

ANNEX I

AMENDMENTS TO THE STAFF REGULATIONS

Salaries – Regulation 3.1

Professional Category

Scale in force as from January 1, 2007

(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
P-1	P	65227	67473	69711	71950	74191	76429	78673	80910	83151	85390					
	G	44614	46035	47452	48873	50326	51922	53521	55118	56711	58308					
	D	36137	37288	38436	39587	40735	41884	43035	44185	45332	46482					
	S	34089	35148	36207	37267	38325	39383	40443	41489	42531	43572					
P-2	P	83765	86101	88428	90760	93091	95421	97752	100079	102414	104745	107073	109406			
	G	57153	58815	60476	62138	63799	65458	67121	68779	70442	72106	73764	75428			
	D	45650	46847	48043	49239	50435	51630	52827	54021	55218	56416	57610	58808			
	S	42818	43904	44986	46070	47153	48238	49340	50438	51542	52642	53741	54844			
P-3	P	102103	104712	107317	109919	112529	115134	117739	120349	123077	125928	128776	131623	134474	137322	140172
	G	70222	72079	73939	75793	77653	79508	81364	83224	85082	86938	88797	90651	92511	94367	96224
	D	55060	56397	57736	59071	60410	61746	63082	64421	65759	67095	68434	69769	71108	72444	73781
	S	51395	52625	53857	55085	56317	57545	58775	60005	61234	62464	63689	64916	66141	67366	68592
P-4	P	124231	127306	130373	133443	136520	139587	142658	145733	148802	151870	154939	158021	161087	164158	167232
	G	85974	87979	89986	91992	93999	96006	98013	100019	102144	104266	106391	108515	110640	112765	114890
	D	66401	67845	69290	70734	72179	73624	75069	76513	77958	79401	80846	82290	83735	85180	86625
	S	61834	63150	64464	65776	67087	68396	69705	71012	72317	73623	74925	76227	77528	78828	80127
P-5	P	152193	155383	158571	161764	164953	168142	171330	174524	177711	180901	184092	187289	190708		
	G	104600	106803	109004	111204	113407	115607	117810	120012	122213	124415	126615	128818	131019		
	D	79628	81126	82623	84119	85617	87113	88611	90108	91605	93102	94598	96096	97593		
	S	73975	75305	76631	77957	79280	80599	81918	83234	84547	85858	87167	88474	89779		

In force as from September 1, 2006:

P = Pensionable remuneration (Reg. 3.15)

In force as from January 1, 2007:

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, 2007

(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	182899	186650	190400	194143	197894	201831	205850	209868	213880						
	G	126565	129153	131738	134326	136915	139501	142090	144678	147265						
	D	94564	96324	98082	99842	101602	103361	105121	106881	108640						
	S	87407	88937	90462	91985	93504	95020	96531	98040	99544						
D-2	P	201224	205799	210371	214939	219512	224083									
	G	138549	141494	144443	147391	150354	153437									
	D	102713	104716	106721	108726	110730	112734									
	S	94360	96052	97737	99417	101092	102760									
SDG / ADG	P	241994														
	G	168826														
	D	122737														
	S	111142														
VDG / DDG	P	261820														
	G	185874														
	D	133818														
	S	120429														

In force as from September 1, 2006:

P = Pensionable remuneration (Reg. 3.15)

In force as from January 1, 2007:

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

Director General

In force as from January 1, 2007

(annual amounts in US dollars)

Grade		
DG	P	311753
	G	228818
	D	161732
	S	143829

In force as from September 1, 2006:

P = Pensionable remuneration (Reg. 3.15)

In force as from January 1, 2007:

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 (New York)

Gross and net salaries in force as from November 1, 2006

(annual amounts in US dollars)

Grade	Augmen- tation annuelle / 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	1018	1) 33701 2) 33138 3) 26750	35023 34460 27768	36345 35783 28786	37668 37104 29804	38990 38427 30822	40324 39749 31840	41700 41072 32858	43076 42394 33876	44451 * 43716 * 34894 *		
G2	1126	1) 37344 2) 36780 3) 29555	38806 38243 30681	40280 39705 31807	41801 41169 32933	43323 42631 34059	44845 44094 35185	46366 45557 36311	47888 47019 37437	49409 48482 38563	50931 * 49945 * 39689 *	
G3	1244	1) 41416 2) 40800 3) 32648	43097 42415 33892	44778 44030 35136	46459 45646 36380	48141 47261 37624	49822 48877 38868	51503 50491 40112	53184 52107 41356	54865 53722 42600	56546 55338 43844	58227 * 56953 * 45088 *
G4	1371	1) 46077 2) 45274 3) 36097	47930 47056 37468	49782 48837 38839	51635 50618 40210	53488 52399 41581	55341 54180 42952	57193 55961 44323	59046 57742 45694	60964 59524 47065	62951 61305 48436	64938 * 63144 * 49807 *
G5	1515	1) 51182 2) 50182 3) 39875	53230 52150 41390	55277 54117 42905	57324 56085 44420	59372 58054 45935	61522 60022 47450	63717 62003 48965	65913 64052 50480	68109 66099 51995	70304 68148 53510	72500 * 70195 * 55025 *
G6	1675	1) 56854 2) 55636 3) 44072	59118 57811 45747	61481 59986 47422	63909 62182 49097	66336 64445 50772	68764 66708 52447	71191 68971 54122	73619 71235 55797	76046 73498 57472	78474 75761 59147	80901 * 78024 * 60822 *
G7	1856	1) 63307 2) 61625 3) 48682	65997 64131 50538	68687 66639 52394	71377 69146 54250	74067 71654 56106	76757 74162 57962	79446 76669 59818	82136 79177 61674	84826 81684 63530	87516 84191 65386	90206 * 86699 * 67242 *

- 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
- *) Long-Service step (Reg. 3.4bis)

[Annex III follows]

ANNEX III

AMENDMENTS TO THE STAFF REGULATIONS

Language Allowance – Regulation 3.7

FORMER TEXT

Language Allowance

(a) A pensionable language allowance may be paid to staff members in the General Service category who pass an examination organized for the purpose by the Director General and who demonstrate proficiency in one or two of the following languages: Arabic, Chinese, English, French, German, Japanese, Russian and Spanish. The allowance shall not be payable for the staff member's mother tongue nor for any language in which the Director General considers that the staff member is required to be fully proficient by the terms of his appointment.

(b) The allowance is 4,788 Swiss francs (US\$ 2,880 in New York) per annum for proficiency in any two of the languages mentioned in paragraph (a) above, and 3,192 Swiss francs (US\$ 1,920 in New York) per annum for proficiency in any one of them, subject to the provisions contained in the said paragraph.

PRESENT TEXT

Language Allowance

(a) A pensionable language allowance may be paid to staff members in the General Service category who pass an examination organized for the purpose by the Director General and who demonstrate proficiency in one or two of the following languages: Arabic, Chinese, English, French, German, Japanese, Russian and Spanish. The allowance shall not be payable for the staff member's mother tongue nor for any language in which the Director General considers that the staff member is required to be fully proficient by the terms of his appointment.

(b) The allowance is 4,788 Swiss francs (US\$ 2,988 in New York) per annum for proficiency in any two of the languages mentioned in paragraph (a) above, and 3,192 Swiss francs (US\$ 1,996 in New York) per annum for proficiency in any one of them, subject to the provisions contained in the said paragraph.

[Annex IV follows]

ANNEX IV

AMENDMENTS TO THE STAFF REGULATIONS

Dependency Allowances – Regulation 3.12(B)

FORMER TEXT

(B) Staff Members in the General Service category

Staff members in the General Service category shall be entitled to the following non-pensionable allowances under the conditions set forth below:

- (a) 7,211 Swiss francs (US\$ 3,562 in New York and €2,964 in Brussels) per annum in respect of a dependent spouse, subject to the application of Regulation 3.2(a).
- (b) 3,913 Swiss francs (US\$ 2,217 in New York and €2,044 in Brussels) per annum in respect of each dependent child.
- (c) Where there is no spouse, the allowance in respect of the first dependent child shall be 10,702 Swiss francs (US\$ 3,246 in New York) per annum.
- (d) In addition to any amount payable pursuant to paragraph (b) or (c) above, 3,913 Swiss francs (US\$ 2,217 in New York and €3,300 in Brussels) per annum in respect of a child who is determined to be physically or mentally disabled either permanently or for a period expected to be of long duration.
- (e) The allowances provided for under paragraphs (b) and (c) above, increased, where applicable, by the amount of the allowance provided for under paragraph (d) above, shall be reduced by the amount of any other dependency allowance received from the International Bureau, from another organization in the United Nations common system or from a national authority, by the staff member or the staff member's spouse.
- (f) Where there is no dependent spouse, 1,174 Swiss francs (US\$ 1,307 in New York and €548 in Brussels) per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.
- (g) Locally recruited staff members in the General Service category may be eligible for the reimbursement of the education levy applied by the Canton of Geneva, under conditions established by Office Instruction.

PRESENT TEXT

(B) Staff Members in the General Service category

Staff members in the General Service category shall be entitled to the following non-pensionable allowances under the conditions set forth below:

- (a) 7,211 Swiss francs (US\$ 3,336 in New York and €2,964 in Brussels) per annum in respect of a dependent spouse, subject to the application of Regulation 3.2(a).
- (b) 3,913 Swiss francs (US\$ 2,083 in New York and €3,300 in Brussels) per annum in respect of each dependent child.
- (c) Where there is no spouse, the allowance in respect of the first dependent child shall be 10,702 Swiss francs (US\$ 2,879 in New York) per annum.
- (d) In addition to any amount payable pursuant to paragraph (b) or (c) above, 3,913 Swiss francs (US\$ 2,083 in New York and €3,300 in Brussels) per annum in respect of a child who is determined to be physically or mentally disabled either permanently or for a period expected to be of long duration.
- (e) The allowances provided for under paragraphs (b) and (c) above, increased, where applicable, by the amount of the allowance provided for under paragraph (d) above, shall be reduced by the amount of any other dependency allowance received from the International Bureau, from another organization in the United Nations common system or from a national authority, by the staff member or the staff member's spouse.
- (f) Where there is no dependent spouse, 1,174 Swiss francs (US\$ 1,257 in New York and €548 in Brussels) per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.
- (g) Locally recruited staff members in the General Service category may be eligible for the reimbursement of the education levy applied by the Canton of Geneva, under conditions established by Office Instruction.

[Annex V follows]

ANNEX V

AMENDMENTS TO THE STAFF REGULATIONS

Dependency Allowances – Regulation 3.12(A)

FORMER TEXT

(A) Staff Members in the Professional and higher categories

Staff members in the Professional and higher categories shall be entitled to the following non-pensionable allowances under the conditions set forth below:

- (a) 3,764 Swiss francs (US\$ 1,936 in New York and €1,947 in Brussels) per annum in respect of each dependent child, except that the allowance shall not be paid in respect of the first dependent child if the staff member has no dependent spouse, in which case the staff member shall be entitled to the dependency rate of staff assessment provided for in Regulation 3.16*bis*(a)(1)(i).
- (b) In addition to any amount payable pursuant to paragraph (a) above, 3,764 Swiss francs (US\$ 1,936 in New York and €1,947 in Brussels) per annum in respect of a child who is determined to be physically or mentally disabled either permanently or for a period expected to be of long duration. If the child is a dependant in respect of whom the staff member is entitled to the dependency rate of staff assessment provided for in Regulation 3.16*bis*(a)(1)(i), only the amount pursuant to paragraph (a), above, shall be payable.
- (c) The allowance provided for under paragraph (a) above, increased, where applicable, by the amount of the allowance provided for under paragraph (b) above, shall be reduced by the amount of any other dependency allowance received from the International Bureau, from another organization in the United Nations common system or from a national public authority, by the staff member or the staff member's spouse.
- (d) Where there is no dependent spouse, 1,677 Swiss francs (US\$ 693 in New York and €623 in Brussels) per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.

PRESENT TEXT

(A) Staff Members in the Professional and higher categories

Staff members in the Professional and higher categories shall be entitled to the following non-pensionable allowances under the conditions set forth below:

- (a) 3,461 Swiss francs (US\$ 1,780 in New York and €1,790 in Brussels) per annum in respect of each dependent child, except that the allowance shall not be paid in respect of the first dependent child if the staff member has no dependent spouse, in which case the staff member shall be entitled to the dependency rate of staff assessment provided for in Regulation 3.16*bis*(a)(1)(i).
- (b) In addition to any amount payable pursuant to paragraph (a) above, 3,461 Swiss francs (US\$ 1,780 in New York and €1,790 in Brussels) per annum in respect of a child who is determined to be physically or mentally disabled either permanently or for a period expected to be of long duration. If the child is a dependant in respect of whom the staff member is entitled to the dependency rate of staff assessment provided for in Regulation 3.16*bis*(a)(1)(i), only the amount pursuant to paragraph (a), above, shall be payable.
- (c) The allowance provided for under paragraph (a) above, increased, where applicable, by the amount of the allowance provided for under paragraph (b) above, shall be reduced by the amount of any other dependency allowance received from the International Bureau, from another organization in the United Nations common system or from a national public authority, by the staff member or the staff member's spouse.
- (d) Where there is no dependent spouse, 1,542 Swiss francs (US\$ 637 in New York and €573 in Brussels) per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.

[Annex VI follows]

ANNEX VI

AMENDMENTS TO THE STAFF REGULATIONS AND STAFF RULES

Education Grant – Regulation 3.11 and Rule 3.11.1

FORMER TEXT

Education Grant

- (a) Any staff member recruited internationally within the meaning of Regulation 4.5 whose duty station is not in his home country shall be entitled, within the limits prescribed by the Staff Rules, to an education grant for each dependent child who regularly attends a school, university or similar institution. The amount of the grant is specified in the Staff Rules.
- (b) The International Bureau may also pay, once in every scholastic year, the cost of the outward and return journey of each dependent child between the place where the educational institution which he attends is located and the staff member's duty station.
- (c) An education grant shall also be paid, under the conditions prescribed by the Staff Rules, to staff members who are obliged to pay for the teaching of their mother tongue to dependent children attending a local school at which tuition is given in a different language.
- (d) The grant shall be paid in respect of a child to the end of the fourth year of post secondary school studies or the award of the first recognized degree, whichever is earlier, but in either case it may not be paid beyond the school year in which the child reaches the age of 25. Entitlement to the education grant may also result in entitlement to the travel costs referred to in paragraph (b) above in respect of the same scholastic year. If the child's studies are interrupted for at least a year owing to State service requirements or illness, the period of entitlement to the grant shall be extended by a period equal to that of the interruption.
- (e) A special education grant may be paid in respect of a staff member whose child is unable, by reason of physical or mental disability, to attend a normal educational institution and therefore requires special teaching or training or, while attending a normal educational institution, requires special teaching or training to assist him in overcoming the disability. The amount of the grant is specified in the Staff Rules and is not cumulative to the grant payable under paragraph (a) above.

PRESENT TEXT

Education Grant

- (a) Any staff member recruited internationally within the meaning of Regulation 4.5 whose duty station is not in his home country shall be entitled, within the limits prescribed by the Staff Rules, to an education grant for each child who is dependent on the staff member for main and continuing support and who regularly attends a school, university or similar institution at a full time schedule. The amount of the grant is specified in the Staff Rules.
- (b) The grant shall be paid in respect of a child who is dependent on the staff member for main and continuing support to the end of the fourth year of post secondary school studies, but not beyond the end of the school year in which the child reaches the age of 25. If the child's studies are interrupted for at least one scholastic year owing to State service requirements or certified illness, the period of entitlement to the grant shall be extended by a period equal to that of the interruption. Entitlement to the education grant may also result in entitlement to the travel costs referred to in paragraph (d), below, in respect of the same scholastic year.
- (c) A special education grant may be paid in respect of a staff member whose child is unable, by reason of physical or mental disability, to attend a normal educational institution and therefore requires special teaching or training or, while attending a normal educational institution, requires special teaching or training to assist him in overcoming the disability. The amount of the grant is specified in the Staff Rules and is not cumulative to the grant payable under paragraph (a) above.
- (d) The International Bureau may also pay, once in every scholastic year, the cost of the outward and return journey of each child who is dependent on the staff member for main and continuing support between the place where the educational institution which he attends is located and the staff member's duty station.

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FORMER TEXT

PRESENT TEXT

(continued)

(e) An education grant may also be paid, under the conditions prescribed by the Staff Rules, to staff members who are obliged to pay for the teaching of their mother tongue to dependent children attending a local school in the area of the duty station, at which tuition is given in a different language.

Rule 3.11.1 – Education Grant

Rule 3.11.1 – Education Grant

(A) Definitions

(A) Definitions

For the purposes of Regulation 3.11 and of this Rule:

For the purposes of Regulation 3.11 and of this Rule:

(1) “Home country” shall mean the country of home leave of the staff member. If both parents are eligible staff members of the International Bureau, “home country” shall mean the country in which either parent is authorized to take home leave.

(1) [No change.]

(2) When the place of assignment is Geneva, the term “duty station” shall mean the area within a radius of 25 kilometers from Geneva.

(2) [No change.]

(3) “Cost of attendance” shall include enrolment fees and the cost of prescribed textbooks, courses, examinations and diplomas, but not boarding fees, school uniforms and optional charges. The cost of attendance may, if justified by local conditions, include the cost of midday meals, surveillance during the midday break and the cost of daily group transportation, if these activities are provided by the educational institution.

(3) [No change.]

(B) Limits of Eligibility

(B) Limits of Eligibility

(a) The education grant shall not be paid in respect of:

(a) The education grant shall not be paid in respect of:

(1) attendance at kindergarten or nursery school;

(1) attendance at kindergarten or nursery school;

(2) attendance at an institution where tuition is free or where only nominal fees are charged;

(2) attendance at an institution where tuition is free or where only nominal fees are charged;

(continues)

(continues)

ANNEX VI, page 3

FORMER TEXT

(continued)

- (3) correspondence courses, with the exception of courses which, in the opinion of the Director General, are the best available substitute for regular attendance at a type of institution which does not exist at the duty station;
- (4) private tuition, with the exception of:
 - (i) teaching of a language of the home country when satisfactory school facilities for learning that language are not available at the duty station;
 - (ii) teaching of the language of the duty station when prescribed by the local school as a pre-condition for admitting the child to the grade corresponding to the grade he had reached before arrival at the duty station;
 - (iii) special coaching in a subject taught by the school or in any additional academic subject not included in the school curriculum but required for the pursuit of the child's subsequent education;
 - (iv) private tuition to supplement the correspondence courses allowable under Staff Rule 3.11.1(B)(a)(3), above;
 - (v) special teaching or training for a disabled child within the scope of Staff Regulation 3.11(e);
- (5) vocational training or apprenticeship which either do not entail regular attendance at an educational institution or provide payment for the services rendered.
- (b) The Director General shall decide in each case whether the education grant is to be paid for the teaching of the mother tongue. No grant shall be payable when the language is taught by a member of the staff member's family.

PRESENT TEXT

(continued)

- (3) correspondence courses, with the exception of courses provided by authorized institutions, which under no circumstances shall substitute for regular local schools in the area of the duty station, but which, in the opinion of the Director General, are the best available substitute for regular attendance at a type of institution which does not exist at the duty station;
- (4) private tuition, with the exception of:
 - (i) teaching of a language of the home country of the staff member when satisfactory school facilities for learning that language are not available at the duty station;
 - (ii) teaching of the language of the duty station when prescribed by the local school as a pre-condition for admitting the child to the grade corresponding to the grade he had reached before arrival at the duty station;
 - (iii) special coaching in a subject taught by the school or in any additional academic subject not included in the school curriculum but required by the educational institution for the pursuit of the child's subsequent education;
 - (iv) private tuition to supplement the correspondence courses allowable under Staff Rule 3.11.1(B)(a)(3), above;
 - (v) special teaching or training for a disabled child within the scope of Staff Regulation 3.11(c);
- (5) vocational training or apprenticeship which either do not entail regular attendance at an educational institution or provide payment for the services rendered.
- (b) The Director General shall decide in each case whether the education grant is to be paid for the teaching of the mother tongue. Any tuition listed under Staff Rule 3.11.1(B)(a)(4), above, must be given by a person who is a duly qualified teacher certified in the subject of instruction in his or her country of origin or in the country of the duty station and who is not a relative of the staff member and his family. The staff member will be required to present justification of the teacher's certification.

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FORMER TEXT

(C) Amount of the Grant

- (a) The amount of the grant shall be computed at 75 per cent of admissible expenses up to the maximum specified in the table below, it being understood that the total amount of the grant in any one scholastic year shall not exceed the maximum shown in the same table in respect of each dependent child.
- (b) In the case of attendance at an educational institution outside the duty station, admissible expenses shall be,
- (i) if the institution provides board for the dependent child: the cost of attendance and board;
 - (ii) if the institution does not provide board for the dependent child: the cost of attendance. However, in this case the staff member shall receive a lump sum in respect of boarding expenses as specified in the table below, plus 75 per cent of the cost of attendance up to the corresponding maximum total grant shown in the same table.
- (c) In the case of attendance at an educational institution in the area of the duty station, admissible expenses shall be the cost of attendance.
- (d) Where attendance at an educational institution is for less than two thirds of the scholastic year, the amount of the grant shall be that proportion of the annual grant which the period of attendance bears to the full scholastic year.
- (e) Where a staff member's period of service does not cover the full scholastic year, the amount of the grant shall be that proportion of the annual grant which the period of service bears to the full scholastic year. No prorating shall be made when the staff member dies while in service after the beginning of the scholastic year.
- (f) The amount of the grant for the teaching of the mother tongue is fixed as follows:
- (1) If attendance at a local school does not qualify for the payment of an education grant, reimbursement of private teaching of the mother tongue may be authorized on the basis of 75 per cent of the actual cost up to a maximum reimbursement per scholastic year

(continues)

PRESENT TEXT

(C) Amount of the Grant

- (a) The amount of the grant shall be computed at 75 per cent of admissible expenses up to the maximum specified in the table below, it being understood that the total amount of the grant in any one scholastic year shall not exceed the maximum shown in the same table in respect of each child who is dependent on the staff member for main and continuing support.
- (b) – (e) [No change]
- (f) The total education grant for private tuition activities listed under Staff Rule (B)(a)(4)(i) – (iv) and/or for authorized correspondence courses under Staff Rule (B)(a)(3) may be paid on the basis of 75 per cent of the actual costs up to a total maximum reimbursement per scholastic year in respect of each eligible child corresponding to 25 per cent of the applicable maximum amount of the education grant shown in the table below in the cases of individual tuition; in the cases of collective tuition

(continues)

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FORMER TEXT

(continued)

in respect of each dependent child corresponding to 25 per cent of the applicable maximum education grant shown in the table below. In the case of collective teaching of the mother tongue, payment shall be made on the basis of 75 per cent of the actual cost up to a maximum reimbursement per scholastic year in respect of each dependent child corresponding to 12.5 per cent of the applicable maximum education grant shown in the table below.

(2) When attendance at a local school qualifies for payment of an education grant, the cost of the teaching of the mother tongue may be included in the admissible expenses when calculating the amount of the grant, provided that the payment for the teaching of the mother tongue shall not exceed the maximum indicated in subparagraph (1) above, and that the total grant payable in any one scholastic year shall not exceed the applicable maximum education grant shown in the table below.

(g) The amount of the special education grant referred to in Staff Regulation 3.11(e) shall be equal to 100 per cent of admissible expenses up to the applicable maximum grant shown in the table below for the special education grant.

(h) Advances equal to the estimated amount of the education grant may be granted as from the beginning of each scholastic year.

(i) Notwithstanding Staff Regulation 0.2, staff members may claim reimbursement of admissible expenses incurred in one of the currencies indicated in the table below either in the said currency or in Swiss francs. In the latter case, payment of the Swiss franc amount reimbursable will be made using the rate of exchange in force at the time that the expenses are incurred.

PRESENT TEXT

(continued)

(group of two or more children), payment shall be made on the basis of 75 per cent of the actual costs up to a total maximum reimbursement per scholastic year in respect of each eligible child corresponding to 12.5 per cent of the applicable maximum amount of the education grant shown in the table below.

(g)- (i) [No change]

ANNEX VI, page 6

FORMER TEXT

(continued)

(D) Travel

Travel expenses between the educational institution and the duty station shall be paid by the International Bureau subject to the following provisions:

- (1) Travel expenses shall not be payable for a journey which is unreasonable, either because its timing is too close to that of other authorized travel of the staff member concerned or his dependants, or because the visit would be too short to justify the expenses involved.
- (2) Travel expenses shall not normally be payable if the dependent child attends the educational institution for less than two-thirds of the scholastic year.
- (3) The amount paid shall not normally exceed the cost of a journey between the staff member's home country and his duty station.

(E) Applications for Grants

Staff members shall submit applications for education grant and advances related thereto in writing, together with such supporting evidence as the Director General may request.

PRESENT TEXT

(continued)

(D) Travel

Travel expenses between the educational institution and the duty station shall be paid by the International Bureau for each child who is dependent on the staff member for main and continuing support, subject to the following provisions:

- (1) – (2) [No change]

- (3) The child who travels between the educational institution and the duty station shall not be entitled to a higher standard than cabin class or its equivalent when approved travel is by sea, second class when approved travel is by train and economy class, or student fare if available, when approved travel is by air. The amount paid shall not exceed the cost of such journey between the staff member's recognized home and the duty station.

(E) Applications for Grants

[No change]

AMOUNTS APPLICABLE FOR THE PURPOSES OF THE EDUCATION GRANT

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 Amount of Special Education Grant and Lump sum
Austria Euro	15,198	3,392	11,399	15,198
Belgium Euro	14,446	3,147	10,835	14,446
Denmark Danish kroner	108,147	24,715	81,110	108,147
Finland Euro	9,082	2,382	6,812	9,082
France ¹ Euro	10,263	2,716	7,697	10,263
Germany Euro	18,993	3,794	14,245	18,993
Ireland Euro	17,045	2,945	12,784	17,045
Italy Euro	17,215	2,965	12,911	17,215
Japan Japanese yen	2,324,131	525,930	1,743,098	2,324,131
Luxembourg Euro	14,446	3,147	10,835	14,446
(continues)				

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
The Netherlands Euro	15,440	3,594	11,580	15,440
Spain Euro	13,762	2,733	10,332	13,762
Sweden Swedish kronor	141,026	23,490	105,770	141,026
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 ² United States dollar	34,598	5,406	25,949	34,598
Other countries United States dollar (applicable to all other countries whose currencies are not listed above)	18,048	3,490	13,536	18,048

¹ For France, a separate maximum admissible expense level equal to that applicable to the United States of America is established for the following educational institutions: American School of Paris, British School of Paris, International School of Paris, American University of Paris, Marymount School of Paris and European Management School of Lyon.

² Including educational institutions in China, Indonesia and the Russian Federation.

ANNEX VII

AMENDMENTS TO THE STAFF RULES

Terminal Expenses – Rule 7.1.12

FORMER TEXT

Terminal expenses

- (a) A staff member travelling to or from the headquarters of the International Bureau may claim 60 United States dollars for himself and 20 United States dollars for each dependant to cover terminal expenses for any authorized outward or return journey. Where a journey to or from the duty station involves a number of official stopovers, the point most distant from the duty station shall be regarded as the terminal point. This terminal expenses allowance is deemed to cover expenditure for taxis or other means of public conveyance, transfer of baggage and all other incidental expenses at the points of departure and arrival except the cost of forwarding to the place of residence any authorized heavy baggage which may not be carried in a public conveyance.
- (b) Any necessary and reasonable terminal expenses as defined in paragraph (a) above which are incurred during travel between terminals other than those indicated in that paragraph may be reimbursed up to a maximum of 60 United States dollars for a staff member and 20 United States dollars for each dependant.
- (c) At official stopovers, reimbursement of expenses as described in paragraph (a) above may be claimed up to a maximum of 60 United States dollars for a staff member and 20 United States dollars for each dependant.
- (d) Notwithstanding paragraphs (a), (b) and (c), above, for authorized travel to or from New York, the amounts are 100 United States dollars for a staff member and 34 United States dollars for each dependant.

PRESENT TEXT

Terminal expenses

- (a) A staff member travelling to or from the headquarters of the International Bureau may claim 76 United States dollars for himself and 26 United States dollars for each dependant to cover terminal expenses for any authorized outward or return journey. Where a journey to or from the duty station involves a number of official stopovers, the point most distant from the duty station shall be regarded as the terminal point. This terminal expenses allowance is deemed to cover expenditure for taxis or other means of public conveyance, transfer of baggage and all other incidental expenses at the points of departure and arrival except the cost of forwarding to the place of residence any authorized heavy baggage which may not be carried in a public conveyance.
- (b) Any necessary and reasonable terminal expenses as defined in paragraph (a) above which are incurred during travel between terminals other than those indicated in that paragraph may be reimbursed up to a maximum of 76 United States dollars for a staff member and 26 United States dollars for each dependant.
- (c) At official stopovers, reimbursement of expenses as described in paragraph (a) above may be claimed up to a maximum of 76 United States dollars for a staff member and 26 United States dollars for each dependant.
- (d) Notwithstanding paragraphs (a), (b) and (c), above, for authorized travel to or from New York, the amounts are 126 United States dollars for a staff member and 42 United States dollars for each dependant.

[Annex VIII follows]

ANNEX VIII

AMENDMENTS TO THE STAFF RULES

Assignment Grant – Rule 7.1.18

FORMER TEXT

Rule 7.1.18 – Assignment Grant

(a) – (c) [No change.]

(d) When a staff member travels at the expense of the International Bureau on appointment but is not entitled to the payment of removal costs, he shall also receive a lump sum corresponding to his salary (Regulation 3.1) and, where applicable, post adjustment (Regulation 3.5), non-resident allowance (Regulation 3.6), language allowance (Regulation 3.7) and the dependency allowance referred to in Regulation 3.12(B)(a) or 3.12(B)(c), for one month after his arrival at the duty station. In addition, up to the effective date of an extension of his appointment by virtue of which the staff member becomes entitled to the payment of removal costs, he shall receive a supplement, which shall be non-pensionable and shall be payable monthly in an amount corresponding to 3 percent of the monthly salary (Regulation 3.1) payable at grade P-4, step 6, except that, for staff members in the General Service category and in grades P-1 to P-3, that amount shall be reduced by 13 percent and, for staff members in grades D-1 and above, that amount shall be increased by 13 percent.

(continues)

PRESENT TEXT

Rule 7.1.18 – Assignment Grant

(a) – (c) [No change.]

(d) When a staff member travels at the expense of the International Bureau on appointment or assignment to another duty station but is not entitled to the payment of removal costs, he shall in addition to any amount payable under paragraphs (a) to (c), above, receive a non-pensionable annual lump sum from the month following the one of his taking up duties, but not earlier than from the thirty-first day in service at the duty station. The amount of the lump sum shall correspond to US\$ 2,000 for staff members with dependants in the General Service category and at grades P-1 to P-3 in the Professional category and US\$ 1,500 for staff members without dependants. For staff members at grades P-4 and P-5 in the Professional category, the amounts are US\$ 2,500 and US\$ 1,880, respectively, and for staff members in the Special and higher categories, US\$ 3,000 and US\$ 2,250, respectively. The lump sum provided for staff members with dependants shall be payable regardless of the place of residence of the dependants. The lump sum will not be paid beyond 36 months after the date on which the staff member took up his service at the duty station and in no case beyond the date on which an eventual removal takes place. The Director General may, at his discretion, authorize the continued payment if he considers it to be in the interest of the International Bureau, but in no case beyond the date on which an eventual removal takes place. Staff members who are entitled to the payment of removal costs in accordance with Rule 7.1.25, but who choose not to undertake the removal, shall not normally benefit from the lump sum payment under this paragraph.

(continues)

ANNEX VIII, page 2

FORMER TEXT

(continued)

(e) The Director General may, at his discretion, authorize payment of all or part of the assignment grant in cases where the International Bureau did not have to pay travel expenses on the appointment of a staff member regarded as having been internationally recruited.

(f) – (g) [Renumbered (g) – (h)]

PRESENT TEXT

(continued)

(e) Any staff member whose appointment took effect prior to January 1, 2007, shall receive, where applicable, the amount provided for under paragraph (d), above, according to its tenor on December 31, 2006, should the latter amount be higher than the amount provided for according to its present tenor.

(f) The Director General may, at his discretion, authorize payment of all or part of an assignment grant under paragraphs (a) to (d), above, in cases where the International Bureau did not have to pay travel expenses on the appointment of a staff member regarded as having been internationally recruited.

(g) – (h) [Former (f) – (g) No change]

[Annex IX follows]

ANNEX IX

AMENDMENTS TO THE STAFF RULES

Sick Leave and Special Leave for Prolonged Illness – Rule 6.2.2

FORMER TEXT

Sick Leave and Special Leave for Prolonged Illness

(a) Staff members who are unable to perform their duties owing to illness or accident or whose attendance is prevented by public health measures shall be entitled to sick leave in accordance with the following provisions:

(1) – (5) [No change.]

(6) Except with the authorization of the Director General, no staff member shall be granted sick leave for a period of more than five consecutive working days without producing a certificate from a duly qualified medical practitioner, to the effect that he is unable to perform his duties and stating the probable duration of his absence. Such certificate shall, except in circumstances beyond the control of the staff member, be produced no later than the end of the sixth working day following his initial absence from duty.

(7) Where a staff member has taken a total of 15 working days of sick leave and/or leave for family-related emergencies within a calendar year, any further absences from duty within that year shall be supported by a medical certificate; otherwise, it shall be deducted from the staff member's annual leave entitlement or, if annual leave is exhausted, charged as special leave without pay.

(8) – (13) [No change.]

PRESENT TEXT

Sick Leave and Special Leave for Prolonged Illness

(a) [No change.]:

(1) – (5) [No change.]

(6) Except with the authorization of the Director General, no staff member shall be granted sick leave for a period of more than three consecutive working days without producing a certificate from a duly qualified medical practitioner, to the effect that he is unable to perform his duties and stating the probable duration of his absence. Such certificate shall, except in circumstances beyond the control of the staff member, be produced no later than the end of the fourth working day following his initial absence from duty.

(7) Where a staff member has taken a total of seven working days of sick leave and/or leave for family-related emergencies within a calendar year, any further absences from duty within that year shall be supported by a medical certificate; otherwise, it shall be deducted from the staff member's annual leave entitlement or, if annual leave is exhausted, charged as special leave without pay.

(8) – (13) [No change.]

[End of Annex IX and of document]