2	ECH.3 STEP3	ECH.4 STEP4	ECH.5 STEP5	ECH.6 STEP6	ECH.7 STEP7	ECH.8 STEP8	ECH.9 STEP9	ECH.10 STEP10	ECH.11 STEP11	ECH.12 STEP12	ECH.13 STEP13	ECH.14 STEP14	ECH.15 STEP15
D-1	P	172507	176045	179581	183112	186650	190363	194154	197944	201728						
	G	129405	132119	134832	137547	140261	142974	145689	148403	151116						
	D	90431	92114	93796	95479	97162	98844	100527	102210	103892						
	S	83587	85050	86509	87965	89418	90867	92312	93755	95194						
D-2	P	189791	194106	198418	202727	207040	211351									
	G	141974	145065	148156	151248	154340	157431									
	D	98224	100140	102057	103974	105891	107807									
	S	90236	91854	93466	95072	96674	98269									
ADG	P	228244														
	G	172860														
	D	117373														
	S	106285														
DDG	P	246944														
	G	189952														
	D	127970														
	S	115166														

In force as from September 1, 2004:

P = Pensionable remuneration (Reg. 3.15)

In force as from January 1, 2005:

G = Gross salaries: basis for internal taxation (Reg. 3.16*bis*)

D = Net salaries: staff members with dependent spouse and/or dependent child

S = Net salaries: staff members without dependent spouse and without dependent child

Director General

In force as from January 1, 2005

(annual amounts in US dollars)

Grade		
DG	P	294040
	G	233006
	D	154664
	S	137543

In force as from September 1, 2004:

P = Pensionable remuneration (Reg. 3.15)

In force as from January 1, 2005:

G = Gross salary: basis for internal taxation (Reg. 3.16*bis*)

D = Net salary: staff member with dependent spouse and/or dependent child

S = Net salary: staff member without dependent spouse and without dependent child

[Annex II follows]

ANNEX II

AMENDMENTS TO THE STAFF REGULATIONS

General Service category (Geneva)

Gross and net salaries in force as from January 1, 2005

(annual amounts in Swiss francs)

Grade	Annual Increment	ECH. 1	ECH. 2	ECH. 3	ECH. 4	ECH. 5	ECH. 6	ECH. 7	ECH. 8	ECH. 9	ECH. 10	ECH. 11
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
G1	1686	1) 65309 2) 63709 3) 51089	67588 65897 52775	69866 68087 54461	72145 70275 56147	74423 72464 57833	76701 74654 59519	78980 76842 61205	81258 79032 62891	83590 81220 64577	86033 83409 66263	88477 85598 67949
G2	1838	1) 71527 2) 69683 3) 55690	74011 72069 57528	76495 74456 59366	78978 76842 61204	81462 79229 63042	84029 81615 64880	86693 84002 66718	89357 86388 68556	92020 88775 70394	94684 91161 72232	97348 93548 74070
G3	2003	1) 78264 2) 76152 3) 60675	80970 78753 62678	83741 81354 64681	86643 83956 66684	89546 86558 68687	92449 89159 70690	95352 91760 72693	98255 94326 74696	101158 96963 76699	104061 99565 78702	106964 102180 80705
G4	2187	1) 85917 2) 83312 3) 66183	88087 86152 68370	92257 88991 70557	95426 91830 72744	98596 94670 74931	101765 97509 77118	104935 100348 79305	108104 103243 81492	111274 106197 83679	114443 109152 85866	117613 112106 88053
G5	2389	1) 94986 2) 91432 3) 72440	98448 94535 74829	101910 97638 77218	105372 100741 79607	108835 103925 81996	112297 107153 84385	115759 110382 86774	119222 113610 89163	122684 116839 91552	126146 120068 93941	129609 123296 96330
G6	2616	1) 104978 2) 100383 3) 79335	108770 103861 81951	112561 107397 84567	116352 110933 87183	120143 114469 89799	123935 118005 92415	127726 121541 95031	131517 125077 97647	135309 128613 100263	139100 132150 102879	142891 135685 105495
G7	2866	1) 115888 2) 110502 3) 86863	120042 114375 89729	124196 118248 92595	128349 122122 95461	132503 125994 98327	136657 129867 101193	140810 133740 104059	144964 137614 106925	149117 141487 109791	153271 145359 112657	157425 149232 115523

- 1) Gross salaries used as the basis for internal taxation ("Gross salaries")
- 2) Gross salaries used as the basis for the calculation of contributions to and benefits from the Pension Fund ("Gross pensionable salaries")
- 3) Net salaries

[Annex III follows]

ANNEX III

AMENDMENTS TO THE STAFF REGULATIONS

Special Leave – Regulation 5.2

PRESENT TEXT

PROPOSED TEXT

Special Leave

Special Leave

(a) Special leave with full or partial pay, or without pay, may be granted by the Director General to staff members for studies or research in the interest of the International Bureau or for any other exceptional and important reason, other than cases of prolonged illness, which are dealt with in Staff Rule 6.2.2. The interests of the service to which the staff member concerned is assigned must, however, be safeguarded.

(a) [No change]

(b) Special leave without pay may be granted also to staff members for the accomplishment of their national military obligations.

(b) [No change]

(c) Staff members shall not accrue service credits towards annual, home and maternity leave, periodical salary increment, termination indemnity and repatriation grant during periods of one or more full months of special leave with partial pay or without pay. No contribution shall be paid by the International Bureau towards the staff member's pension or medical insurance during such periods. Periods of less than one full month of such leave shall not affect the rates of accrual; nor shall continuity of service be considered broken by periods of special leave.

(c) With the exception of Special leave for cases of prolonged illness under Staff Rule 6.2.2, staff members shall not accrue service credits towards annual, home and maternity leave, periodical salary increment, termination indemnity and repatriation grant during periods of one or more full months of special leave with partial pay or without pay. No contribution shall be paid by the International Bureau towards the staff member's pension or medical insurance during such periods. Periods of less than one full month of such leave shall not affect the rates of accrual; nor shall continuity of service be considered broken by periods of special leave.

[Annex IV follows]

ANNEX IV

AMENDMENTS TO THE STAFF RULES

Annual Leave – Rule 5.1.1(a)

FORMER TEXT

Annual Leave

(a) Entitlement to annual leave shall accrue during the entire period for which a staff member receives full pay, subject to the provisions concerning special leave; however, no leave shall accrue while a staff member is receiving compensation equal to his salary and allowances as a result of injury or other disability attributable to his duties, or while he is suspended from his duties without pay.

(b) – (g) [No change]

PRESENT TEXT

Annual Leave

(a) Entitlement to annual leave shall accrue during the entire period for which a staff member receives full pay, subject to the provisions concerning special leave; however, no leave shall accrue while he is suspended from his duties without pay.

(b) – (g) [No change]

[Annex V follows]

ANNEX V

AMENDMENTS TO THE STAFF RULES

Sick Leave and Special Leave for Prolonged Illness – Rule 6.2.2

FORMER TEXT

PRESENT TEXT

Rule 6.2.2 – Sick Leave and Special Leave for Prolonged Illness

Rule 6.2.2 – Sick Leave and Special Leave for Prolonged Illness

(a) ...

(a) ...

(8) Periods of sick leave, whether on full or half pay, shall not affect the accrual of service credits towards periodical salary increment, annual, home and maternity leave, termination indemnity and repatriation grant.

(9) Staff members who, in accordance with paragraphs 3 or 4, above, are on sick leave with half pay after exhausting their sick leave on full pay and who cannot be maintained on full-pay status through a combination of sick leave on half pay with accrued annual leave or half-time duty, shall receive half their net salary and post adjustment, where applicable. In addition, they shall receive, where applicable, the full amount of the dependency allowance, language allowance, education grant, assignment grant, rental subsidy and non-resident's allowance.

(8) [Renumbered]

(10) A staff member who has exhausted all entitlements to paid sick leave, and also all his accrued annual leave entitlements, may in exceptional circumstances apply to the Director General through the Director of the Human Resources Management Department for special leave for prolonged illness.

(9) [Renumbered]

(11) Special leave for prolonged illness with full or partial pay, or without pay, may be granted by the Director General. The purposes for which such special leave may be granted shall normally be to provide a bridge to the staff member's recovery and resumption of duties, or pending the finding of incapacity by reason of injury or illness for further service within the meaning of the Regulations of the United Nations Joint Staff Pension Fund (UNJSPF), and the consequent payment of a disability benefit. To receive

(10) [Renumbered]

consideration for special leave, a staff member should provide an appropriate medical certificate or, in the case of a pending request for the finding of incapacity, as referred to above, evidence of a petition to the UNJSPF for payment of disability benefits. The interests of the service to which the staff member is assigned must, however, be safeguarded.

(11) Periods of sick leave, whether on full or half pay, and periods of special leave for prolonged illness, whether on full or partial pay, shall not affect the accrual of service credits towards periodical salary increment, annual, home and maternity leave, termination indemnity and repatriation grant

[Annex VI follows]

ANNEX VI

AMENDMENTS TO THE STAFF RULES

Education Grant – Rule 3.11.1

Country of study (and Currency)	Maximum amount of admissible expenses	Lump sum in respect of boarding expenses	Maximum Amount of Education Grant and Lump sum	Maximum Special Education Grant
Austria Euro	15,198	3,392	11,399	15,198
Belgium Euro	14,446	3,147	10,835	14,446
Denmark Danish kroner	89,010	23,601	66,758	89,010
Finland Euro	9,082	2,382	6,812	9,082
France Euro	10,263	2,716	7,697	10,263
Germany Euro	18,993	3,794	14,245	18,993
Ireland Euro	10,997	2,755	8,248	10,997
Italy Euro	15,316	2,818	11,487	15,316
Japan Japanese yen	2,324,131	525,930	1,743,098	2,324,131
Luxembourg Euro	14,446	3,147	10,835	14,446
The Netherlands Euro	15,440	3,594	11,580	15,440
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Country of study (and Currency)	Maximum amount of admissible expenses	Lump sum in respect of boarding expenses	Maximum Amount of Education Grant and Lump sum	Maximum Special Education Grant
Norway Norwegian kroner	71,632	18,338	53,724	71,632
Spain Euro	13,762	2,733	10,332	13,762
Sweden Swedish kronor	100,733	22,569	75,550	100,733
Switzerland Swiss franc	26,868	5,182	20,151	26,868
United Kingdom Pound sterling	18,285	3,181	13,714	18,285
United States of America United States dollar	28,832	4,742	21,624	28,832
Other countries United States dollar (applicable to all other countries whose currencies are not listed above)	17,189	3,490	12,892	17,189

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