

RESTRICTED

MC/2300

Original: English

16 September 2010

NINETY-NINTH SESSION

REVISION OF STAFF REGULATIONS

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Introduction

1. There are currently two sets of Staff Regulations for IOM staff: those for Officials and those for Employees.¹ In order to harmonize the conditions of service and the rights, duties and obligations of all staff members as much as possible, the Administration seeks the Council's approval to adopt a single version of Staff Regulations for Officials and Employees.

2. The information provided in this document is intended to facilitate the Standing Committee on Programmes and Finance's deliberations and recommendation to the Council regarding the single version of the proposed Staff Regulations.

Historical perspective

3. The Staff Regulations for Officials were adopted at the First Session of the Council in 1954.² In 1955, the Administration put forward a draft set of Staff Regulations for Employees for consideration by the Executive Committee.³

4. Some Executive Committee members did not support having separate regulations for Officials and Employees. It was noted that the Organization's Constitution makes no distinction between Officials and Employees as regards the Staff Regulations.⁴ It was further observed that separate regulations would create unnecessary repetition and that the United Nations and its specialized agencies have only one set of regulations for all staff members.⁵

5. There was considerable interest among Executive Committee members in having a single set of regulations for all staff members. At the time, however, Officials and Employees were to have different entitlements and conditions of work. While various options were explored, the Member States could not agree upon a practical way to accommodate these differences in one set of regulations.

6. Thus, the Executive Committee proceeded with a separate set of Staff Regulations for Employees. After making several amendments to the proposed Staff Regulations for Employees – in many cases to align them more closely with the Staff Regulations for Officials – the Executive Committee recommended the amended text to the Council for its approval. Subsequently, the Council approved a separate set of Staff Regulations for Employees at its Third Session in 1955.⁶

¹ The term "Officials" refers to staff members in the Professional and higher categories, while the term "Employees" refers to staff members in the General Service and National Officer categories (both at Headquarters and in the Field).

² Staff Regulations for Officials (MC/104) of 6 December 1954, approved by the Council in accordance with Resolution No. 83(I) of 1 December 1954. At the time, the Organization was named the Intergovernmental Committee for European Migration.

³ Draft Staff Regulations for Employees (MC/EX/6) of 18 March 1955.

⁴ At the time, Article 17 of the Constitution stated: "The Director shall appoint the staff of the Administration in accordance with the staff regulations adopted by the Council." The same provision is found in Article 19 of the current version of the IOM Constitution.

⁵ Draft Staff Regulations for Employees: First Revised Text and comments of Governments thereon (MC/EX/16) of 22 September 1955, p. 3.

⁶ Staff Regulations for Employees (MC/161/Rev.1) of 1 November 1955, approved by the Council in accordance with Resolution No. 111(III) of 20 October 1955.

7. Upon taking office on 1 October 2008, the Director General announced that he would see to the improvement of IOM's administrative structures and procedures. In this context, he requested the finalization of the Administration's ongoing review of the Staff Regulations and the merging of the two sets into one, an objective initiated by his predecessor.⁷

Reasons for the proposed amendments

8. The primary reason for the proposed amendments to the Staff Regulations is to develop one comprehensive set of Staff Regulations for Officials and Employees that harmonizes the entitlements and conditions of service of these staff members to the extent possible.

9. In recent decades, the Organization has taken on a much more global nature, with a significant increase in the number of Field Offices and staff members around the world. The two sets of Staff Regulations tend to give the erroneous impression that, although Officials have the same rights and duties regardless of the location where they serve, Employees are not truly "international" civil servants, but rather staff members whose conditions of service vary from country to country. In fact, all of the Organization's staff members are international civil servants whose responsibilities are not national but exclusively international. A common set of regulations for all staff members better reflects this reality. Moreover, over the last several decades, many of the entitlements of Employees have been harmonized with those of Officials, such as annual leave and social security.

10. The Administration notes that the entire text of some of the current Staff Regulations cannot be fully harmonized for Officials and Employees due to the nature of the content, and thus different formulations for Officials and Employees must be maintained. Accordingly, some of the proposed amendments revise such Regulations by putting forth a more general text for a unified Regulation for both Officials and Employees, and transferring any details which cannot be harmonized from the Regulations to the Rules.⁸

11. Another reason for some of the proposed amendments is to bring the Staff Regulations in line with the conditions of service and terminology contained in the United Nations Staff Regulations, consistent with IOM's practice of following the United Nations common system and conditions of service.⁹

12. In addition, amendments are needed to bring the Staff Regulations up to date with current practices in IOM, including by eliminating provisions that have become obsolete and introducing new provisions where necessary.

⁷ The Administration has for many years recognized the need to harmonize the Staff Regulations for Officials and those for Employees. For example, in 1989 the Administration submitted a document to the Executive Committee regarding an update to the Staff Regulations for Employees (Updating of the Staff Regulations for Employees and its Annex (MC/EX/492) of 13 March 1989), in which it noted that the ideal solution would be to have one set of regulations applicable to all staff members. However, at the time only a partial harmonization was proposed and subsequently approved.

⁸ Should the Council approve the proposed amendments to the Staff Regulations, the Director General would then exercise his authority to issue implementing Rules consistent with the revised Regulations.

⁹ In the Cooperation Agreement between IOM and the United Nations dated 25 June 1996, IOM agreed to follow in substance the United Nations conditions of service in order to maintain consistency between the personnel policies of IOM and those of the United Nations.

13. Moreover, some of the proposed amendments have the effect of transferring to the Rules or the Annexes certain sections on procedures and guidelines, which, because of their administrative nature, are not appropriate for inclusion in the Staff Regulations.

14. Lastly, certain changes are intended to generally improve the structure of the document and achieve more consistent terminology throughout.

Financial impact

15. Adoption of the proposed unified version of Staff Regulations may result in minor financial implications, which can be absorbed within the approved Administrative Part of the Budget and projectized in the Operational Part of the Budget.

Proposed amendments

16. For the reasons mentioned above, the Administration proposes a unified version of the Regulations for Officials and Employees for the Council's consideration and approval pursuant to Article 19 of the IOM Constitution¹⁰ and Regulation 12.1 of the present texts of the Staff Regulations for Officials and Employees.¹¹ This unified version (see Annex I) was developed through a consultative process involving several meetings between representatives of the Administration and the Staff Association Committee.

17. In order to show the proposed changes, the Administration has provided tables setting out for each Regulation: (a) the present text for Officials; (b) the present text for Employees; and (c) the proposed unified text for all staff members (see Annex II).

18. The Administration has also provided a short commentary on the main substantive changes in each chapter. Changes in terminology and other immaterial changes are not mentioned.

19. In the proposed unified text of the Staff Regulations, the terms "Officials" and "Employees", which currently denote staff members in each of the two groups, has been replaced by the term "staff members", consistent with the terminology used in the IOM Constitution. When the entitlements/obligations were applicable only to either Officials or Employees, the following terms have been used to identify Officials: "staff in the Professional categories"; and to identify Employees: "staff in the General Service categories".

20. Should the Standing Committee on Programmes and Finance recommend that the Council adopt the proposed unified text, a draft resolution will be submitted to the Council for its consideration and approval.

¹⁰ Article 19 of the IOM Constitution states: "The Director General shall appoint the staff of the Administration in accordance with the staff regulations adopted by the Council."

¹¹ Regulation 12.1 of the present text of the Staff Regulations for Officials states: "These Regulations may be amended by the Council without prejudice to the acquired rights of Officials"; similarly, Regulation 12.1 of the present text of the Staff Regulations for Employees states: "These Regulations may be amended by the Council without prejudice to the acquired rights of Employees".

Annex I

**STAFF MEMBERS
PROPOSED UNIFIED TEXT**

SCOPE AND PURPOSE

The Staff Regulations embody the fundamental conditions of service and the basic rights, duties and obligations of staff members of the International Organization for Migration. The term “staff members” shall refer to all staff members of the Professional and General Service categories. The Director General shall provide and enforce such Staff Rules consistent with these Regulations as considered necessary.

CHAPTER 1
DUTIES, OBLIGATIONS AND PRIVILEGES

REGULATION 1.1
International Civil Servant Status

Staff members of the Organization are international civil servants. Their responsibilities are not national, but exclusively international. By accepting appointment, they pledge themselves to discharge their functions and to regulate their conduct with only the interests of the Organization in view.

REGULATION 1.2
Authority of the Director General

Staff members are subject to the authority of the Director General. They are responsible to him or her in the performance of their duties.

REGULATION 1.3
Instructions from Governments or Authority External to the Organization

Staff members shall neither seek nor receive instructions from any government or from any authority external to the Organization in the performance of their duties.

REGULATION 1.4
Conduct

Staff members shall conduct themselves at all times in a manner befitting their status as international civil servants. They shall not engage in any activity that is incompatible with the proper discharge of their duties with the Organization. They shall refrain from any action and in particular avoid any kind of public pronouncement that might reflect adversely on their status. While they are not expected to give up their national sentiments or their political and religious convictions, they shall at all times bear in mind the reserve and tact incumbent upon them by reason of their status as international civil servants.

REGULATION 1.5
Communication of Unpublished Information

Staff members shall exercise the utmost discretion in regard to all matters of official business. They shall not communicate to any person any information known to them that has not been made public, except in the course of their duties or by authorization of the Director General, nor shall they at any time use such information to private advantage. These obligations do not cease upon separation from the Organization.

REGULATION 1.6
Acceptance of Honours, Decorations, Favours, Gifts or Fees

Staff members shall not accept any honour, decoration, favour, gift or fee from any government or from any source external to the Organization during the period of appointment without the prior approval of the Director General, who shall determine whether the acceptance is compatible with the interests of the Organization.

REGULATION 1.7
Outside Activities

Staff members shall not accept or engage in any outside office or employment, whether remunerated or not, without the prior approval of the Director General, who shall determine whether the undertaking of such office or employment is compatible with the proper discharge of the duties of the staff member with the Organization.

REGULATION 1.8
Political Activities

Staff members shall not engage in any political activity that is inconsistent with or might reflect upon the independence and impartiality required by their status as international civil servants.

REGULATION 1.9
Privileges and Immunities

Privileges and immunities enjoyed by staff members are granted in the interests of the Organization. They furnish no excuse for non-performance of private obligations or failure to observe laws and police regulations. The decision whether to waive any privileges or immunities of the staff members in any case that arises shall rest with the Director General.

REGULATION 1.10
Oath or Declaration of Office

(a) All staff members shall subscribe to the following oath or declaration:

“I solemnly undertake to exercise in all loyalty, discretion and conscience the functions entrusted to me as a staff member of the International Organization for Migration, to discharge these functions and regulate my conduct only with the interest of the Organization in view, and neither to seek nor to accept instructions with regard to the performance of my duties from any government or from any authority external to the Organization.”

- (b) The oath or declaration shall be made orally by the Director General and Deputy Director General at a public meeting of the Council of the International Organization for Migration.

CHAPTER 2
CLASSIFICATION OF POSITIONS

REGULATION 2
Classification

The Director General shall determine the classification of positions according to the nature of the duties and responsibilities required.

CHAPTER 3
SALARIES, RELATED ALLOWANCES AND GRANTS

REGULATION 3.1
Salaries

- (a) The salaries of staff members shall be determined by the Director General on the basis of the duties and responsibilities of their position, in accordance with the salary scales of the United Nations pertaining to the relevant categories.
- (b) The Director General may adjust the base salaries of staff members in the Professional categories by the application of the relevant post adjustments established by the International Civil Service Commission.
- (c) Staff members on special contracts shall be employed under conditions and at rates established by the Director General.

REGULATION 3.2
Related Allowances and Grants

Under conditions prescribed by the Director General, entitled staff members shall be paid allowances and grants at rates established by the Director General in conformity with those approved by the General Assembly of the United Nations.

REGULATION 3.3
Education Grant

- (a) Under conditions prescribed by the Director General, an education grant shall be paid to eligible staff members in the Professional categories serving outside the country of their home station for each dependent child who is in full-time attendance at a school, university or similar institution. The grant shall be payable up to the end of the school year in which the child either completes four years of post-secondary studies or reaches the age of 25, whichever occurs earliest. For compelling reasons, such as lengthy illness or national service, the Director General may extend the child's

eligibility beyond the age of 25 for a period equivalent to any such interruption that exceeds the duration of one school year.

The grant shall not exceed the maximum established for this benefit by the General Assembly of the United Nations, and shall represent a percentage of expenses actually incurred as approved by that Assembly.

The Director General may authorize staff members who are transferred to the country of their home station to benefit from this entitlement.

- (b) Under conditions prescribed by the Director General, transportation costs for the children for whom an education grant is paid shall be paid for a roundtrip journey by rail, automobile or air between the duty station and the location of the educational institution.
- (c) Tuition fees shall be paid for the teaching of the mother tongue to a dependent child of an eligible staff member in the Professional categories attending a local school in which the instruction is given in a language other than his or her own.
- (d) Under conditions prescribed by the Director General, a special education grant and transportation costs for disabled children shall be paid to staff members of all categories, whether serving within or outside the country of their home station.

REGULATION 3.4 Income Tax Reimbursement

Eligible staff members shall be reimbursed for income taxes levied at the duty station and paid by them on salaries and allowances received from the Organization. Should those taxes be levied outside the duty station, the Director General may authorize reimbursement of such taxes.

REGULATION 3.5 Deductions for Contributions and Indebtedness

Deductions may be made from salaries and other benefits for contributions under the provisions of the Staff Regulations and Rules, and for indebtedness to the Organization.

CHAPTER 4 APPOINTMENT AND PROMOTION

REGULATION 4.1 Power of Appointment

- (a) The power of appointment of staff members rests with the Director General. Upon appointment, each staff member shall receive a letter of appointment signed by the Director General or his or her authorized representative.
- (b) Staff members in the Professional categories are subject to assignment by the Director General to any of the activities or offices of the Organization.

- (c) Staff members in the General Service categories are subject to assignment by the Director General to any of the activities within the office in which they are serving.

REGULATION 4.2
Appointment, Transfer and Promotion

- (a) Integrity, competence and efficiency shall be the necessary considerations in the appointment, transfer and promotion of staff members who, as a rule, shall be recruited among the nationals of States that are Members of the Organization, taking into account, as far as possible, their geographical distribution.
- (b) Appointment, transfer and promotion shall be made without regard to race, ethnicity, gender, political affiliation or religious belief. In principle, selection shall be on a competitive basis, with due regard to gender balance in case of equally qualified candidates.
- (c) Without prejudice to the recruitment of the best available talent at all levels, the fullest regard shall be had, in filling vacancies, to the qualifications and experience of persons already in the service of the Organization.

REGULATION 4.3
Age on Appointment

As a rule, appointments shall not be offered to candidates under the age of 18 or over 60 years of age.

REGULATION 4.4
Types of Appointments

Appointments shall be made on the basis of two types of contract:

- (a) Contracts with no fixed period of employment, or with a fixed period of employment of at least one year, subject to the Staff Regulations and Rules;
- (b) Contracts with a fixed period of employment of less than one year, subject to the Staff Regulations and Rules to the extent specified in the employment contract in each case.

REGULATION 4.5
Health Requirements

Appointments are subject to the satisfactory completion of medical examinations. Only candidates determined by a Medical Officer of the Organization to be medically fit for employment with the Organization shall be appointed.

REGULATION 4.6
Probationary Period

As a rule, the first six months of service of a staff member shall be considered a probationary period that may be extended by the Director General to a maximum of 12 months.

REGULATION 4.7
Designation of Home Station

The Director General shall designate a home station for each staff member at the time of appointment. Usually the home station will be the city of normal residence in the country of which the staff member is a national.

CHAPTER 5
ATTENDANCE AND LEAVE

REGULATION 5.1
General Working Conditions

- (a) The normal working week shall be 40 hours.
- (b) The Director General may require the work and travel of a staff member at any time.

REGULATION 5.2
Official Holidays

Ten official holidays per year will be determined for each duty station.

REGULATION 5.3
Annual Leave

- (a) Annual leave shall be granted at the rate of two and one-half working days for each calendar month of service.
- (b) Annual leave may be accumulated provided that not more than 15 days of annual leave may normally be carried forward from the calendar year in which it has accrued and that not more than 60 days shall be carried forward beyond 31 December of each year.
- (c) Annual leave may be granted in advance of accrual by the Director General in exceptional circumstances.
- (d) Periods of illness during absence on annual leave, if certified by a physician, shall not be charged to accrued annual leave.

REGULATION 5.4
Special Leave

Under conditions prescribed by the Director General, special leave with full or partial pay or without pay may be granted in exceptional cases.

REGULATION 5.5
Home Leave

- (a) Under conditions prescribed by the Director General, home leave, consisting of annual leave taken for that purpose, plus travelling time, shall be granted to eligible staff members subject to their services continuing for at least six months beyond the date of return from home leave.
- (b) Home leave shall be granted once in every two years of qualifying service. Eligible staff members serving at duty stations designated as having very difficult conditions of life and work shall be granted home leave once in every 12 months of qualifying service.
- (c) A staff member's entitlement to home leave shall not accrue while stationed on duty in the country of his or her home station.

CHAPTER 6
SOCIAL SECURITY

REGULATION 6.1
United Nations Joint Staff Pension Fund

Provision shall be made for the participation of staff members in the United Nations Joint Staff Pension Fund in accordance with the regulations of that Fund.

REGULATION 6.2
Health and Accident Insurance

- (a) The Director General shall establish appropriate schemes to provide medical, hospital and health benefits to staff members, to participating retired staff members, and to their recognized dependants.
- (b) The Organization shall bear the full cost of covering the risk of accidents attributable to the performance of official duties on behalf of the Organization.

REGULATION 6.3
Sick Leave

The Director General shall establish appropriate rules governing the granting of sick leave.

REGULATION 6.4
Maternity Leave

Staff members shall be entitled to maternity leave with full pay of 16 weeks.

REGULATION 6.5
Other Family-related Leave

The Director General shall establish the appropriate rules governing the granting of paternity, adoption and compassionate leave.

CHAPTER 7
TRAVEL AND REMOVAL EXPENSES

REGULATION 7.1
Travel Expenses and Allowances

Under conditions prescribed by the Director General, the Organization shall pay travel expenses and travel allowances to eligible staff members and, in appropriate cases, their recognized dependants in respect of: travel on authorized duty (TDY); travel upon initial appointment; travel upon transfer; travel upon repatriation or separation; travel on home leave; family visit; medical travel; and medical evacuation.

REGULATION 7.2
Removal Expenses

Under conditions prescribed by the Director General, the Organization shall pay removal expenses for the personal effects and household goods of eligible staff members and their recognized dependants upon: appointment; transfer; and separation from service.

REGULATION 7.3
Repatriation in Case of Death

- (a) Upon the death of a staff member, the Organization, under conditions prescribed by the Director General, shall arrange and pay for the transportation of the deceased and the travel of the surviving spouse and children, and the removal of their personal effects and household goods, to the place requested by the surviving spouse or other authorized person, provided the liability of the Organization does not exceed the costs the Organization would have paid for transportation to the established home station.
- (b) The provisions for the transportation of a deceased staff member shall likewise apply in the case of death of a dependant of a staff member in respect of whom repatriation expenses were payable under the provisions of Regulation 7.1.

CHAPTER 8
STAFF RELATIONS

REGULATION 8.1
Staff Association

A Staff Association may be established which, when duly constituted with elected officers representing the majority of the staff, shall be recognized as the official medium of liaison between the staff and the Administration.

The Chairperson or other elected officer designated by the Staff Association shall be entitled to make proposals to the Director General and to consult with the Administration on all matters concerning the situation of staff members both as regards their conditions of work and their general circumstances of life.

The Director General shall ensure that the Chairperson or other elected officer designated by the Staff Association is informed and consulted by the Administration on proposed changes in personnel policies or amendments to the Staff Regulations and Rules.

REGULATION 8.2
Joint Committees

The Director General shall establish joint staff-management mechanisms to advise him or her regarding personnel policies and their implementation as well as general questions of staff welfare.

REGULATION 8.3
Ombudsperson

The Director General shall establish the Office of the Ombudsperson to offer staff a channel for addressing concerns related to the work environment.

CHAPTER 9
SEPARATION FROM SERVICE

REGULATION 9.1
Age of Retirement

The age of retirement for staff members is 62. The Director General may, in the interest of the Organization, extend the age limit in exceptional cases.

REGULATION 9.2
Resignation

Staff members may resign upon giving notice in writing as prescribed in the letter of appointment. The Director General may accept resignation on shorter notice.

REGULATION 9.3
Medical Examination during Service and upon Separation

- (a) Staff members may be required at any time to undergo a medical examination by a physician designated by the Administration. Staff members who refuse to be examined or who after examination are considered medically unfit for regular and efficient performance of duty, or a danger to other staff members, may be separated from service for health reasons. Refusal to be examined shall be considered as a waiver of all claims against the Organization arising on medical grounds.
- (b) A staff member may appeal against separation from service for health reasons pursuant to Regulation 9.3(a) to a medical board composed of three qualified medical practitioners, one of whom shall be chosen by the Director General, one by the staff member and the third by the two practitioners so chosen. The findings of this board shall be considered as final and no further appeal of the staff member on medical grounds shall be considered. When the findings of the board confirm the original decision to separate the staff member from service for health reasons, the costs of the appeal shall be borne by the staff member. When the findings of the board do not confirm such original decision, the costs of the appeal shall be borne by the Organization and the staff member shall be reinstated with restoration of all emoluments and benefits as from the date of separation.
- (c) A staff member shall normally be required to undergo an exit physical examination by a qualified physician at the time of separation for any reason, but may choose to sign a waiver of all claims against the Organization in lieu thereof. Refusal to be examined shall be considered as a waiver of all claims against the Organization arising on medical grounds.

REGULATION 9.4
Termination

- (a) Staff members whose appointments are to be terminated shall be given such written notice as applicable under the terms of their appointment.
- (b) The Director General may terminate the appointment of a staff member:
 - (i) during the period of probation if the staff member is not suitable for the position;
 - (ii) owing to the abolition of the post or to a reduction in staff;
 - (iii) for health reasons under the provisions of Regulation 9.3;
 - (iv) if the staff member's services are assessed to be unsatisfactory;
 - (v) in the interest of good administration provided that this action is not contested by the staff member concerned;
 - (vi) as a disciplinary measure under the provisions of Chapter 10.

REGULATION 9.5
Severance Pay

- (a) Severance pay, on separation from service, will be paid to eligible staff members hired prior to 1 June 1990, except when:
- (i) separation is on disciplinary grounds;
 - (ii) the staff member resigns in order to accept a better remunerated position.
- (b) The amount of severance pay shall be proportionate to the length of service with the Organization.

REGULATION 9.6
Termination Indemnity

Staff members hired on or after 1st June 1990 and whose appointments are terminated shall be paid a termination indemnity which shall be proportionate to the length of service with the Organization.

REGULATION 9.7
Repatriation Grant

The Director General shall establish a scheme for the payment of a repatriation grant, with reference to the scheme followed by the United Nations. The grant shall be payable to eligible staff upon separation from service in respect of periods of service outside the country of their home station.

REGULATION 9.8
Indebtedness to the Organization

Upon separation, any amounts owed to the Organization may be deducted from the staff member's terminal emoluments.

REGULATION 9.9
Payment to the Estate

In the event of the death of a staff member, the amounts standing to his or her credit, subject to deduction of amounts owed to the Organization, shall be paid to the estate.

CHAPTER 10
DISCIPLINARY MEASURES

REGULATION 10
Disciplinary Measures

- (a) The Director General may impose disciplinary measures on a staff member if:

- (i) at the time of recruitment, he or she has deliberately made statements or supplied data that were inaccurate or incomplete;
 - (ii) his or her conduct is proven to be unsatisfactory or of such character as to bring the Organization into disrepute;
 - (iii) he or she is proven to be engaged in any activity incompatible with his or her duties with the Organization;
 - (iv) he or she is judged guilty of a serious offence: absence without leave; harassment; dishonesty; violation of national laws; failure to comply with the Staff Regulations and Rules; use of staff position, of the authority attached to it or of the property of the Organization for personal gain or advantage; abuse of authority.
- (b) Disciplinary measures may take the form of any one or a combination of the following: written warning; written reprimand; reduction of salary within grade; demotion to a lower grade; discharge after due notice; summary dismissal.
- (c) Disciplinary measures shall be imposed in accordance with the requirements of due process and shall be commensurate with the gravity of the offence committed.
- (d) As a rule, the Director General shall bring proposed disciplinary measures to the attention of the Staff Association Committee for consideration. Any recommendations by the Staff Association Committee pertaining thereto shall be considered by the Director General before taking final action.

CHAPTER 11 Appeals

REGULATION 11.1 Right of Appeal

Staff members shall have the right to appeal to the Director General against administrative actions, decisions or omissions that they may consider an infringement of any rights enjoyed under letters of appointment, the Staff Regulations and Rules, other regulations and instructions issued by the Director General or the Chief of Mission and against disciplinary action.

REGULATION 11.2 Appeal to the Joint Administrative Review Board

A Joint Administrative Review Board shall be established for the purpose of advising the Director General with regard to appeals against an administrative decision alleging the non-observance of terms of appointment, including all pertinent regulations and rules, or against disciplinary action.

REGULATION 11.3

Appeal to the Administrative Tribunal of the International Labour Organization

Any dispute between the Administration and a staff member that has not been settled internally in compliance with the provision of Regulation 11.2 may be referred for final decision to the Administrative Tribunal of the International Labour Organization in accordance with its Statute and Rules of Procedure.

CHAPTER 12

GENERAL PROVISIONS

REGULATION 12.1

Amendment of Staff Regulations

These Staff Regulations may be amended by the Council without prejudice to the acquired rights of staff members.

REGULATION 12.2

Staff Rules and Amendments

The Director General shall report to the Council such Staff Rules and amendments thereto as he or she may make to implement these Staff Regulations.

REGULATION 12.3

Delegation of Authority

The Director General may delegate to other staff members of the Organization such of his or her powers as he or she considers necessary for the effective implementation of these Staff Regulations.

**INTERNATIONAL ORGANIZATION FOR MIGRATION
STAFF REGULATIONS**

<p align="center">OFFICIALS PRESENT TEXT</p>	<p align="center">EMPLOYEES PRESENT TEXT</p>	<p align="center">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p align="center">SCOPE AND PURPOSE</p>	<p align="center">SCOPE AND PURPOSE</p>	<p align="center">SCOPE AND PURPOSE</p>
<p>The Staff Regulations embody the fundamental conditions of service and the basic rights, duties and obligations of officials of the International Organization for Migration. The Director General, as Chief Administrative Officer, shall issue and enforce such Staff Rules consistent with these principles as he considers necessary.</p>	<p>The Staff Regulations embody the fundamental conditions of service and the basic rights, duties and obligations of employees of the International Organization for Migration. The Director General, as Chief Administrative Officer, shall issue and enforce such Staff Rules consistent with these Regulations as he considers necessary.</p>	<p>The Staff Regulations embody the fundamental conditions of service and the basic rights, duties and obligations of staff members of the International Organization for Migration. The term "staff members" shall refer to all staff members of the Professional and General Service categories. The Director General shall provide and enforce such Staff Rules consistent with these Regulations as considered necessary.</p>
<p align="center">COMMENTARY ON CHANGES TO SCOPE AND PURPOSE</p>		
<p>No substantial change.</p>		
<p align="center">CHAPTER I DUTIES, OBLIGATIONS AND PRIVILEGES</p>	<p align="center">CHAPTER I DUTIES, OBLIGATIONS AND PRIVILEGES</p>	<p align="center">CHAPTER I DUTIES, OBLIGATIONS AND PRIVILEGES</p>
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<p align="center">OFFICIALS PRESENT TEXT</p>	<p align="center">EMPLOYEES PRESENT TEXT</p>	<p align="center">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p align="center">REGULATION I.2 General Working Conditions</p> <p>Officials are subject to the authority of the Director General and to assignment by him to any of the activities or offices of the Organization. They are responsible to him in the exercise of their functions. The normal working week shall be 40 hours but the Director General may require the work and travel of an official at any time. Leave shall be granted in accordance with Chapter 5 below and official holidays shall be determined by the Director General.</p>	<p align="center">REGULATION I.2 General Working Conditions</p> <p>Employees are subject to the authority of the Director General and to assignment by him to any of the activities within the office in which they are serving. They are responsible to him in the performance of their functions. The normal working week shall be fixed by the Director General who may require the work and travel of an employee at any time. Leave shall be granted in accordance with Chapter 5 below, and official holidays shall be determined by the Director General.</p>	<p align="center">REGULATION I.2 Authority of the Director General</p> <p>Staff members are subject to the authority of the Director General. They are responsible to him or her in the performance of their duties.</p>
<p align="center">REGULATION I.3 Instructions from Governments or Authority External to the Organization</p> <p>In the performance of their duties, officials shall neither seek nor receive instructions from any Government or from any authority external to the Organization.</p>	<p align="center">REGULATION I.3 Instructions from Governments or Authorities External to the Organization</p> <p>In the performance of their duties, employees shall neither seek nor receive instructions from any Government or from any authority external to the Organization.</p>	<p align="center">REGULATION I.3 Instructions from Governments or Authority External to the Organization</p> <p>Staff members shall neither seek nor receive instructions from any government or from any authority external to the Organization in the performance of their duties.</p>
<p align="center">REGULATION I.4 Conduct</p> <p>Officials shall conduct themselves at all times in a manner befitting their status as international civil servants. They shall not engage in any activity which is incompatible with the proper discharge of their duties with the Organization. They shall refrain from any action and in particular avoid any kind of public pronouncement which might reflect adversely on their status. While they are not expected to give up their national sentiments or their political and religious convictions, they shall at all times bear in mind the reserve and tact incumbent upon them by reason of their status as international civil servants.</p>	<p align="center">REGULATION I.4 Conduct</p> <p>Employees shall conduct themselves at all times in a manner befitting their status as international civil servants. They shall not engage in any activity which is incompatible with the proper discharge of their duties with the Organization. They shall refrain from any action and in particular avoid any kind of public pronouncement which might reflect adversely on their status. While they are not expected to give up their national sentiments or their political and religious convictions, they shall, at all times, bear in mind the reserve and tact incumbent upon them by reason of their status as international civil servants.</p>	<p align="center">REGULATION I.4 Conduct</p> <p>Staff members shall conduct themselves at all times in a manner befitting their status as international civil servants. They shall not engage in any activity that is incompatible with the proper discharge of their duties with the Organization. They shall refrain from any action and in particular avoid any kind of public pronouncement that might reflect adversely on their status. While they are not expected to give up their national sentiments or their political and religious convictions, they shall at all times bear in mind the reserve and tact incumbent upon them by reason of their status as international civil servants.</p>

<p align="center">OFFICIALS PRESENT TEXT</p>	<p align="center">EMPLOYEES PRESENT TEXT</p>	<p align="center">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p align="center">REGULATION I.5 Communication of Unpublished Information</p> <p>Officials shall exercise the utmost discretion in regard to all matters of official business. They shall not communicate to any person any information known to them which has not been made public, except in the course of their duties or by authorization of the Director General, nor shall they at any time use such information to private advantage. These obligations do not cease upon separation from the Organization.</p>	<p align="center">REGULATION I.5 Communication of Unpublished Information</p> <p>Employees shall exercise the utmost discretion in regard to all matters of official business. They shall not communicate to any person any information known to them which has not been made public, except in the course of their duties or by authorization of the Director General, nor shall they at any time use such information to private advantage. These obligations do not cease upon separation from the Organization.</p>	<p align="center">REGULATION I.5 Communication of Unpublished Information</p> <p>Staff members shall exercise the utmost discretion in regard to all matters of official business. They shall not communicate to any person any information known to them that has not been made public, except in the course of their duties or by authorization of the Director General, nor shall they at any time use such information to private advantage. These obligations do not cease upon separation from the Organization.</p>
<p align="center">REGULATION I.6 Acceptance of Honours, Decorations, Favours, Gifts or Fees</p> <p>No official shall accept any honour, decoration, favour, gift or fee from any Government or from any source external to the Organization during the period of his appointment without the prior approval of the Director General who shall determine whether the acceptance is compatible with the interests of the Organization.</p>	<p align="center">REGULATION I.6 Acceptance of Honours, Decorations, Favours, Gifts or Fees</p> <p>No employee shall accept any honour, decoration, favour, gift or fee from any Government or from any source external to the Organization during the period of his appointment without the prior approval of the Director General who shall determine whether the acceptance is compatible with the interests of the Organization.</p>	<p align="center">REGULATION I.6 Acceptance of Honours, Decorations, Favours, Gifts or Fees</p> <p>Staff members shall not accept any honour, decoration, favour, gift or fee from any government or from any source external to the Organization during the period of appointment without the prior approval of the Director General, who shall determine whether the acceptance is compatible with the interests of the Organization.</p>
<p align="center">REGULATION I.7 Outside Activities</p> <p>No official shall accept or engage in any gainful employment, whether public or private, other than his approval of the Director General who shall determine whether the undertaking of such office or employment is compatible with the proper discharge of the duties of the official with the Organization.</p>	<p align="center">REGULATION I.7 Outside Activities</p> <p>No employee shall accept or engage in any gainful employment, whether public or private, other than his approval of the Director General who shall determine whether the undertaking of such office or employment is compatible with the proper discharge of the duties of the employee with the Organization.</p>	<p align="center">REGULATION I.7 Outside Activities</p> <p>Staff members shall not accept or engage in any outside office or employment, whether remunerated or not, without the prior approval of the Director General, who shall determine whether the undertaking of such office or employment is compatible with the proper discharge of the duties of the staff member with the Organization.</p>

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>REGULATION I.8 Candidature for Public Office</p> <p>Officials shall not engage in any political activity which is inconsistent with or might reflect upon the independence and impartiality required by their status as international civil servants.</p>	<p>REGULATION I.8 Candidature for Public Office</p> <p>Employees shall not engage in any political activity which is inconsistent with or might reflect upon the independence and impartiality required by their status as international civil servants.</p>	<p>REGULATION I.8 Political Activities</p> <p>Staff members shall not engage in any political activity that is inconsistent with or might reflect upon the independence and impartiality required by their status as international civil servants.</p>
<p>REGULATION I.9 Privileges and Immunities</p> <p>Privileges and immunities enjoyed by officials are granted in the interests of the Organization. They furnish no excuse to officials for non-performance of their private obligations or failure to observe laws and police regulations. In any case in which these privileges and immunities are called into question, the official shall immediately report to the Director General, with whom alone it shall rest to decide whether they shall be waived.</p>	<p>REGULATION I.9 Privileges and Immunities</p> <p>Privileges and immunities enjoyed by employees are granted in the interests of the Organization. They furnish no excuse to employees for non-performance of their private obligations or failure to observe laws and police regulations. In any case in which these privileges and immunities are called into question, the employee shall immediately report to the Director General, with whom alone it shall rest to decide whether they shall be waived.</p>	<p>REGULATION I.9 Privileges and Immunities</p> <p>Privileges and immunities enjoyed by staff members are granted in the interests of the Organization. They furnish no excuse for non-performance of private obligations or failure to observe laws and police regulations. The decision whether to waive any privileges or immunities of the staff members in any case that arises shall rest with the Director General.</p>
<p>REGULATION I.10 Oath or Declaration of Office</p> <p>Officials shall subscribe to the following oath or declaration:</p> <p>“I solemnly undertake to exercise in all loyalty, discretion and conscience the functions entrusted to me as a member of the staff of the International Organization for Migration, to discharge these functions and regulate my conduct with the interest of the Organization only in view, and neither to seek nor to receive instructions with regard to the performance of my duties from any government or from any authority external to the Organization.”</p>	<p>REGULATION I.10 Declaration of Office</p> <p>Employees shall subscribe to the following declaration:</p> <p>“I solemnly undertake to exercise in all loyalty, discretion and conscience the functions entrusted to me as a member of the staff of the International Organization for Migration, to discharge these functions and regulate my conduct with the interest of the Organization only in view, and neither to seek nor to receive instructions with regard to the performance of my duties from any Government or from any authority external to the Organization.”</p>	<p>REGULATION I.10 Oath or Declaration of Office</p> <p>(a) All staff members shall subscribe to the following oath or declaration:</p> <p>“I solemnly undertake to exercise in all loyalty, discretion and conscience the functions entrusted to me as a staff member of the International Organization for Migration, to discharge these functions and regulate my conduct only with the interest of the Organization in view, and neither to seek nor to accept instructions with regard to the performance of my duties from any government or from any authority external to the Organization.”</p> <p>(b) The oath or declaration shall be made orally by the Director General and Deputy Director General at a public meeting of the Council of the International Organization for Migration.</p>

<p><i>OFFICIALS PRESENT TEXT</i></p>	<p><i>EMPLOYEES PRESENT TEXT</i></p>	<p><i>STAFF MEMBERS PROPOSED UNIFIED TEXT</i></p>
<p>COMMENTARY ON CHANGES TO CHAPTER 1</p> <p>Regulation 1.2 Changes concern current Regulation 1.2 for Officials and Employees, partly moved to Regulations 4.1(b) and 5.1 of the proposed unified text.</p> <p>Regulation 1.9 The last sentence has been changed to clarify that it is the Director General who makes the decision whether to waive privileges and immunities enjoyed by staff members in any case that arises, regardless of how the case is brought to his or her attention.</p> <p>Regulation 1.10 An additional paragraph has been added concerning the oath to be taken by the Director General and Deputy Director General.</p>		

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>CHAPTER 2 CLASSIFICATION OF POSITIONS AND STAFF</p> <p>REGULATION 2.1</p> <p><i>The Director General shall determine the classification of positions according to the nature of the duties and responsibilities required; he is authorized to recruit suitable candidates, and their employment shall have regard to their qualifications.</i></p>	<p>CHAPTER 2 CLASSIFICATION OF POSITIONS AND STAFF</p> <p>REGULATION 2 Classification of Positions</p> <p><i>The Director General shall determine the classification of positions according to the nature of the duties and responsibilities required; he is authorized to recruit suitable candidates, and their employment shall have regard to their qualifications.</i></p>	<p>CHAPTER 2 CLASSIFICATION OF POSITIONS</p> <p>REGULATION 2 Classification</p> <p><i>The Director General shall determine the classification of positions according to the nature of the duties and responsibilities required.</i></p>
<p>COMMENTARY ON CHANGES TO CHAPTER 2</p> <p>Regulation 2</p> <p>The text dealing with recruitment was moved to Chapter 4, Regulation 4.2, of the proposed unified text.</p>		

OFFICIALS PRESENT TEXT	EMPLOYEES PRESENT TEXT	STAFF MEMBERS PROPOSED UNIFIED TEXT
<p style="text-align: center;">CHAPTER 3 SALARIES AND ALLOWANCES</p> <p style="text-align: center;">REGULATION 3.1 Salaries</p> <p>(a) Salaries of officials shall be fixed by the Director General in accordance with the salary scale pertaining to the professional and higher categories applied in the United Nations, and shall be reflected in Annex I.</p> <p>(b) Consultants and others under special contracts shall be employed under conditions and at rates established by the Director General.</p>	<p style="text-align: center;">CHAPTER 3 SALARIES AND ALLOWANCES</p> <p style="text-align: center;">REGULATION 3.1</p> <p>Salaries, applicable allowances and indemnities of employees shall be fixed by the Director General on the basis of local laws and customs.</p>	<p style="text-align: center;">CHAPTER 3 SALARIES, RELATED ALLOWANCES AND GRANTS</p> <p style="text-align: center;">REGULATION 3.1 Salaries</p> <p>(a) The salaries of staff members shall be determined by the Director General on the basis of the duties and responsibilities of their position, in accordance with the salary scales of the United Nations pertaining to the relevant categories.</p> <p>(b) The Director General may adjust the base salaries of staff members in the Professional categories by the application of the relevant post adjustments established by the International Civil Service Commission.</p> <p>(c) Staff members on special contracts shall be employed under conditions and at rates established by the Director General.</p>
<p style="text-align: center;">REGULATION 3.2 Allowances</p> <p>(a) The Director General may adjust the basic salaries provided in Regulation 3.1 (a) by the application of the Post Adjustments established by the United Nations.</p> <p>(b) Under conditions prescribed by the Director General, entitled officials shall be paid family allowances. The rates of these allowances shall not exceed the rate of family allowances approved by the General Assembly of the United Nations.</p> <p>(c) The Director General may authorize such installation and post allowances as he considers necessary.</p>	<p style="text-align: center;">REGULATION 3.2</p> <p>Deductions may be made from salaries, allowances and indemnities for contributions under the provisions of these Regulations and the Implementing Staff Rules and for Indebtedness to the Organization.</p>	<p style="text-align: center;">REGULATION 3.2 Related Allowances and Grants</p> <p>Under conditions prescribed by the Director General, entitled staff members shall be paid allowances and grants at rates established by the Director General in conformity with those approved by the General Assembly of the United Nations.</p>

<p style="text-align: center;">OFFICIALS PRESENT TEXT</p>	<p style="text-align: center;">EMPLOYEES PRESENT TEXT</p>	<p style="text-align: center;">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p style="text-align: center;">REGULATION 3.3 Education Grant</p> <p>(a) Under conditions prescribed by the Director General, an education grant shall be paid to an official serving outside the country of his home station for each dependent child who is in full-time attendance at a school, university or similar institution. The grant shall be payable up to the end of the school year in which the child either completes four years of post secondary studies, or is awarded the first recognized degree, or reaches the age of 25, whichever occurs earliest. For compelling reasons, such as lengthy illness or national service, the Director General may extend the child's eligibility beyond the age of 25 for a period equivalent to any such interruption which exceeds the duration of one school year.</p> <p>The grant shall not exceed the maximum established for this benefit by the General Assembly of the United Nations, and shall represent a percentage of expenses actually incurred as approved by that Assembly.</p> <p>(b) Under conditions prescribed by the Director General, transportation costs for the child shall be paid for an outward and return journey by rail, automobile or air between the location of the educational institution and the duty station, provided the amount does not exceed the cost of such a journey between the official's home station and his duty station.</p> <p>(c) Under conditions prescribed by the Director General, an education grant shall be paid to an official serving outside the country of his home station who pays tuition fees for the teaching of the mother tongue to a dependent child attending a local school in which the instruction is given in a language other than his own.</p> <p>(d) Under conditions prescribed by the Director General, a special education grant and transportation costs for disabled child(ren) shall be paid to an official, whether he is serving within or outside the country of his home station.</p>		<p style="text-align: center;">REGULATION 3.3 Education Grant</p> <p>(a) Under conditions prescribed by the Director General, an education grant shall be paid to eligible staff members in the Professional categories serving outside the country of their home station for each dependent child who is in full-time attendance at a school, university or similar institution. The grant shall be payable up to the end of the school year in which the child either completes four years of post-secondary studies or reaches the age of 25, whichever occurs earliest. For compelling reasons, such as lengthy illness or national service, the Director General may extend the child's eligibility beyond the age of 25 for a period equivalent to any such interruption that exceeds the duration of one school year.</p> <p>The grant shall not exceed the maximum established for this benefit by the General Assembly of the United Nations, and shall represent a percentage of expenses actually incurred as approved by that Assembly.</p> <p>The Director General may authorize staff members who are transferred to the country of their home station to benefit from this entitlement.</p> <p>(b) Under conditions prescribed by the Director General, transportation costs for the children for whom an education grant is paid shall be paid for a roundtrip journey by rail, automobile or air between the duty station and the location of the educational institution.</p> <p>(c) Tuition fees shall be paid for the teaching of the mother tongue to a dependent child of an eligible staff member in the Professional categories attending a local school in which the instruction is given in a language other than his or her own.</p> <p>(d) Under conditions prescribed by the Director General, a special education grant and transportation costs for disabled children shall be paid to staff members of all categories, whether serving within or outside the country of their home station.</p>

OFFICIALS PRESENT TEXT	EMPLOYEES PRESENT TEXT	STAFF MEMBERS PROPOSED UNIFIED TEXT
<p>REGULATION 3.4 Income Tax Reimbursement</p> <p><i>Officials shall be reimbursed for income taxes paid by them on salaries and allowances received from the Organization.</i></p>		<p>REGULATION 3.4 Income Tax Reimbursement</p> <p><i>Eligible staff members shall be reimbursed for income taxes levied at the duty station and paid by them on salaries and allowances received from the Organization. Should those taxes be levied outside the duty station, the Director General may authorize reimbursement of such taxes.</i></p>
<p>REGULATION 3.5 Deductions and Contributions</p> <p><i>Deductions may be made from salaries and allowances for contributions under the provisions of these Regulations and the Implementing Staff Rules and for Indebtedness to the Organization.</i></p>		<p>REGULATION 3.5 Deductions for Contributions and Indebtedness</p> <p><i>Deductions may be made from salaries and other benefits for contributions under the provisions of the Staff Regulations and Rules, and for indebtedness to the Organization.</i></p>
<p>COMMENTARY ON CHANGES TO CHAPTER 3</p> <p>Regulation 3.1 In the proposed unified text: Point (a): The concept that salaries are determined by the Director General on the basis of the staff member's duties and responsibilities is introduced and the reference to the United Nations salary scales has been expanded to include all staff members. Point (b): The concept of post adjustment applicable to salaries of the Professional categories has been moved from point (a) of Regulation 3.2 in the present text for Officials to Regulation 3.1 in the proposed unified text, as post adjustment is not considered as an allowance but an integral part of the salary for staff in the Professional categories. Point (c): This was previously point (b) of the present text for Officials, without the reference to consultants since consultants are not staff members and thus not subject to the Regulations. Regulation 3.2 In the proposed unified text, the concept of conformity of rates of allowances and grants with those of the United Nations is introduced; reference to specific allowances has been deleted from the Regulation and will be detailed in the Rules. Regulation 3.3 The restriction in the present text for Officials under Regulation 3.3(a) that the education grant could not be paid past the year in which the child is awarded the first recognized degree has been removed, consistent with the present text for Officials under Rule 3.332 and with the United Nations Staff Regulations. The last paragraph of the proposed unified text under Regulation 3.3(a) permitting the Director General to authorize staff members who are transferred to the country of their home station to benefit from the education grant is similar to that found in the present text for Officials under Rule 3.32(f). The conditions of this entitlement will be further defined in the Rules. Regulation 3.4 The proposed unified text specifies that eligible staff shall be reimbursed for income taxes on salaries and allowances levied at the duty station and that the Director General may authorize reimbursement of income taxes levied outside the duty station.</p>		

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>CHAPTER 4 APPOINTMENT AND PROMOTION</p>	<p>CHAPTER 4 APPOINTMENT AND PROMOTION</p>	<p>CHAPTER 4 APPOINTMENT AND PROMOTION</p>
<p>REGULATION 4.1 Power of Appointment</p> <p>The power of appointment of officials rests with the Director General. Upon appointment, each official shall receive a letter of appointment in the form attached as Annex II and signed by the Director General or his authorized representative.</p>	<p>REGULATION 4.1 Power of Appointment</p> <p>The power of appointment of employees rests with the Director General. Upon appointment, each employee shall receive a letter of appointment signed by the Director General or his authorized representative.</p>	<p>REGULATION 4.1 Power of Appointment</p> <p>(a) The power of appointment of staff members rests with the Director General. Upon appointment, each staff member shall receive a letter of appointment signed by the Director General or his or her authorized representative.</p> <p>(b) Staff members in the Professional categories are subject to assignment by the Director General to any of the activities or offices of the Organization.</p> <p>(c) Staff members in the General Service categories are subject to assignment by the Director General to any of the activities within the office in which they are serving.</p>
<p>REGULATION 4.2 Recruitment Policy</p> <p>(a) Efficiency, competence and integrity shall be the necessary considerations in the recruitment and employment of the staff, who, except in special circumstances, shall be recruited among the nationals of States which are Members of the Organization, taking into account, as far as possible, their geographical distribution.</p> <p>(b) Recruitment and promotion shall be made without regard to race, sex or religion.</p>	<p>REGULATION 4.2 Recruitment Policy</p> <p>(a) Efficiency, competence and integrity shall be the necessary considerations in the recruitment and employment of the staff who, except in special circumstances, shall be recruited among the nationals of States which are Members of the Organization.</p> <p>(b) Recruitment and promotion shall be made without regard to race, sex or religion.</p>	<p>REGULATION 4.2 Appointment, Transfer and Promotion</p> <p>(a) Integrity, competence and efficiency shall be the necessary considerations in the appointment, transfer and promotion of staff members who, as a rule, shall be recruited among the nationals of States that are Members of the Organization, taking into account, as far as possible, their geographical distribution.</p> <p>(b) Appointment, transfer and promotion shall be made without regard to race, ethnicity, gender, political affiliation or religious belief. In principle, selection shall be on a competitive basis, with due regard to gender balance in case of equally qualified candidates.</p>

<p align="center">OFFICIALS PRESENT TEXT</p>	<p align="center">EMPLOYEES PRESENT TEXT</p>	<p align="center">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>REGULATION 4.3 Types of Appointment</p> <p>Appointments shall be made on the basis of two types of contract:</p> <p>(a) Regular Contracts with no fixed period of employment.</p> <p>(b) Special contracts with or without a fixed period of employment issued to persons employed by the Director General for particular assignments or on a short-term or part-time basis, and subject to the Staff Regulations only insofar as specified in the employment contract in each case.</p>	<p>REGULATION 4.3 Types of Appointment</p> <p>Appointments shall be made on the basis of two types of contract:</p> <p>(a) Regular contracts with no fixed period of employment.</p> <p>(b) Special contracts with or without fixed period of employment issued to persons employed by the Director General for particular assignments or on a short-term or part-time basis and subject to the Staff Regulations only insofar as specified in the employment contract in each case.</p>	<p>(c) Without prejudice to the recruitment of the best available talent at all levels, the fullest regard shall be had, in filling vacancies, to the qualifications and experience of persons already in the service of the Organization.</p> <p>REGULATION 4.3 Age on Appointment</p> <p>As a rule, appointments shall not be offered to candidates under the age of 18 or over 60 years of age.</p>
<p>REGULATION 4.4 Age on Appointment</p> <p>As a rule, appointments shall not be offered to candidates under 21 or over 60 years of age.</p>	<p>REGULATION 4.4 Age on Appointment</p> <p>As a rule, appointments shall not be offered to candidates under 21 or over 60 years of age.</p>	<p>REGULATION 4.4 Types of Appointments</p> <p>Appointments shall be made on the basis of two types of contract:</p> <p>(a) Contracts with no fixed period of employment, or with a fixed period of employment of at least one year, subject to the Staff Regulations and Rules;</p> <p>(b) Contracts with a fixed period of employment of less than one year, subject to the Staff Regulations and Rules to the extent specified in the employment contract in each case.</p>

<p align="center">OFFICIALS PRESENT TEXT</p>	<p align="center">EMPLOYEES PRESENT TEXT</p>	<p align="center">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>REGULATION 4.5 Health Requirements</p> <p>Appointments are subject to the satisfactory completion of such medical examinations as may be prescribed by the Director General. Only candidates determined by the Organization's Medical Officer to be medically fit for indefinite employment in any official capacity within the Organization shall normally be appointed.</p> <p>The Director General may appoint an exceptionally qualified candidate whose physical fitness is below normal requirements if the disability does not constitute a potential danger to other staff and if the terms of appointment protect the Organization from financial or other loss which might arise from the disability.</p>	<p>REGULATION 4.5 Health Requirements</p> <p>Appointments are subject to the satisfactory completion of such medical examinations as may be prescribed by the Director General. Only candidates determined by the Organization's Medical Officer to be medically fit for indefinite employment in any official capacity within the Organization shall normally be appointed.</p> <p>The Director General may appoint an exceptionally qualified candidate whose physical fitness is below normal requirements if the disability does not constitute a potential danger to other staff and if the terms of appointment protect the Organization from financial or other loss which might arise from the disability.</p>	<p>REGULATION 4.5 Health Requirements</p> <p>Appointments are subject to the satisfactory completion of medical examinations. Only candidates determined by a Medical Officer of the Organization to be medically fit for employment with the Organization shall be appointed.</p>
<p>REGULATION 4.6 Probationary Service</p> <p>The first six months of service of an official shall be considered a probationary period which may be extended, by the Director General, to a maximum of twelve months.</p>	<p>REGULATION 4.6 Probationary Service</p> <p>As a rule, the first six months of service of an employee shall be considered a probationary period which may be extended, by the Director General, to a maximum of twelve months.</p>	<p>REGULATION 4.6 Probationary Period</p> <p>As a rule, the first six months of service of a staff member shall be considered a probationary period that may be extended by the Director General to a maximum of 12 months.</p>
<p>REGULATION 4.7 Promotion Policy</p> <p>Without prejudice to the recruitment of the best available talent at all levels, the fullest regard shall be had, in filling vacancies, to the qualifications and experience of persons already in the service of the Organization.</p>	<p>REGULATION 4.7 Promotion Policy</p> <p>Without prejudice to the recruitment of the best available talent at all levels, the fullest regard shall be had, in filling vacancies, to the qualifications and experience of persons already in the service of the Organization.</p>	<p>REGULATION 4.7 Designation of Home Station</p> <p>The Director General shall designate a home station for each staff member at the time of appointment. Usually the home station will be the city of normal residence in the country of which the staff member is a national.</p>

<p style="text-align: center;">OFFICIALS PRESENT TEXT</p>	<p style="text-align: center;">EMPLOYEES PRESENT TEXT</p>	<p style="text-align: center;">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p style="text-align: center;">REGULATION 4.8 <i>Designation of Home Station</i></p> <p><i>The Director General shall designate a home station for each official at the time of his appointment. Usually the home station will be the city of normal residence in the country of which the official is a national.</i></p>		
<p>COMMENTARY ON CHANGES TO CHAPTER 4</p> <p>Regulation 4.2 Point (a): The texts regarding considerations to be made in recruitment found in the present texts of Regulation 4.2(a) for Officials and Employees have been expanded in the proposed unified text to cover also transfer and promotion.</p> <p>Regulation 4.3 The present texts of Regulation 4.4 for Officials and Employees regarding age of appointment have been moved to Regulation 4.3 of the proposed unified text and the minimum age of initial appointment was lowered from 21 to 18.</p> <p>Regulation 4.4 The present texts of Regulation 4.3 for Officials and Employees regarding types of appointment have been moved to Regulation 4.4 of the proposed unified text.</p> <p>The types of appointments in the proposed unified text are divided into two different groups, those subject to the Staff Regulations and Rules and those subject to the Staff Regulations and Rules only to the extent specified in the employment contract, in order to help staff more easily distinguish entitlements under the two different groups of contracts.</p> <p>Regulation 4.7 The present text of Regulation 4.7 for Officials and Employees on promotion policy has been moved to Regulation 4.2(c) of the proposed unified text.</p>		

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>CHAPTER 5 LEAVE</p>	<p>CHAPTER 5 LEAVE</p>	<p>CHAPTER 5 ATTENDANCE AND LEAVE</p>
<p>REGULATION 5.1 Annual Leave</p> <p>(a) Annual leave shall be granted at the rate of two and one-half working days for each calendar month of service.</p> <p>(b) Annual leave may be accumulated provided that not more than 15 days of annual leave may normally be carried forward from the calendar year in which it has accrued and that not more than 60 days shall be carried forward beyond 31 December of each year.</p> <p>(c) Annual leave may be granted in advance of accrual when the Director General considers it warranted by exceptional circumstances.</p> <p>(d) Period of illness during absence on annual leave, if certified by a duly qualified physician, shall not be charged to accrued annual leave.</p>	<p>REGULATION 5</p> <p>Annual leave, sick leave, special leave or other leave shall be granted to employees as prescribed by the Director General on the basis of local laws and customs.</p>	<p>REGULATION 5.1 General Working Conditions</p> <p>(a) The normal working week shall be 40 hours.</p> <p>(b) The Director General may require the work and travel of a staff member at any time.</p>
<p>REGULATION 5.2 Home Leave</p> <p>Under conditions prescribed by the Director General, home leave, consisting of annual leave taken for the purpose, plus travelling time shall be granted to officials, provided the Director General expects their services to continue at least six months beyond the date of return from home leave.</p> <p>Home leave shall be granted once in every two years of qualifying service. However, eligible officials serving at duty stations designated as having very difficult conditions of life and work shall be granted home leave once in every 12 months of qualifying service.</p> <p>An official's entitlement to home leave shall not accrue while he is stationed on duty in the country of his home station.</p>		<p>REGULATION 5.2 Official Holidays</p> <p>Ten official holidays per year will be determined for each duty station.</p>

<p align="center">OFFICIALS PRESENT TEXT</p>	<p align="center">EMPLOYEES PRESENT TEXT</p>	<p align="center">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p align="center">REGULATION 5.3 Sick Leave</p> <p>(a) An official appointed for less than one year shall be granted sick leave credit at the rate of two working days per month of contractual service.</p> <p>(b) An official serving a probationary period, or holding a special contract of one year or longer but less than five years, shall be entitled to sick leave of up to three months with full pay and another three months with half pay in any period of 12 consecutive months, provided that the amount of sick leave permitted in any four consecutive years shall not exceed nine months on full pay and nine months on half pay.</p> <p>(c) An official who holds a regular contract with no fixed period of employment, who holds a special contract of five years or who has completed five years of continuous service, shall be entitled to sick leave of up to nine months with full pay and another nine months with half pay in any period of four consecutive years.</p>		<p align="center">REGULATION 5.3 Annual Leave</p> <p>(a) Annual leave shall be granted at the rate of two and one-half working days for each calendar month of service.</p> <p>(b) Annual leave may be accumulated provided that not more than 15 days of annual leave may normally be carried forward from the calendar year in which it has accrued and that not more than 60 days shall be carried forward beyond 31 December of each year.</p> <p>(c) Annual leave may be granted in advance of accrual by the Director General in exceptional circumstances.</p> <p>(d) Periods of illness during absence on annual leave, if certified by a physician, shall not be charged to accrued annual leave.</p>
<p align="center">REGULATION 5.4 Maternity Leave</p> <p>(a) An official shall be entitled to maternity leave with full pay of 16 weeks.</p> <p>(b) Such leave shall normally commence six weeks prior to the anticipated date of confinement. However, at the official's request and upon production of a medical certificate indicating that she is fit to continue to work, the leave may be permitted to commence less than six weeks but not less than two weeks before the anticipated date of confinement.</p> <p>(c) For any period of absence required in addition to maternity leave, the official shall be placed on leave</p>		<p align="center">REGULATION 5.4 Special Leave</p> <p>Under conditions prescribed by the Director General, special leave with full or partial pay or without pay may be granted in exceptional cases.</p>

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>without pay status after she has exhausted her accrued annual leave.</p> <p>(d) Annual leave shall accrue during periods of maternity leave, provided that the official returns to service for at least six months after the completion of the maternity leave.</p>		
<p>REGULATION 5.5 Special Leave</p> <p>Special leave with full or partial pay or without pay may be granted in exceptional cases, under the conditions and for such periods as the Director General may prescribe.</p>		<p>REGULATION 5.5 Home Leave</p> <p>(a) Under conditions prescribed by the Director General, home leave, consisting of annual leave taken for that purpose, plus travelling time, shall be granted to eligible staff members subject to their services continuing for at least six months beyond the date of return from home leave.</p> <p>(b) Home leave shall be granted once in every two years of qualifying service. Eligible staff members serving at duty stations designated as having very difficult conditions of life and work shall be granted home leave once in every 12 months of qualifying service.</p> <p>(c) A staff member's entitlement to home leave shall not accrue while stationed on duty in the country of his or her home station.</p>
<p style="text-align: center;">COMMENTARY ON CHANGES TO CHAPTER 5</p> <p>Regulation 5.1 Regulation 5.1 of the proposed unified text refers to the general working conditions for all staff, which are found under present Regulation 1.2 of the texts for Officials and Employees.</p> <p>Regulation 5.2 Regulation 5.2 of the proposed unified text specifies the number of official holidays applicable to all staff and clarifies that the holidays will vary by duty station, whereas Regulation 1.2 of the present texts for Officials and Employees states that official holidays shall be defined by the Director General.</p>		

OFFICIALS PRESENT TEXT	EMPLOYEES PRESENT TEXT	STAFF MEMBERS PROPOSED UNIFIED TEXT
<p>CHAPTER 6 SOCIAL SECURITY</p> <p>REGULATION 6.1 <i>United Nations Joint Staff Pension Fund (UNJSPF)</i> Provision shall be made for the participation of staff members in the United Nations Joint Staff Pension Fund in accordance with regulations of that Fund.</p>	<p>CHAPTER 6 SOCIAL SECURITY</p> <p>REGULATION 6.1 <i>United Nations Joint Staff Pension Fund (UNJSPF)</i> Provision shall be made for the participation of staff members in the United Nations Joint Staff Pension Fund in accordance with regulations of that Fund.</p>	<p>CHAPTER 6 SOCIAL SECURITY</p> <p>REGULATION 6.1 <i>United Nations Joint Staff Pension Fund</i> Provision shall be made for the participation of staff members in the United Nations Joint Staff Pension Fund in accordance with the regulations of that Fund.</p>
<p>REGULATION 6.2 <i>Accident and Sickness Insurance</i></p> <p>The Director General shall establish appropriate schemes to provide medical, hospital and health benefits to officials, to participating retired officials, and to their recognized dependents; compensation to officials employed by the Organization in the event of invalidity resulting from any cause; and compensation to the person(s) named by them as their beneficiary(ies) in the event of death resulting from any cause.</p> <p>The contributions to these schemes shall be shared equally by the officials and the Organization, with the following two exceptions:</p> <p>(a) The cost of covering risk of accidents attributable to the performance of official duties on behalf of the Organization shall be entirely borne by the latter;</p> <p>(b) The cost of the scheme providing medical, hospital and health benefits to participating retired officials and to their recognized dependents shall be borne by the Organization in the proportion of two-thirds.</p>		<p>REGULATION 6.2 <i>Health and Accident Insurance</i></p> <p>(a) The Director General shall establish appropriate schemes to provide medical, hospital and health benefits to staff members, to participating retired staff members, and to their recognized dependants.</p> <p>(b) The Organization shall bear the full cost of covering the risk of accidents attributable to the performance of official duties on behalf of the Organization.</p>

<i>OFFICIALS PRESENT TEXT</i>	<i>EMPLOYEES PRESENT TEXT</i>	<i>STAFF MEMBERS PROPOSED UNIFIED TEXT</i>
		<p>REGULATION 6.3 Sick Leave</p> <p><i>The Director General shall establish appropriate rules governing the granting of sick leave.</i></p>
		<p>REGULATION 6.4 Maternity Leave</p> <p><i>Staff members shall be entitled to maternity leave with full pay of 16 weeks.</i></p>
		<p>REGULATION 6.5 Other Family-related Leave</p> <p><i>The Director General shall establish the appropriate rules governing the granting of paternity, adoption and compassionate leave.</i></p>
<p style="text-align: center;">COMMENTARY ON CHANGES TO CHAPTER 6</p> <p>Regulation 6.2 The text relating to compensation granted to Officials employed by the Organization in the event of invalidity resulting from any cause, and compensation granted to the person(s) named by them as their beneficiary(ies) in the event of death resulting from any cause has been deleted, as this is regulated under the United Nations Joint Staff Pension Fund.</p> <p>The text relating to cost of contributions to health schemes for retired Officials and their recognized dependants in the present text of Regulation 6.2 for Officials has been deleted as it will be covered in the Rules.</p> <p>The proposed unified text clarifies that accident and illness insurance is available to Employees, participating retired Employees and their recognized dependants, although there is no mention of this in the present Regulations for Employees.</p> <p>Regulations 6.3 and 6.4 The Regulations covering sick leave and maternity leave have been moved from Chapter 5 of the present texts for Officials and Employees to Chapter 6 of the proposed unified text.</p> <p>Regulation 6.5 Other family-related leave has been introduced in the proposed unified text. Although such leave is presently available to Officials and Employees, it is not mentioned in the present texts for Officials and Employees.</p>		

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>CHAPTER 7 TRAVEL AND REMOVAL EXPENSES</p> <p>REGULATION 7.1 <i>Travel Expenses and Allowances</i></p> <p><i>Under conditions prescribed by the Director General, the Organization shall pay travel expenses and travel allowances of officials in respect of authorized home leave, duty and family visit travel.</i></p>	<p>CHAPTER 7 TRAVEL AND REMOVAL EXPENSES</p> <p>REGULATION 7</p> <p><i>Under conditions prescribed by him, the Director General may pay employees, in respect of authorized journeys, and their dependants, in respect of home leave, travel expenses and travel allowances. Removal costs for personal effects and household goods of an employee and travel expenses and travel allowances for his spouse and dependent children may be exceptionally paid on appointment, transfer or separation.</i></p>	<p>CHAPTER 7 TRAVEL AND REMOVAL EXPENSES</p> <p>REGULATION 7.1 <i>Travel Expenses and Allowances</i></p> <p><i>Under conditions prescribed by the Director General, the Organization shall pay travel expenses and travel allowances to eligible staff members and, in appropriate cases, their recognized dependants in respect of: travel on authorized duty (TDY); travel upon initial appointment; travel upon transfer; travel upon repatriation or separation; travel on home leave; family visit; medical travel; and medical evacuation.</i></p>
<p>REGULATION 7.2 <i>Travel Expenses and Allowances and Removal Expenses on Appointment, Transfer and Repatriation</i></p> <p><i>Under conditions prescribed by the Director General, the Organization shall pay travel expenses and travel allowances of officials, their spouses and dependent children and removal costs for their personal effects and household goods.</i></p> <p>(a) upon appointment and on subsequent change of duty station;</p> <p>(b) upon separation from service.</p>		<p>REGULATION 7.2 <i>Removal Expenses</i></p> <p><i>Under conditions prescribed by the Director General, the Organization shall pay removal expenses for the personal effects and household goods of eligible staff members and their recognized dependants upon: appointment; transfer; and separation from service.</i></p>
<p>REGULATION 7.3 <i>Home Leave Travel Expenses</i></p> <p><i>When an official is granted home leave in accordance with the provisions of Regulation 5.2, the Organization shall, under conditions prescribed by the Director General, pay for the round trip fares of the official, his spouse and his dependent children from the duty station to the established home station.</i></p>		<p>REGULATION 7.3 <i>Repatriation in Case of Death</i></p> <p>(a) <i>Upon the death of a staff member, the Organization, under conditions prescribed by the Director General, shall arrange and pay for the transportation of the deceased and the travel of the surviving spouse and children, and the removal of their personal effects and household goods, to the place requested by the surviving spouse or other authorized person, provided the liability of the</i></p>

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>REGULATION 7.4 <i>Transportation of Decedents</i> <i>Upon the death of an official, the Organization, under conditions prescribed by the Director General, shall arrange and pay for the transportation of the deceased and the travel of the surviving spouse and children, and the removal of their personal effects and household goods, to the place requested by the surviving spouse or other authorized person, provided the liability of the Organization does not exceed the costs the Organization would have paid for transportation to the established home station.</i> <i>The same provisions for the transportation of the deceased shall apply in the case of death of an official's dependent in respect of whom repatriation expenses were payable under the provisions of Regulation 7.2.</i></p>		<p><i>Organization does not exceed the costs the Organization would have paid for transportation to the established home station.</i> <i>(b) The provisions for the transportation of a deceased staff member shall likewise apply in the case of death of a dependant of a staff member in respect of whom repatriation expenses were payable under the provisions of Regulation 7.1.</i></p>
<p>COMMENTARY ON CHANGES TO CHAPTER 7</p>		
<p>Regulation 7.1 The proposed unified text refers to all types of entitlement travel, including travel upon appointment, transfer and separation, which is contained in Regulation 7.2 of the present text for Officials and Regulation 7 of the present text for Employees.</p>		

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>CHAPTER 8 STAFF RELATIONS</p> <p>REGULATION 8.1 Staff Association</p> <p>A Staff Association may be established which, when duly constituted with elected officers representing the majority of the staff, shall be recognized as the official medium of liaison between the staff and the Administration. The Chairman or other elected officer designated by the Staff Association shall be entitled to make proposals to the Director General and to consult with the Administration on all matters concerning the situation of staff members both as regards their conditions of work and their general circumstances of life. The Director General shall ensure that the Chairman or other elected officer designated by the Staff Association is informed and consulted by the Administration on proposed changes in personnel policies or amendments to the Staff Regulations and Staff Rules.</p>	<p>CHAPTER 8 STAFF RELATIONS</p> <p>REGULATION 8 Staff Association</p> <p>A Staff Association may be established which, when duly constituted with elected officers representing the majority of the staff, shall be recognized as the official medium of liaison between the staff and the Administration. The Chairman or other elected officer designated by the Staff Association shall be entitled to make proposals to the Director General and to consult with the Administration on all matters concerning the situation of staff members both as regards their conditions of work and their general circumstances of life. The Director General shall ensure that the Chairman or other elected officer designated by the Staff Association is informed and consulted by the Administration on proposed changes in personnel policies or amendments to the Staff Regulations and Staff Rules.</p>	<p>CHAPTER 8 STAFF RELATIONS</p> <p>REGULATION 8.1 Staff Association</p> <p>A Staff Association may be established which, when duly constituted with elected officers representing the majority of the staff, shall be recognized as the official medium of liaison between the staff and the Administration. The Chairman or other elected officer designated by the Staff Association shall be entitled to make proposals to the Director General and to consult with the Administration on all matters concerning the situation of staff members both as regards their conditions of work and their general circumstances of life. The Director General shall ensure that the Chairman or other elected officer designated by the Staff Association is informed and consulted by the Administration on proposed changes in personnel policies or amendments to the Staff Regulations and Rules.</p>
		<p>REGULATION 8.2 Joint Committees</p> <p>The Director General shall establish joint staff-management mechanisms to advise him or her regarding personnel policies and their implementation as well as general questions of staff welfare.</p>
		<p>REGULATION 8.3 Ombudsperson</p> <p>The Director General shall establish the Office of the Ombudsperson to offer staff a channel for addressing concerns related to the work environment.</p>
<p>COMMENTARY ON CHANGES TO CHAPTER 8</p> <p>Regulations 8.2 and 8.3 Regulations 8.2 regarding Joint Committees and 8.3 regarding the Ombudsperson have been introduced in the proposed unified text; these currently exist but are not mentioned in the present texts of the Regulations for Officials and Employees.</p>		

<p align="center">OFFICIALS PRESENT TEXT</p> <p align="center">CHAPTER 9 SEPARATION FROM SERVICE</p> <p align="center">REGULATION 9.1 Age of Retirement</p>	<p align="center">EMPLOYEES PRESENT TEXT</p> <p align="center">CHAPTER 9 SEPARATION FROM SERVICE</p> <p align="center">REGULATION 9.1 Age of Retirement</p>	<p align="center">STAFF MEMBERS PROPOSED UNIFIED TEXT</p> <p align="center">CHAPTER 9 SEPARATION FROM SERVICE</p> <p align="center">REGULATION 9.1 Age of Retirement</p>
<p>Officials shall not normally be retained in active service beyond the age of 62 years, except that the Director General may, in the interests of the Organization, extend the age limit in exceptional cases.</p> <p>Notwithstanding the above, officials shall be entitled to retire from service, if they so wish, at any time after the age of 60 and before the age of 62 years upon giving three months' written notice or such shorter notice as may be considered by the Director General compatible with the exigencies of the service.</p>	<p>Employees shall not normally be retained in active service beyond the age of 62 years, except that the Director General may, in the interests of the Organization and having regard to local laws and customs, extend the age limit in exceptional cases.</p> <p>Notwithstanding the above, employees shall be entitled to retire from service, if they so wish, at any time after the age of 60 and before the age of 62 years upon giving three months' written notice or such shorter notice as may be considered by the Director General compatible with the exigencies of the service.</p>	<p>The age of retirement for staff members is 62. The Director General may, in the interest of the Organization, extend the age limit in exceptional cases.</p>
<p>REGULATION 9.2 Termination</p> <p>(a) The Director General may terminate the appointment of an official:</p> <ul style="list-style-type: none"> (i) owing to the abolition of the post or to a reduction in staff; (ii) if for health reasons he is incapacitated for further normal service; (iii) if his services are unsatisfactory; (iv) in the interest of good administration provided that this action is not contested by the official concerned; (v) for any of the reasons stated in Regulation 10.1. <p>(b) The Director General may terminate the appointment of an official with a fixed term appointment prior to the expiration date for any of the reasons specified in paragraph (a) above or for such other reasons as may be specified in the letter</p>	<p>REGULATION 9.2 Termination</p> <p>The Director General may terminate the appointment of an employee:</p> <ol style="list-style-type: none"> 1. (a) in accordance with the terms of his appointment; (b) owing to the abolition of the post or to a reduction in staff; (c) if for health reasons he is incapacitated for further normal service; (d) if his services are unsatisfactory; (e) in the interest of good administration provided that this action is not contested by the employee concerned; (f) for any of the reasons stated in Regulation 10. <p>2. At any time during the probationary period if, in his opinion, such action would be in the interests of the Organization.</p>	<p>REGULATION 9.2 Resignation</p> <p>Staff members may resign upon giving notice in writing as prescribed in the letter of appointment. The Director General may accept resignation on shorter notice.</p>

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>of appointment. A fixed term appointment shall not be extended beyond its expiration date but a new appointment may be offered at the discretion of the Director General.</p> <p>(c) In the case of all officials serving a probationary period for a permanent appointment, the Director General may at any time terminate the appointment if, in his opinion, such action would be in the interest of the Organization.</p>		
<p>REGULATION 9.3 Medical Examination during Service and upon Separation</p> <p>(a) An official may be required at any time to undergo a medical examination by a physician designated by the Administration. An official who refuses to be examined or who, after examination, is considered medically unfit for regular and efficient performance of duty, or is a danger to other staff members, may have his appointment terminated for health reasons. Refusal to be examined shall operate as a waiver of all claims against the Organization arising on medical grounds.</p> <p>(b) An official may appeal against a decision "Unfit for further employment" to a medical board composed of three qualified medical practitioners, one of whom shall be chosen by the Director General, one by the official and the third by the two practitioners so chosen. The findings of this board shall be considered as final and no further appeal of the official on medical grounds shall be considered. When the findings of the board confirm the original report "Unfit for further employment" the costs of the appeal shall be borne by the official. When the findings of the board do not confirm the original report, the costs of the appeal shall be borne by the Organization and the official shall be reinstated with restoration of all emoluments and benefits as</p>	<p>REGULATION 9.3 Medical Examination during Service and upon Separation</p> <p>(a) An employee may be required at any time to undergo a medical examination by a physician designated by the Administration. An employee who refuses to be examined or who, after examination, is considered medically unfit for regular and efficient performance of duty, or is a danger to other staff members, may have his appointment terminated for health reasons. Refusal to be examined will operate as a waiver of all claims against the Organization arising on medical grounds.</p> <p>(b) An employee may appeal against a decision "Unfit for further employment" to a medical board composed of three qualified medical practitioners, one of whom shall be chosen by the Director General, one by the employee and the third by the two practitioners so chosen. The findings of this board shall be considered as final and no further appeal of the employee on medical grounds will be considered. When the findings of the board confirm the original report "Unfit for further employment", the costs of the appeal shall be borne by the employee. When the findings of the board do not confirm the original report, the costs of the appeal shall be borne by the Organization and the employee shall be reinstated with restoration of all</p>	<p>REGULATION 9.3 Medical Examination during Service and upon Separation</p> <p>(a) Staff members may be required at any time to undergo a medical examination by a physician designated by the Administration. Staff members who refuse to be examined or who after examination are considered medically unfit for regular and efficient performance of duty, or a danger to other staff members, may be separated from service for health reasons. Refusal to be examined shall be considered as a waiver of all claims against the Organization arising on medical grounds.</p> <p>(b) A staff member may appeal against separation from service for health reasons pursuant to Regulation 9.3(a) to a medical board composed of three qualified medical practitioners, one of whom shall be chosen by the Director General, one by the staff member and the third by the two practitioners so chosen. The findings of this board shall be considered as final and no further appeal of the staff member on medical grounds shall be considered. When the findings of the board confirm the original decision to separate the staff member from service for health reasons, the costs of the appeal shall be borne by the staff member. When the findings of the board do not confirm such original decision, the costs of the appeal shall be borne by the</p>

<p align="center">OFFICIALS PRESENT TEXT</p>	<p align="center">EMPLOYEES PRESENT TEXT</p>	<p align="center">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>from the date of suspension. (c) An official shall normally be required to undergo an exit physical examination by a physician designated for any reason, but may elect to sign a waiver of all claims against the Organization in lieu thereof. Refusal to be examined shall operate as a waiver of all claims against the Organization arising on medical grounds.</p>	<p>emoluments and benefits as from the date of suspension. (c) An employee shall be required to undergo an exit physical examination by a physician designated for any reason, but may elect to sign a waiver of all claims against the Organization in lieu thereof. Refusal to be examined will operate as a waiver of all claims against the Organization arising on medical grounds.</p>	<p>Organization and the staff member shall be reinstated with restoration of all emoluments and benefits as from the date of separation. (c) A staff member shall normally be required to undergo an exit physical examination by a qualified physician at the time of separation for any reason, but may choose to sign a waiver of all claims against the Organization in lieu thereof. Refusal to be examined shall be considered as a waiver of all claims against the Organization arising on medical grounds.</p>
<p align="center">REGULATION 9.4 Resignation</p> <p>An official may resign upon giving the Director General three-months' notice thereof in writing, although the Director General may accept resignation on shorter notice. An official employed on a special contract may resign upon giving the Director General the notice prescribed in his letter of appointment.</p>	<p align="center">REGULATION 9.4 Resignation</p> <p>Employees may resign upon giving the Director General the written notice required under the terms of their appointment, although the Director General may accept resignation on shorter notice. Employees may resign at any time during their probationary service.</p>	<p align="center">REGULATION 9.4 Termination</p> <p>(a) Staff members whose appointments are to be terminated shall be given such written notice as applicable under the terms of their appointment. (b) The Director General may terminate the appointment of a staff member:</p> <ul style="list-style-type: none"> (i) during the period of probation if the staff member is not suitable for the position; (ii) owing to the abolition of the post or to a reduction in staff; (iii) for health reasons under the provisions of Regulation 9.3; (iv) if the staff member's services are assessed to be unsatisfactory; (v) in the interest of good administration provided that this action is not contested by the staff member concerned; (vi) as a disciplinary measure under the provisions of Chapter 10.

<p align="center">OFFICIALS PRESENT TEXT</p>	<p align="center">EMPLOYEES PRESENT TEXT</p>	<p align="center">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p align="center">REGULATION 9.5 Indebtedness to the Organization</p> <p>(a) Upon separation any indebtedness of an official to the Organization shall be deducted from terminal emoluments.</p> <p>(b) Provident Fund payments may be held for a period of up to 60 days after the date of separation to ensure that all indebtedness is cleared.</p>	<p align="center">REGULATION 9.5 Indebtedness to the Organization</p> <p>Upon separation, any indebtedness of an employee to the Organization shall be deducted from terminal emoluments.</p>	<p align="center">REGULATION 9.5 Severance Pay</p> <p>(a) Severance pay, on separation from service, will be paid to eligible staff members hired prior to 1 June 1990, except when:</p> <ul style="list-style-type: none"> (i) separation is on disciplinary grounds; (ii) the staff member resigns in order to accept a better remunerated position. <p>(b) The amount of severance pay shall be proportionate to the length of service with the Organization.</p>
<p align="center">REGULATION 9.6 Payment to the Estate and Advances upon the Death of an Official</p> <p>(a) In the event of the death of an official, the amounts standing to his credit, subject to deduction of amounts owed to the Organization, shall be paid to his estate.</p> <p>(b) Notwithstanding the provisions in paragraph (a) above, advances shall be made upon request to the person(s) who at the time of the official's death were, to evidence satisfactorily demonstrated to the Director General, dependent upon him for continuous support. Such advances shall be made in a total amount not exceeding one quarter of the total amount payable to the estate.</p> <p>In order to facilitate implementation of the above, each official shall be requested once a year to give all relevant data with regard to the person(s) concerned, in a form prescribed by the Director General.</p> <p>The persons receiving such an advance shall state in writing, that this advance is received without prejudice of the settlement of the Inheritance, and</p>	<p align="center">REGULATION 9.6 Payments due to Deceased Employees</p> <p>In the event of the death of an employee, all amounts standing to his credit, subject to deduction of amounts owed to the Organization, shall be disposed of according to local laws.</p>	<p align="center">REGULATION 9.6 Termination Indemnity</p> <p>Staff members hired on or after 1st June 1990 and whose appointments are terminated shall be paid a termination indemnity which shall be proportionate to the length of service with the Organization.</p>

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>shall undertake, likewise in writing, to comply with the pertinent provisions of the law applicable to the official's estate.</p> <p>(c) Payments made under paragraphs (a) and (b) above shall afford the Organization a complete release from all further liability in respect of any sum so paid.</p>		
<p>REGULATION 9.7 Notice of Termination</p> <p>(a) Officials on regular contracts who are to be terminated shall be given three months' notice thereof in writing, by the Director General, subject to the following exceptions:</p> <ul style="list-style-type: none"> (i) during the probationary period: 15 calendar days; (ii) discharge resulting from a disciplinary measure not warranting summary dismissal: 1 month; (iii) summary dismissal: none. <p>In lieu of notice, the Director General may authorize payment of salary and allowances for the appropriate period, if he deems it advisable.</p> <p>(b) The provisions in paragraph (a) above shall apply to officials on special contracts who are to be terminated, unless their letter of appointment specifies a shorter period of notice.</p>	<p>REGULATION 9.7 Notice of Termination and Indemnities</p> <p>Employees whose appointments are to be terminated shall be given such written notice and such indemnity, severance or termination payments as may be applicable under the terms of their appointment.</p>	<p>REGULATION 9.7 Repatriation Grant</p> <p>The Director General shall establish a scheme for the payment of a repatriation grant, with reference to the scheme followed by the United Nations. The grant shall be payable to eligible staff upon separation from service in respect of periods of service outside the country of their home station.</p>

<p align="center">OFFICIALS PRESENT TEXT</p>	<p align="center">EMPLOYEES PRESENT TEXT</p>	<p align="center">STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>REGULATION 9.8 Severance Pay</p> <p>(a) Officials appointed before 1 June 1990 shall be granted severance pay on separation from service except when:</p> <ul style="list-style-type: none"> (i) an official's separation is on any of the grounds stated in Regulation 10.1; (ii) an official resigns in order to accept a better remunerated position; (iii) an official serves on a fixed-term contract, unless such contract is terminated by the Organization before its date of expiration. <p>(b) The severance pay shall amount to one month of the official's salary at the time of separation for each completed year of service, up to a maximum of nine months.</p> <p>(c) An official whose separation from service takes place before the completion of one year of service, but who has completed his probationary period, shall be entitled to half a month's salary.</p> <p>(d) Officials seconded by their Government shall not be entitled to severance pay if recalled by their Government.</p> <p>(e) The term "salary" used in paragraphs (b) and (c) above shall be taken to mean the salary established in Annex I to these Regulations, corresponding to the grade and step held by the official at the time of separation.</p>		<p>REGULATION 9.8 Indebtedness to the Organization</p> <p><i>Upon separation, any amounts owed to the Organization may be deducted from the staff member's terminal emoluments.</i></p>

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<p align="center">REGULATION 9.9 Repatriation Grant</p> <p>(a) <i>On separation from service, unless separation is on any of the grounds stated in Regulation 10.1, and under conditions prescribed by the Director General, a repatriation grant shall be payable to officials who have completed one or more years of service at a post of duty outside the country of their home station.</i></p> <p>(b) <i>For officials recruited on or after 1 January 1981, payment of the repatriation grant shall be subject to presentation by the eligible official concerned of evidence of relocation away from the country of his last duty station.</i></p> <p>(c) <i>The amount of the grant shall be proportionate to the length of service with the Organization as follows:</i></p> <table border="1" data-bbox="740 1552 1299 2018"> <thead> <tr> <th><i>Years of service away from home country</i></th> <th><i>Officials without dependants at time of separation (weeks of salary)</i></th> <th><i>Officials with dependants at time of separation (weeks of salary)</i></th> </tr> </thead> <tbody> <tr><td>1</td><td>2</td><td>4</td></tr> <tr><td>2</td><td>4</td><td>8</td></tr> <tr><td>3</td><td>5</td><td>10</td></tr> <tr><td>4</td><td>6</td><td>12</td></tr> <tr><td>5</td><td>7</td><td>14</td></tr> <tr><td>6</td><td>8</td><td>16</td></tr> <tr><td>7</td><td>9</td><td>18</td></tr> <tr><td>8</td><td>10</td><td>20</td></tr> <tr><td>9</td><td>11</td><td>22</td></tr> <tr><td>10</td><td>12</td><td>24</td></tr> <tr><td>11</td><td>13</td><td>26</td></tr> <tr><td>12 or more</td><td>14</td><td>28</td></tr> </tbody> </table> <p>(d) <i>In the event of the death of an eligible official, payment of the repatriation grant shall be made directly to the surviving dependants. If there is one such survivor, payment shall be made at the rate applicable to officials without dependants; if there are two or more</i></p>	<i>Years of service away from home country</i>	<i>Officials without dependants at time of separation (weeks of salary)</i>	<i>Officials with dependants at time of separation (weeks of salary)</i>	1	2	4	2	4	8	3	5	10	4	6	12	5	7	14	6	8	16	7	9	18	8	10	20	9	11	22	10	12	24	11	13	26	12 or more	14	28		<p align="center">REGULATION 9.9 Payment to the Estate</p> <p><i>In the event of the death of a staff member, the amounts standing to his or her credit, subject to deduction of amounts owed to the Organization, shall be paid to the estate.</i></p>
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<p>such survivors, it shall be made at the rate applicable to officials with dependents. If there is no such survivor, no payment shall be made.</p> <p>(e) The term "salary" used in paragraph (c) above shall be taken to mean the salary established in Annex I to these Regulations, corresponding to the grade and step held by the official at the time of separation.</p>																																																							
<p>REGULATION 9.10 Termination Indemnity</p> <p>(a) Except as provided in paragraphs (b), (c) and (d) below, officials appointed on or after 1 June 1990 and who are terminated shall be paid an indemnity in accordance with the following schedule:</p>																																																							
<table border="1"> <thead> <tr> <th rowspan="2">Completed years of Service</th> <th colspan="2">Months of Salary</th> </tr> <tr> <th>Regular appointments</th> <th>Special appointments</th> </tr> </thead> <tbody> <tr> <td>Less than 1</td> <td>Not applicable</td> <td>One week for each month of uncompleted service subject to a minimum of six weeks and a maximum of three months.</td> </tr> <tr> <td>1</td> <td>Not applicable</td> <td></td> </tr> <tr> <td>2</td> <td>3</td> <td></td> </tr> <tr> <td>3</td> <td>3</td> <td></td> </tr> <tr> <td>4</td> <td>4</td> <td></td> </tr> <tr> <td>5</td> <td>5</td> <td></td> </tr> <tr> <td>6</td> <td>6</td> <td>3</td> </tr> <tr> <td>7</td> <td>7</td> <td>5</td> </tr> <tr> <td>8</td> <td>8</td> <td>7</td> </tr> <tr> <td>9</td> <td>9</td> <td>9</td> </tr> <tr> <td>10</td> <td>9.5</td> <td>9.5</td> </tr> <tr> <td>11</td> <td>10</td> <td>10</td> </tr> <tr> <td>12</td> <td>10.5</td> <td>10.5</td> </tr> <tr> <td>13</td> <td>11</td> <td>11</td> </tr> <tr> <td>14</td> <td>11.5</td> <td>11.5</td> </tr> <tr> <td>15 or more</td> <td>12</td> <td>12</td> </tr> </tbody> </table>			Completed years of Service	Months of Salary		Regular appointments	Special appointments	Less than 1	Not applicable	One week for each month of uncompleted service subject to a minimum of six weeks and a maximum of three months.	1	Not applicable		2	3		3	3		4	4		5	5		6	6	3	7	7	5	8	8	7	9	9	9	10	9.5	9.5	11	10	10	12	10.5	10.5	13	11	11	14	11.5	11.5	15 or more	12	12
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<p>(b) The Director General may, where the circumstances warrant and he considers it justified, pay to an official</p>																																																							

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<p>who is terminated in the interest of good administration a termination indemnity not more than 50 per cent higher than that otherwise due.</p> <p>(c) An official whose appointment is terminated for unsatisfactory services or who, for disciplinary reasons, is discharged after due notice, may be paid, at the discretion of the Director General, an indemnity not exceeding one half of the amount provided under paragraph (a) above.</p> <p>(d) Officials specifically engaged for conferences and other short-term service or for a service with a field mission, as consultants or as experts, may be paid a termination indemnity if and as provided in their letter of appointment.</p> <p>(e) No indemnity shall be paid to an official who:</p> <ul style="list-style-type: none"> - resigns, except where termination notice has been given and the termination date agreed upon; - has a fixed-term appointment which is completed on the expiration date or is terminated during the probationary period specified in the letter of appointment; - is summarily dismissed; - abandons his post; - is retired. <p>(f) The term "salary" used in paragraph (a) above shall be taken to mean the salary as established in Annex I to these Regulations, corresponding to the grade and step held by the official at the time of separation.</p>		

OFFICIALS PRESENT TEXT	EMPLOYEES PRESENT TEXT	STAFF MEMBERS PROPOSED UNIFIED TEXT
<p>COMMENTARY ON CHANGES TO CHAPTER 9</p>		
<p>Regulation 9.1 The proposed unified text has been simplified by deleting the last paragraph contained in the present texts of Regulation 9.1 for Officials and Employees which referred to the possibility of retirement from service after the age of 60 and before the age of 62. This possibility will appear in the Rules.</p>		
<p>Regulation 9.6 Regulation 9.6 in the proposed unified text, present Regulation 9.10 for Officials and Regulation 9.7 for Employees, has been shortened to mention only the entitlement and the details will be contained in the Rules.</p>		
<p>Regulation 9.7 Regulation 9.7 of the proposed unified text, present Regulation 9.9 for Officials, has been shortened to mention only the entitlement and the details will be contained in the Rules.</p>		
<p>Regulation 9.8 The text related to holding of Provident Fund payments, currently mentioned in Regulation 9.5 of the present texts for Officials and Employees, has been deleted from Regulation 9.8 of the proposed unified text due to the shift from the Provident Fund to the United Nations Joint Staff Pension Fund.</p>		
<p>Regulation 9.9 Regulation 9.9 of the proposed unified text, present Regulations 9.6 for Officials and Employees, has been shortened and the details will be contained in the Rules.</p>		

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>CHAPTER 10 DISCIPLINARY MEASURES</p>	<p>CHAPTER 10 DISCIPLINARY MEASURES</p>	<p>CHAPTER 10 DISCIPLINARY MEASURES</p>
<p>REGULATION 10.1</p> <p>(a) The Director General may impose disciplinary measures on an official:</p> <p>(i) if at the time of recruitment he has deliberately made statements or supplied data which were inaccurate or incomplete;</p> <p>(ii) if his services or conduct are not fully satisfactory;</p> <p>(iii) if he is judged guilty of a serious offence: absence without leave, dishonesty, violation of civil or military laws, use of official position, of the authority attached to it or of the property of the Organization for personal gain or advantage, abuse of authority;</p> <p>(iv) if his conduct is of such character as to bring the reputation of the Organization into disrepute, or he is proven to be engaged in any activities incompatible with his duties with the Organization.</p> <p>Disciplinary measures shall be as follows: written warning, written reprimand, written censure, suspension without pay, reduction of salary within grade, demotion to a lower grade, discharge after due notice, summary dismissal. Disciplinary measures imposed shall be commensurate with the gravity of the offence committed.</p> <p>(b) Whenever possible, the Director General shall bring proposed disciplinary measures to the attention of the Staff Association Committee for consideration; recommendations by the Staff Association Committee pertaining thereto shall be received by</p>	<p>REGULATION 10 Disciplinary Measures</p> <p>(a) The Director General may impose disciplinary measures on an employee:</p> <p>(i) if at the time of recruitment he has deliberately made statements or supplied data which were inaccurate or incomplete;</p> <p>(ii) if his services or conduct are not fully satisfactory;</p> <p>(iii) if he is judged guilty of a serious offence: absence without leave, dishonesty, violation of civil or military laws, use of official position, of the authority attached to it or of the property of the Organization for personal gain or advantage, abuse of authority;</p> <p>(iv) if his conduct is of such character as to bring the reputation of the Organization into disrepute, or he is proven to be engaged in any activities incompatible with his duties with the Organization.</p> <p>Disciplinary measures shall be as follows: written warning, written reprimand, written censure, suspension without pay, reduction of salary within grade, demotion to a lower grade, discharge after due notice, summary dismissal. Disciplinary measures imposed shall be commensurate with the gravity of the offence committed.</p> <p>(b) Whenever possible, the Director General shall bring proposed disciplinary measures to the attention of the Staff Association Committee for consideration; recommendations by the Staff Association</p>	<p>REGULATION 10 Disciplinary Measures</p> <p>(a) The Director General may impose disciplinary measures on a staff member if:</p> <p>(i) at the time of recruitment, he or she has deliberately made statements or supplied data that were inaccurate or incomplete;</p> <p>(ii) his or her conduct is proven to be unsatisfactory or of such character as to bring the Organization into disrepute;</p> <p>(iii) he or she is proven to be engaged in any activity incompatible with his or her duties with the Organization;</p> <p>(iv) he or she is judged guilty of a serious offence: absence without leave; harassment; dishonesty; violation of national laws; failure to comply with the Staff Regulations and Rules; use of staff position, of the authority attached to it or of the property of the Organization for personal gain or advantage; abuse of authority.</p> <p>(b) Disciplinary measures may take the form of any one or a combination of the following: written warning; written reprimand; reduction of salary within grade; demotion to a lower grade; discharge after due notice; summary dismissal.</p> <p>(c) Disciplinary measures shall be imposed in accordance with the requirements of due process and shall be commensurate with the gravity of the offence committed.</p> <p>(d) As a rule, the Director General shall bring proposed disciplinary measures to the attention of</p>

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p><i>the Director General and considered before taking final action, if time permits.</i></p>	<p><i>Committee pertaining thereto shall be received by the Director General and considered before taking final action, if time permits.</i></p>	<p><i>the Staff Association Committee for consideration. Any recommendations by the Staff Association Committee pertaining thereto shall be considered by the Director General before taking final action.</i></p>
<p>COMMENTARY ON CHANGES TO REGULATION 10</p> <p>Point (a): The present texts for Officials and Employees have been split into points (a) and (b) in order to separate the cases meriting disciplinary measures and the types of disciplinary measures.</p> <p>Regarding the cases meriting disciplinary measures, unsatisfactory service has been removed (although it remains a ground for termination in Chapter 9) and harassment and failure to comply with the Staff Regulations and Rules have been added to the list of serious offences.</p> <p>Point (b): As mentioned above, point (b) of the proposed unified text providing types of disciplinary measures was part of point (a) in the present texts. Two types of disciplinary measures have been deleted as they are not generally utilized: written censure and suspension without pay.</p> <p>Point (c): The provision requiring that disciplinary measures be commensurate with the gravity of the offence has been moved from point (a) in the present texts to point (c) of the proposed unified text, and it has been clarified that disciplinary measures may be imposed only in accordance with the requirements of due process.</p> <p>Point (d): Point (d) of the proposed unified text corresponds to point (b) of the present texts.</p>		

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>CHAPTER II Appeals</p> <p>REGULATION II.1 Right of Appeal</p> <p>Officials shall have the right to appeal to the Director General against administrative actions, decisions or omissions which they may consider an infringement of any rights enjoyed under letters of appointment, the Staff Regulations and the Staff Rules, other regulations and instructions issued by the Director General or the Chief of Mission and against disciplinary action.</p> <p>Officials shall not have the right to appeal against termination action during the probationary period of employment unless the charge is misconduct.</p>	<p>CHAPTER II Appeals</p> <p>REGULATION II.1 Right of Appeal</p> <p>Employees shall have the right to appeal to the Director General against administrative actions, decisions or omissions which they may consider an infringement of any rights enjoyed under letters of appointment, the Staff Regulations and the Staff Rules, other regulations and instructions issued by the Director General or the Chief of Mission and against disciplinary action.</p> <p>Employees shall not have the right to appeal against termination action during the probationary period of employment unless the charge is misconduct.</p>	<p>CHAPTER II Appeals</p> <p>REGULATION II.1 Right of Appeal</p> <p>Staff members shall have the right to appeal to the Director General against administrative actions, decisions or omissions which they may consider an infringement of any rights enjoyed under letters of appointment, the Staff Regulations and Rules, other regulations and instructions issued by the Director General or the Chief of Mission and against disciplinary action.</p>
<p>REGULATION II.2 Joint Administrative Review Board</p> <p>A Joint Administrative Review Board shall be established for the purpose of advising the Director General with regard to appeals of officials against an administrative decision alleging non-observance of their terms of appointment including all pertinent regulations and rules, or against disciplinary action.</p>	<p>REGULATION II.2 Joint Administrative Review Board</p> <p>A Joint Administrative Review Board shall be established for the purpose of advising the Director General with regard to appeals of employees against an administrative decision alleging non-observance of their terms of appointment, including all pertinent regulations and rules, or against disciplinary action.</p>	<p>REGULATION II.2 Appeal to the Joint Administrative Review Board</p> <p>A Joint Administrative Review Board shall be established for the purpose of advising the Director General with regard to appeals against an administrative decision alleging the non-observance of terms of appointment, including all pertinent regulations and rules, or against disciplinary action.</p>
<p>REGULATION II.3 Appeal to the Administrative Tribunal of the International Labour Organization</p> <p>Any dispute between the Administration and an official which has not been settled internally in compliance with the provision of Regulation II.2, may be referred for final decision to the Administrative Tribunal of the International Labour Organization in accordance with its Statute and Rules of Procedure.</p>	<p>REGULATION II.3 Appeal to the Administrative Tribunal of the International Labour Organization</p> <p>Any dispute between the Administration and an employee which has not been settled internally in compliance with the provision of Regulation II.2, may be referred for final decision to the Administrative Tribunal of the International Labour Organization in accordance with its statute and Rules of Procedure.</p>	<p>REGULATION II.3 Appeal to the Administrative Tribunal of the International Labour Organization</p> <p>Any dispute between the Administration and a staff member that has not been settled internally in compliance with the provision of Regulation II.2 may be referred for final decision to the Administrative Tribunal of the International Labour Organization in accordance with its Statute and Rules of Procedure.</p>
<p>COMMENTARY ON CHANGES TO CHAPTER II</p> <p>Regulation II.1 In the proposed unified text, the last sentence of the present texts for Officials and Employees limiting the right of appeal during the probationary period has been deleted.</p>		

<p>OFFICIALS PRESENT TEXT</p>	<p>EMPLOYEES PRESENT TEXT</p>	<p>STAFF MEMBERS PROPOSED UNIFIED TEXT</p>
<p>CHAPTER 12 GENERAL PROVISIONS</p>	<p>CHAPTER 12 GENERAL PROVISIONS</p>	<p>CHAPTER 12 GENERAL PROVISIONS</p>
<p>REGULATION 12.1 Amendment <i>These Regulations may be amended by the Council without prejudice to the acquired right of officials.</i></p>	<p>REGULATION 12.1 Amendment <i>These Regulations may be amended by the Council without prejudice to the acquired rights of employees.</i></p>	<p>REGULATION 12.1 Amendment of Staff Regulations <i>These Staff Regulations may be amended by the Council without prejudice to the acquired rights of staff members.</i></p>
<p>REGULATION 12.2 Staff Rules <i>The Director General shall report to the Council such Staff Rules and amendments thereto as he may make to implement these Regulations.</i></p>	<p>REGULATION 12.2 Staff Rules <i>The Director General shall report to the Council such Staff Rules and amendments thereto as he may make to implement these Regulations.</i></p>	<p>REGULATION 12.2 Staff Rules and Amendments <i>The Director General shall report to the Council such Staff Rules and amendments thereto as he or she may make to implement these Staff Regulations.</i></p>
		<p>REGULATION 12.3 Delegation of Authority <i>The Director General may delegate to other staff members of the Organization such of his or her powers as he or she considers necessary for the effective implementation of these Staff Regulations.</i></p>
<p>COMMENTARY ON CHANGES TO CHAPTER 12</p>		
<p>Regulation 12.3 Regulation 12.3 has been introduced to clarify that the Director General may delegate his or her authority as necessary for the effective implementation of the Staff Regulations.</p>		