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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 through 112.8, which are applicable to all staff except technical co-operation project personnel and staff members specifically engaged for conferences and other short-term service, were the subject of a provisional amendment being issued in document ST/SGB/Staff Rules/1/Rev.6/Amend.4. Its main purpose is to promulgate a number of amendments that are consequential to decisions adopted by the General Assembly in its resolutions 41/213 of 19 December 1986 and 42/214 and 42/221 of 21 December 1987, as explained in paragraphs 3 and 4 below.

3. By its resolutions 41/213 and 42/214, the General Assembly decided that staff members previously entitled to first class accommodation should be required to travel at the class immediately below first class and authorized the Secretary-General to exercise his discretion to make exceptions to allow first class travel on a case-by-case basis. Staff rule 107.10, Standard of accommodation, paragraph (a), was amended to reflect this change.

\* A/43/150.

4. By section IV of its resolution 42/221, the General Assembly approved a recommendation of the International Civil Service Commission (ICSC) that staff members serving at designated duty stations may be reimbursed an additional amount of education grant for boarding costs. 1/ Staff rule 103.20, Education grant, paragraphs (d) and (m) were amended to reflect this change.
5. In addition, a number of other amendments were made, as explained below.
6. Staff rule 103.22, Assignment allowance, paragraph (g) was amended and a new paragraph (i) was introduced to reflect changes in the amounts and structure of the assignment allowance approved by ICSC.
7. Staff rule 107.13, Terminal expenses, paragraph (a) was amended to incorporate the revised rates of terminal expenses and the policy that in certain cases these amounts may be reduced.
8. Appendix A was amended for the following purposes:
  - (a) To show the revised salary scales for the Field Service category effective 1 April 1988;
  - (b) To show the revised scales of pensionable remuneration for staff in the Professional and higher categories and in the Field Service category effective 1 June 1988;
  - (c) To show the revised scales for computing separation payments for staff in the Professional and higher categories and in the Field Service category, effective 1 October 1987 and 1 April 1988.

The amendment under subparagraph (a) is consequential to General Assembly resolution 42/221. The amendment under subparagraph (b) resulted from the application of the procedure approved by the General Assembly in its resolution 41/208 of 11 December 1986 for adjusting the pensionable remuneration of staff in the Professional and higher categories between comprehensive reviews. The amendment under subparagraph (c) relating to the scale effective 1 October 1987 resulted from the application of the adjustment procedure approved by the General Assembly in its decision 36/459 of 18 December 1981 and then confirmed in its resolution 39/69 of 13 December 1984. The amendment under subparagraph (c) relating to the scale effective 1 April 1988 is consequential to General Assembly resolution 42/221 and to the application of the adjustment procedure established in the above mentioned decision 36/459 and resolution 39/69.

9. Appendix B (Headquarters) was amended for the following purposes:
  - (a) To show the salary scales for the General Service and related categories effective 1 December 1987;
  - (b) To record the revised salary scales for Public Information Assistants and Tour Co-ordinators/Supervisors effective 1 February 1985 and 1 January 1987.

10. Appendix F (Headquarters) was amended to show the revised salary scale for language teachers effective 1 December 1987.

**B. 200 series**

11. Rules 200.1 through 212.7, applicable to staff members specifically recruited for service with technical co-operation projects, were the subject of a provisional amendment being issued in document ST/SGB/Staff Rules/2/Rev.6/Amend.4. The amended provisions, which follow the same pattern as the corresponding amendments to the 100 series of the Staff Rules being issued in document ST/SGB/Staff Rules/1/Rev.6/Amend.4, are the following:

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|-------------|--|
| Rule 203.8  | - Education grant                          |
| Rule 203.11 | - Assignment allowance                     |
| Rule 207.6  | - Standard of accommodation                |
| Rule 207.15 | - Terminal expenses                        |
| Appendix I  | - Salary scale                             |
|             | - Scale of pensionable remuneration        |
|             | - Scale for computing separation payments. |

12. The text of the amendments to the 100 series of the Staff Rules being issued in document ST/SGB/Staff Rules/1/Rev.6/Amend.4 is attached in an annex to the present report. The text of the amendments to the 200 series is similar.

**Notes**

1/ Official Records of the General Assembly, Forty-second Session, Supplement No. 30 (A/42/30), para. 153.

Annex

Chapter III

Rule 103.20

EDUCATION GRANT

Rule 103.20 (d), 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 \$6,000 per year, with a maximum grant of \$4,500 a year;
- (ii) Where the institution does not provide board, \$1,500 plus 75 per cent of the allowable costs of attendance up to \$4,000 per year, with a maximum grant of \$4,500 a year.

However, in the case of staff members serving at designated duty stations, 100 per cent of boarding costs up to \$1,500 per year will be reimbursed, as an amount additional to the maximum grant of \$4,500 per year."

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

"(m) The amount of the grant shall be 100 per cent of the educational expenses actually incurred up to a maximum grant of \$6,000 per year. If the disabled child is eligible for the regular education grant, the total amount payable under the two types of grant shall not exceed \$6,000 per year. However, where an additional amount is payable for boarding costs under paragraph (d) above, the total amount payable for the two types of grant shall not exceed \$7,500 per year. 'Educational expenses' reimbursable under the special education grant shall comprise the expenses incurred to provide an educational programme designed to meet the needs of the disabled child in order that he or she may attain the highest possible level of functional ability."

Rule 103.22

ASSIGNMENT ALLOWANCE

Rule 103.22 (g), as amended, reads as follows:

"(g) The assignment allowance shall be payable at the following annual rates:

(i) For assignments to duty stations in Europe, in Canada, in Cyprus, in Malta, in Turkey (European portion) and in the United States of America:

	<u>Single rate</u>	<u>Dependency rate</u>
P-1 to P-4	\$1 425	\$1 800
P-5 and above	\$1 650	\$2 100

(ii) For assignments to all other duty stations:

	<u>Single rate</u>		<u>Dependency rate</u>	
	<u>Basic rate</u>	<u>Mobility rate (includes basic rate)</u>	<u>Basic rate</u>	<u>Mobility rate (includes basic rate)</u>
P-1 to P-4	\$2 400	\$4 500	\$3 000	\$7 200
P-5 and above	\$2 850	\$4 950	\$3 600	\$7 300"

Rule 103.22, new paragraph (i), reads as follows:

"(i) The mobility rate of the assignment allowance under subparagraph (g)(ii) above shall be payable to staff members with five years or more of uninterrupted service in the United Nations common system, provided that:

- a. They have been assigned on or after 1 January 1988 to their second or subsequent duty station, or
- b. They were serving on 1 January 1988 at their third or subsequent duty station, and had less than four years of service at that duty station.

(ii) The mobility rate shall be paid for a period of up to four years at each duty station. In the case of staff members eligible for the mobility rate under a. above, this rate will be payable until the end of the fourth year of service at the duty station concerned. The mobility rate may be paid for an additional year if the Organization decides, due to the exigencies of service, that the staff member remain at the duty station.

Chapter VII

Rule 107.10

STANDARD OF ACCOMMODATION

Rule 107.10 (a), as amended, reads as follows:

"(a) For all official travel by air, staff members and their eligible family members shall be provided with economy class transportation in accordance with the least costly airfare structure regularly available or its equivalent. However, under conditions established by the Secretary-General, accommodation immediately below first class may be granted. In exceptional cases, the Secretary-General may allow first class travel."

Rule 107.13

TERMINAL EXPENSES

Rule 107.13 (a) and (b), as amended, read as follows:

"(a) For all official travel to or from the duty station, a staff member may claim reimbursement of terminal expenses incurred for each required trip by means of public conveyance between the airport or other point of arrival or departure and the hotel or other place of dwelling up to \$18 in respect of himself or herself and up to \$6 for each family member authorized to travel at United Nations expense. However, when an official United Nations or government vehicle is provided for one of these trips, the reimbursable amounts shall be reduced, respectively, to \$6 and \$3. No expenses shall be reimbursable in respect of an intermediate stop:

- (i) Which is not authorized;
- (ii) Which does not involve leaving the terminal; or
- (iii) Which is exclusively for the purpose of making an onward connection.

(b) Terminal expenses shall be deemed to include all expenditures for transportation between the airport or other point of arrival or departure and the hotel or other place of dwelling, including transfer of accompanied baggage and other incidental charges, except the costs provided for under rule 107.19 (iii)."

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