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SECRETARY-GENERAL'S BULLETIN

To: Members of the Staff of the United Nations

Subject: STAFF RULES

During the Eighth Session, the General Assembly gave consideration to the status of staff members who, though not nationals of the country of their duty station, acquired permanent residence status in that country under its laws.

The Secretary-General herewith issues amended staff rules which implement the conclusions reached during the discussions in the General Assembly. These amended staff rules are: Rule 103.5 on Non-Resident's Allowance, Rule 103.20 on Education Grant, Rule 104.7 on International Recruitment, Rule 105.3 on Home Leave, and Rule 109.5 on Repatriation Grant. These amendments shall be effective 1 February 1954.

The amended staff rules shall be subject to the following transitional arrangements; applicable at Headquarters:

- staff members who would otherwise have been eligible for home leave during 1953 or 1954 will be permitted to take one more home leave during the year in which it would have fallen due.
- staff members who lose entitlement to education grant will do so after the completion of the 1953-1954 academic year. They will retain eligibility for one-way travel for the dependent child between the home country and the duty station on the completion of the 1953-1954 academic year.
- effective 1 February 1954, staff members who were otherwise entitled to any of the allowances or benefits stipulated in Rule 104.7 (c) (1) as presently amended shall cease to be so entitled if they have already signed the waiver of privileges and immunities established under the

laws of the country of their duty station; staff members who sign the waiver between 1 February 1954 and 1 July 1954 shall lose all entitlement to such allowances and benefits when they sign the waiver; and all staff members who are in permanent residence status in the country of their duty station on 1 July 1954 shall lose entitlement to such allowances and benefits on that date, whether or not they have signed the waiver. However, if staff members acquire non-immigrant status before 1 July 1954 the continuity of their service credits for these allowances and benefits shall not be broken because of previous permanent residence status. Non-resident's allowance shall not, however, be payable in any case for any period between signature of the waiver and acquisition of non-immigrant status.

By direction of the Secretary-General

(Signed) BYRON PRICE
Assistant Secretary-General
Administrative and Financial Services

Rule 103.5

Non-Resident's Allowance

Add to
end of

(a) Staff members in the General Service category, who have been recruited from outside the country in which the duty station is located, or in respect of whom the United Nations assumes an obligation to repatriate, shall receive a non-resident's allowance at a rate and under conditions determined by the Secretary-General for the duty station, as shown in Appendix B provided that in no case shall the allowance be paid to a staff member whose nationality within the meaning of Rule 104.8 is that of the country of his duty station or to a staff member while he is excluded under Rule 104.7 (c) or (d).

Rule 103.20

Education Grant

New
text

(d) Education grant benefits under paragraph 2 of Annex IV to the Staff Regulations shall not be available to members of the Field Service, staff members recruited specifically for service with a mission, or to staff members excluded under Rule 104.7 (c) or (d) because of permanent residence status in a country other than that of nationality.

Rule 104.7

International Recruitment

(a) Staff members other than those regarded under Rule 104.6 as having been locally recruited shall be considered as having been internationally recruited. The allowances and benefits in general available to internationally recruited staff members include: payment of travel expenses upon initial appointment and on separation for themselves and their dependents, removal of household effects, non-resident's allowance, home leave, education grant, and repatriation grant.

(b) Members of the Field Service and staff members recruited specifically for mission service shall not be eligible for non-resident's allowance, education grant or removal of household effects.

(c) At Headquarters:

(i) Staff members in permanent residence status under the laws of the country of their duty station shall not be eligible for:

- non-resident's allowance
- home leave
- education grant
- repatriation grant
- payment of travel expenses upon separation for themselves or their dependents, or removal of household effects, based on place of home leave.

(ii) If a staff member in permanent residence status takes up non-immigrant status in the country of his duty station he shall thereupon be granted entitlement to such of the allowances and benefits stipulated in paragraph (i) above to which he is otherwise entitled and he shall commence to accrue service credit for such allowances and benefits from the date on which he acquires non-immigrant status.

(d) For duty stations away from Headquarters, a staff member who has taken up permanent residence status under the laws of any country other than that of his nationality may lose entitlement to the allowances and benefits stipulated under paragraph (c) (i) above, if the Secretary-General deems that such status is contrary to the purposes for which the allowance or benefit was created.

Rule 105.3

Home Leave

Change (a)
to begin:

(a) Staff members, other than those considered as local recruits under Rule 104.6 or excluded from home leave under Rule 104.7 (c) or (d) who are serving outside their home country and who are otherwise eligible shall be entitled once in every two years of qualifying service to visit their home country at United Nations expense for the purpose of spending in that country a substantial period of accrued annual leave. Leave taken for this purpose under the terms and conditions set forth in this rule shall hereinafter be referred to as home leave.

Rule 109.5

Repatriation Grant

Para. (f)
to read:

(f) No payments shall be made to Assistant Secretaries-General, to local recruits under Rule 104.6, to a staff member who abandons his post, nor to a staff member excluded under Rule 104.7 (c) or (d), nor to any staff member who is residing at the time of separation in his home country while performing his official duties, provided that a staff member who, after service at a duty station outside his home country, is transferred to a duty station within that country may be paid on separation a full or partial repatriation grant at the discretion of the Secretary-General.
