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PERSONNEL QUESTIONS: OTHER PERSONNEL QUESTIONS

Amendments to the Staff Rules

Report of the Secretary-General

1. The Staff Regulations of the United Nations provide in regulation 12.3 that the full text of provisional staff rules and amendments shall be reported annually to the General Assembly.

A. 100 series

2. Staff rules 101.1 to 112.8, which are applicable to all staff except technical cooperation project personnel and staff members specifically engaged for conferences and other short-term service, were amended in document ST/SGB/Staff Rules/1/Rev.7/Amend.2. Its main purpose was to promulgate a number of amendments consequential to decisions adopted by the General Assembly in its resolution 45/241 of 21 December 1990 on the recommendation of the International Civil Service Commission, as explained in paragraphs 3 to 7 below, and others effected for editorial purposes.

3. Staff rule 103.20, education grant, is amended to reflect increases in the allowable expenses and to indicate in which cases the grant may be established in a local currency.

4. Staff rule 103.24, definition of dependency, is amended to reflect more appropriately the conditions under which a natural or adopted child or a stepchild of a staff member shall be considered a dependent child.

5. Staff rule 107.20 (b) (ii), assignment grant, is amended to clarify that a subsistence allowance is also applicable to family members whose travel to the duty station is paid by the United Nations.

6. The scales of pensionable remuneration in appendix A to the Staff Rules for staff in the Professional and higher categories, effective 1 February 1990 and 1 July 1990, are replaced by the scale of pensionable remuneration effective 1 November 1990.

7. The scales of salaries and allowances for other categories of staff at Headquarters in appendix B are replaced to reflect the figures corresponding to a disabled child's allowance.

B. 200 series

8. Staff rules 200.1 to 212.7, applicable to staff specifically recruited for service with technical cooperation projects, appear in a provisional amendment being issued as document ST/SGB/Staff Rules/2/Rev.7/Amend.1. The amended provisions, which follow the same pattern to the corresponding amendments to the 100 series of Staff Rules being issued in document ST/SGB/Staff Rules/1/Rev.7/Amend.1 and Amend.2, are the following:

Rule 200.1	Applicability
Rule 203.5	Post adjustment
Rule 203.8	Education grant
Rule 203.9	Daily subsistence allowance
Rule 203.10	Installation grant
Rule 203.11	Assignment allowances
Rule 203.12	Extension of tour of duty
Rule 205.2	Home leave
Rule 207.3	Travel expenses
Rule 207.15	Terminal expenses
Rule 209.5	Termination indemnity
Rule 209.8	Conditions governing payment of repatriation grant
Rule 209.9	Commutation of accrued annual leave
Rule 209.11	Last day for pay purposes
Appendix I	Salary scales
	Scale for computing separation payments
	Scale of pensionable remuneration
Appendix II	Schedules of post adjustment (cancelled)
Appendix III	Appeals

9. The text of the amendments to the 100 series of the Staff Rules being issued in document ST/SGB/Staff Rules/1/Rev.7/Amend.2 is attached in the annex to the present report. The text of the amendments to the 200 series is similar to the corresponding amendments to the 100 series.

Annex

Chapter III

SALARIES AND RELATED ALLOWANCES

Rule 103.20

Education grant

Rule 103.20 (d) and (e), as amended, reads as follows:

(d) In the case of attendance at an educational institution outside the duty station, the amount of the grant shall be:

- (i) Where the institution provides board for the child, 75 per cent of the allowable costs of attendance and of the cost of board up to \$11,000 a year, with a maximum grant of \$8,250 a year;
- (ii) Where the institution does not provide board, \$2,450 plus 75 per cent of the allowable costs of attendance up to \$7,733 a year, with a maximum grant of \$8,250 a year.

However, in the case of staff members serving at designated duty stations, 100 per cent of boarding costs up to \$3,000 a year may be reimbursed in respect of attendance at the primary or secondary levels, as an amount additional to the maximum grant of \$8,250 a year.

(e) In the case of attendance at an educational institution at the duty station:

- (i) The amount of the grant shall be 75 per cent of the cost of attendance up to \$11,000 a year, with a maximum grant of \$8,250 a year;
- (ii) Where such an educational institution is located beyond commuting distance from the area where the staff member is serving and, in the opinion of the Secretary-General, no school in that area would be suitable for the child, the amount of the grant shall be calculated at the same rates as specified in paragraph (d) above.

Rule 103.20 (k), as amended, reads as follows:

Establishment of the grant in local currency

(k) When the educational expenses are incurred in countries specially designated by the Secretary-General, the amounts set out in paragraphs (d) and (e) above shall be established in local currency.

Rule 103.24

Definition of dependency

Rule 103.24 (b) (ii), as amended, reads as follows:

(b) A "dependent child" shall be:

(i) A staff member's natural or legally adopted child; or

(ii) A staff member's stepchild, if residing with the staff member,

under the age of eighteen years or, if the child is in full-time attendance at a school or university (or similar educational institution), under the age of twenty-one years, for whom the staff member provides main and continuing support. The Secretary-General shall establish special conditions under which other children, who fulfil the age, school attendance and support requirements indicated above, may be regarded as dependent children of a staff member. If a child over the age of eighteen years is physically or mentally incapacitated for substantial gainful employment, either permanently or for a period expected to be of long duration, the requirements as to school attendance and age shall be waived.

A staff member claiming a child as dependent must certify that he or she provides main and continuing support. This certificate must be supported by documentary evidence satisfactory to the Secretary-General, if a child:

(i) Does not reside with the staff member because of divorce or legal separation of the staff member;

(ii) Is married; or

(iii) Is regarded as a dependant under the special conditions referred to above.

Chapter VII

TRAVEL AND REMOVAL EXPENSES

Rule 107.20

Assignment grant

Rule 107.20 (b) (ii), as amended, reads as follows:

(b) The amount of the assignment grant shall be equivalent to:

(i) Thirty days of subsistence allowance at the daily rate applicable under subparagraph (c) (i) below; and

- (ii) Thirty days of subsistence allowance at half such daily rate in respect of each family member for whom travel expenses have been paid by the United Nations under rule 107.2 (a) (i), (ii) or (iii) and 107.3.

The above-mentioned amounts shall be calculated on the basis of the rate prevailing on the date of arrival at the duty station of the staff member or of the staff member's family member, as appropriate.
