



International Oil Pollution
Compensation Funds

Agenda item 7	IOPC/NOV25/7/1	
Date	14 October 2025	
Original	English	
1992 Fund Assembly	92A30	●
1992 Fund Executive Committee	92EC85	
Supplementary Fund Assembly	SA22	●

SECRETARIAT MATTERS

Note by the Secretariat

Summary:

Information is given on the changes in the Secretariat since the November 2024 sessions of the governing bodies.

Following a review of the retirement age, an amendment to Staff Regulation 20 – Separation, is proposed.

Amendments to the 1992 Fund Staff Rules issued by the Director are reported in respect of: Annex A of the Staff Rules which contain the salary scales for staff members in the Professional and higher categories with effect from 1 January 2025; and Annex E of the Staff Rules which contain the pensionable remuneration scales for staff in the Professional and higher categories with effect from 1 February 2025.

Following a review of the Provident Fund, an increase in the Provident Fund contribution made by the 1992 Fund under Staff Rule VIII.5 – Provident Fund, is proposed.

Action to be taken:

1992 Fund Assembly

- (a) Note the information contained in this document;
- (b) Note an amendment to Annex A of the 1992 Fund's Staff Rules as contained in Annex II of this document;
- (c) Note an amendment to Annex E of the 1992 Fund's Staff Rules as contained in Annex III of this document;
- (d) Decide whether to approve the Director's proposal to increase the normal age of retirement for members of the Secretariat from 65 to 67 years, with effect from 1 January 2026 and to amend Staff Regulation 20 as contained in Annex IV of this document; and
- (e) Decide whether to approve the Director's proposal to increase the Provident Fund contribution made by the 1992 Fund by 3.8%; from 15.8% to 19.6% of pensionable remuneration for staff members, with effect from 1 January 2026 and to amend Staff Rule VIII.5 – Provident Fund as set out in Annex V of this document.

Supplementary Fund Assembly

- (a) Note the information contained in this document; and
- (b) Note the decisions of the 1992 Fund Assembly.

1 Background information

- 1.1 At their March 2005 sessions, the 1992 Fund Assembly and the Supplementary Fund Assembly agreed that the two Funds should have a joint Secretariat and that the 1992 Fund Secretariat should administer the Supplementary Fund.
- 1.2 The Secretariat is divided into two departments, namely the Claims Department and the Administration Department. The Director's Office, which is outside the departmental structure, comprises the Director, the Executive Assistant, the Policy Officer, the HNS Project Manager and the HNS Project Officer (currently vacant).
- 1.3 At the October 1998 session, the 1992 Fund Assembly authorised the Director to determine the grades of individual posts in the General Service category and in the Professional category up to grade P5 and to decide on promotions for these categories, provided that the increased costs resulting therefrom could be covered within the total budget appropriation for Personnel adopted by the Assembly. It was also decided at that session that decisions relating to grades above the P5 level (i.e. grades D1 and D2) would be taken by the 1992 Fund Assembly on the basis of proposals by the Director (document [92FUND/A.3/27](#), paragraph 23.6).
- 1.4 At the October 2002 sessions, the governing bodies confirmed that the Director had the authority to change job descriptions of staff and make any adjustments necessary to make the most effective use of the available resources in light of the changing needs of the organisation (document [92FUND/A.7/29](#), paragraph 18.3).

2 Developments since the November 2024 sessions of the governing bodies**2.1 Established posts of the Secretariat**

- 2.1.1 There are 37 posts within the structure of the Secretariat: 21 in the Professional and higher categories and 16 in the General Service category. As at 1 September 2025, there are 27 staff members working in the Secretariat.
- 2.1.2 There are five vacant posts in the Professional and higher categories: the posts of two in-house Translators (French and Spanish), External Relations Officer, Legal Counsel, and HNS Project Officer.
- 2.1.3 The posts of the two in-house Translators (French and Spanish) have not been used since May 2003 and October 2000, respectively, and the Director does not intend to fill these two posts. The Director remains of the view that filling the posts would not speed up translation significantly in the busiest times of the year and would lead to significantly higher costs for the organisation. At its 13th session, held in October 2008, the 1992 Fund Assembly decided to retain the two in-house Translator posts (French and Spanish) within the structure of the Secretariat (documents [92FUND/A.13/25](#), paragraph 16.6, and [SUPPFUND/A.4/21](#), paragraph 16.6). The cost of these two posts have not been included in the Secretariat's budget for 2026.

- 2.1.4 In relation to the post of the External Relations Officer, at the October 2014 sessions, the Director informed the governing bodies that further to the resignation of the incumbent in July 2014, the tasks under this post had been reassigned to other posts within the Secretariat on a trial basis. The Director remains of the view that there is no operational need to fill the External Relations Officer post. The cost of this post has not been included in the Secretariat's budget for 2026.
- 2.1.5 In relation to the post of Legal Counsel, at the December 2020 sessions, the Director informed the governing bodies of his decision that, further to the resignation of the incumbent in June 2020, this post would only be filled if it is operationally needed in the future. The cost of this post has not been included in the Secretariat's budget for 2026.
- 2.1.6 In relation to the post of HNS Project Officer, previously occupied by the late Thomas Liebert who sadly passed away in January 2025, the Director intends to fill the post in 2026 only if entry into force of the 2010 HNS Convention is certain and the resource is needed. The cost of this post has been included in the Secretariat's budget for 2026, although a proportion of this cost will be recouped through the HNS Fund management fee (document [IOPC/NOV25/8/2](#), paragraph 7.3.3).
- 2.1.7 There are five vacant posts in the General Service category: one in the Director's Office, one in the Claims Department, and three in the Administration Department. Out of these five vacant posts, only the Administrative Assistant and the External Relations and Conference Coordinator in the Administration Department have been budgeted for in 2026.
- 2.1.8 The 37 established posts of the Secretariat are set out in the following table. An organisation chart showing the incumbents within the structure as at 1 September 2025 is at Annex I.

Posts	Posts approved by governing bodies
Professional and higher staff category	
<i>Director's Office</i>	
Director	1
Deputy Director ^{<1>}	-
Legal Counsel (vacant – not budgeted)	1
HNS Project Manager	1
Policy Officer	1
HNS Project Officer (vacant – budgeted)	1
Executive Assistant	1
<i>Claims Department</i>	
Deputy Director/Head, Claims Department	1
Claims Manager	4
<i>Administration Department</i>	
Head, Administration Department	1
Chief of Finance	1
Finance Manager	1
Human Resources Manager ^{<2>}	1
IT Officer	1
External Relations and Conference Manager	1
Information Officer	1
External Relations Officer (vacant – not budgeted)	1
Translator (French) (vacant – not budgeted)	1
Translator (Spanish) (vacant – not budgeted)	1
<i>Sub-total</i>	<i>21</i>

<1> Appointed Deputy Director — role combined with the Head of Claims Department.

<2> Incumbent part-time (3/5).

General Service staff category	
<i>Director's Office</i>	
Administrative/Claims Assistant (vacant – not budgeted)	1
<i>Claims Department</i>	
Claims Administrator	1
Claims Assistant (vacant – not budgeted)	1
<i>Administration Department</i>	
Office Manager (vacant – not budgeted)	1
IT/Office Administrator	1
Finance Assistant ^{<3>}	4
Administrative Assistant (vacant – budgeted)	1
Associate Editor (French) ^{<4>}	2
Associate Editor (Spanish) ^{<5>}	2
External Relations and Conference Coordinator (vacant –budgeted)	1
External Relations and Conference Assistant	1
<i>Sub-total</i>	16
Established posts	37
Posts vacant	10

2.2 Changes to staff members since November 2024

Claims Manager

- 2.2.1 Matthew de Plater was appointed to the position of Claims Manager, Claims Department, with effect from 1 November 2024.

HNS Project Manager

- 2.2.2 Gillian Grant was appointed to the position of HNS Project Manager, Director's Office, with effect from 16 December 2024.

Finance Assistant

- 2.2.3 Louie Dacosta was appointed to the position of Finance Assistant, Administration Department, with effect from 1 April 2025.

Associate Editor (French)

- 2.2.4 Eleonora Gellini was appointed to the position of Associate Editor (French), Administration Department, with effect from 1 April 2025.

External Relations and Conference Coordinator

- 2.2.5 Christine Galvin resigned from her position of External Relations and Conference Coordinator, Administration Department, with effect from 28 April 2025.

^{<3>} One incumbent part-time (4/5).

^{<4>} One incumbent part-time (4/5).

^{<5>} One incumbent part-time (4/5).

3 Amendments to Staff Regulations and Staff Rules

3.1 Introduction

- 3.1.1 Under Staff Regulation 17, the 1992 Fund's staff members' salaries, allowances and grants, and the conditions of entitlement thereto, shall, except as may otherwise be provided in the Staff Regulations, conform whenever appropriate with the United Nations (UN) common system, as applied by the International Maritime Organization (IMO). Changes to IMO Staff Regulations and Staff Rules, therefore, will normally be reflected, *mutatis mutandis*, in the 1992 Fund's Staff Regulations and Rules as amended.
- 3.1.2 Amendments to the Staff Regulations are subject to the approval of the 1992 Fund Assembly. A proposal to amend Staff Regulation 20 is presented for consideration by the 1992 Fund Assembly at Annex IV to this document. Under Staff Regulation 31, the Director shall issue amendments to the Staff Rules necessary to implement the Staff Regulations and report such amendments to the 1992 Fund Assembly.
- 3.1.3 Changes made to IMO Staff Rules and Staff Regulations since the November 2024 session of the 1992 Fund Assembly were reported by IMO to their Assembly.

3.2 Base salary scale for staff in the Professional and higher categories — Annex A to Staff Rules

- 3.2.1 Following the adoption of the International Civil Service Commission (ICSC) recommendation by the UN General Assembly, IMO introduced a new base salary scale, as well as the updated pay protection points for staff in the Professional and higher categories on a no-gain/no-loss basis, effective 1 January 2025. As a result, the base salaries were increased by 9.5% while post adjustment multipliers were decreased accordingly.
- 3.2.2 The Director introduced the corresponding new salary scale and pay protection points for staff in the Professional and higher categories from 1 January 2025. This scale, which is reproduced at Annex II to this document, forms a new Annex A to the 1992 Fund's Staff Rules.

3.3 Local salary survey for General Service staff

- 3.3.1 IMO have confirmed that they are progressing on schedule with the local salary survey activities. The survey aims to ensure that UN salaries for locally recruited staff (General Services) are competitive with local market rates, offered by local employers in the same duty station and provides fair compensation for work. The ICSC has approved the list of employer comparators for the duty station and invitations have been extended to seek their participation. IMO have stated that the outcome of the survey will be made available in 2026 and any adjustments will be backdated appropriately.
- 3.3.2 The Director will await the outcome of the survey and apply any adjustments in line with those applied by IMO.

3.4 Pensionable remuneration for staff in the Professional and higher categories — Annex E to Staff Rules

- 3.4.1 The ICSC promulgated a new scale of pensionable remuneration for staff in the Professional and higher categories, which IMO introduced with effect from 1 February 2025.
- 3.4.2 The Director introduced the corresponding new scale for staff in the Professional and higher categories with effect from 1 February 2025. This new scale, which is reproduced at Annex III to this document, forms a new Annex E to the 1992 Fund's Staff Rules.

3.5 Retirement age and Provident Fund review – background

- 3.5.1 In accordance with Staff Regulation 26(b), and Staff Rule VIII.5, the 1992 Fund operates a Staff Provident Fund in lieu of a pension scheme to which both the 1992 Fund and staff members shall contribute on such terms and conditions as may be approved by the 1992 Fund Assembly. The Staff Provident Fund is a defined contribution scheme and not a defined benefit pension scheme as used by UN organisations including IMO. The staff member makes a contribution of 7.9% of the pensionable remuneration, and the organisation makes a contribution of 15.8% of the pensionable remuneration (mandatory contributions). These same percentages are used by IMO. Staff Rule VIII.5 allows for additional voluntary staff contributions to the Staff Provident Fund of up to 23.7% of the pensionable remuneration, to be deducted on a monthly basis from the staff member's salary.
- 3.5.2 At their November 2023 sessions the Director informed the governing bodies that he intended to carry out a full review of the Provident Fund scheme. At their November 2024 sessions, the Director further updated the governing bodies to say that contact had been made with the UN Joint Staff Pension Fund (UNJSPF) to enquire about whether it would be an option for the 1992 Fund to join the UNJSPF scheme, which IMO is a member of.
- 3.5.3 Having reviewed the 1992 Fund Headquarters Agreement, including specifically Article 17 on Immunity, the Legal Office of the UNJSPF have raised the issue that the 1992 Fund can be sued in national jurisdictions and that judgments of national courts can be enforced against it. This does not align with the membership criteria of the UNJSPF and they have therefore advised that the admission of the 1992 Fund Secretariat into the UNJSPF membership would not be possible.
- 3.5.4 Therefore, due to complexities related to the 1992 Fund Headquarters Agreement, it has been determined that it will not be an option for the 1992 Fund Secretariat to join the UNJSPF. In light of this, the Director undertook a review of the Secretariat's current normal retirement age and Staff Provident Fund compared to the UNJSPF. Paragraphs 3.6-3.7 below reflects the Director's proposals on both matters.

3.6 Retirement age review

- 3.6.1 Under the current 1992 Fund Staff Regulations (Regulation 20 – Separation), the normal age of retirement for members of the Secretariat is set at 65 years, with provision that this age limit may be extended in the interest of the Funds in exceptional cases.
- 3.6.2 Similarly, the UN and accordingly the IMO Staff Regulations establish age 65 as the upper limit for active service.
- 3.6.3 The Director would like to propose an amendment to Staff Regulation 20 to raise the normal retirement age for members of the Secretariat from 65 to 67 years.
- 3.6.4 This proposal takes into account several important developments and considerations:
- (i) In the United Kingdom, where the Secretariat is headquartered, the state pension age is currently 66 and will gradually increase to 67 between 2026 and 2028.
 - (ii) For locally recruited staff members, particularly UK nationals and nationals of other countries with settled status or indefinite leave to remain in the UK, there is a gap between retirement from the 1992 Fund at age 65 and eligibility for the UK state pension.

- (iii) Many other countries around the world are increasingly raising their retirement ages, which will affect international staff members if they return to their home countries upon retirement from the IOPC Funds.
- (iv) The 1992 Fund operates a Staff Provident Fund, which is a defined contribution scheme and not a final salary pension scheme (a type of defined benefit pension), as used by the UN, IMO and other international organisations. Contributions to the Staff Provident Fund scheme are made jointly by the organisation and the staff member. The staff member's share of the Provident Fund shall, at the discretion of the Director, be payable upon separation of the staff member from the 1992 Fund or to their nominated beneficiary on their death.

- 3.6.5 The proposal would allow staff members to contribute to their Provident Fund for an additional two years, helping them to better prepare financially for their retirement. Additionally, by extending the working age, the IOPC Funds retain experienced and skilled workers in the Secretariat.
- 3.6.6 The Director notes that some London-based international organisations who are also not members of the UNJSPF, such as the International Organization for Sugar (ISO), do not set a fixed retirement age. Others such as International Organization for Coffee (ICO) adopts the UK pensionable age as the retirement age, which means that the retirement age varies from person to person.
- 3.6.7 While the IOPC Funds will continue to maintain a normal retirement age, this proposed adjustment reflects evolving international practices and demographic trends.
- 3.6.8 It is important to emphasise that this change would not prevent any staff member from choosing to leave the organisation before the age of 67, should they wish to do so. Staff members remain free to separate from service at any point, subject to the notice period for each category of staff. The proposed adjustment to the retirement age would provide greater flexibility and financial benefit to those who choose to work for an additional two years.
- 3.6.9 In light of these factors, and supporting the long-term financial well-being of staff, the Director proposes that the normal retirement age be increased to 67 years with effect from 1 January 2026.
- 3.6.10 The proposed amendment to Staff Regulation 20 is contained in Annex IV to this document.

3.7 Staff Provident Fund review

- 3.7.1 Following on from the conclusion that UNJSPF membership would not be an option for the 1992 Fund, the Director commissioned an external company, Aon plc, to carry out actuarial analysis to compare the benefits provided by the 1992 Fund Provident Fund and the UNJSPF, which IMO is a member of. The Director was looking to understand the expected benefits of the Provident Fund and how these might compare to the benefits a staff member could have accrued at retirement in the UNJSPF. The findings highlight key differences in retirement benefits and post-retirement medical coverage, and emphasise the need for increased contributions by the 1992 Fund to address benefit gaps.

Approach to valuing benefits

- 3.7.2 The analysis compared the projected retirement benefits under the Provident Fund and the UNJSPF using actuarial modelling for eleven sample members, using control cases representing General Service and Professional and higher category staff under different promotion assumptions. The modelling also included age sensitivity (sample staff member joining at age 32 and at age 42). The methodology focussed on estimating the shortfall or surplus in benefits at retirement age, considering pension contributions, investment returns and defined benefit accruals.

Key steps in valuation

3.7.3 The following assumptions have been made in the analysis of the Provident Fund value (value 1):

- (i) The valuation has been projected to retirement age based on contributions by the staff member and by the 1992 Fund (7.9% and 15.8% respectively).
- (ii) The valuation assumes investment returns of 4.3% per annum and salary increases in line with the consumer price index (2.2% per annum).
- (iii) Members are assumed to remain in employment until retirement age.

3.7.4 The following assumptions have been made in the analysis of the UNJSPF pension value (value 2):

- (i) The valuation has been calculated based on defined benefit accrual rates (1.0%, 1.5%, 1.75% and 2.0% of final average remuneration, depending on years of service).
- (ii) The valuation has been converted to a fund value using actuarial assumptions, including a discount rate of 6.0% and mortality tables.
- (iii) The valuation includes spousal pension benefits and inflation-linked increases (2.6% per annum).

Shortfall calculation

3.7.5 The difference between value 2 (UNJSPF) and value 1 (Provident Fund) represents the shortfall.

Key findings from Aon's analysis of UNJSPF and the Provident Fund

3.7.6 Pension benefits:

- (i) At retirement, early joiners (age 32) are expected to receive a larger pension fund value with the UNJSPF compared to the Provident Fund. The difference is less so for those who are not promoted, and more significant for members who receive two promotions over their career.
- (ii) Later joiners (age 42), including those who are not promoted, fare significantly better under the UNJSPF.
- (iii) The average pension shortfall for members who are promoted during their career is approximately £290 000 for 32-year-old joiners and £220 000 for 42-year-old joiners.
- (iv) Additional contributions ranging from 0.5% per annum to 11% per annum depending on age of joining and grade/promotions would be required to close this gap.

3.7.7 Post-retirement medical benefits:

- (i) For its retirees, the UN operates after-service health insurance (ASHI) which is available to IMO retirees^{<6>} and is a highly valuable benefit not provided by the IOPC Funds to its staff members. To replicate the ASHI coverage, either a lump sum of £420 000 at retirement to pay the full value of the premium for the staff member and a dependant for the remainder of a member's lifetime, or additional contributions to the Provident Fund specifically to cover this cost, would require annual contributions of £12 000 to £18 000 (8% to 14% of pensionable salary).
- (ii) Total additional contributions to cover the pension shortfall plus the post-retirement medical premium would range from 5% to 30% depending on age at joining, grade and promotions.

3.7.8 Investment risk:

Members in the Provident Fund bear investment risk, meaning their retirement benefits are directly impacted by market performance. In contrast, the UNJSPF guarantees benefits through its defined benefit structure.

Director's proposal

3.7.9 Based on Aon's analysis, the additional contributions required to cover just the pension shortfall range from 0.5% per annum to 11% per annum, and to also cover post-retirement medical premiums, range from 5% per annum to 30% per annum, depending on age at joining, grade and promotions. However, due to budgetary constraints, it is not feasible to cover the full pension shortfall and post-retirement medical premiums highlighted in Aon's analysis. It is also not practicable to calculate the shortfall for each staff member individually. Instead, the Director proposes a slight increase of 3.8% to the Provident Fund contribution made by the 1992 Fund.

3.7.10 The proposed increase of 3.8% to the Provident Fund contribution made by the 1992 Fund will have several benefits for staff members:

- (i) Enhanced retirement savings: The increase in the Provident Fund contribution from 15.8% to 19.6% of pensionable remuneration will help staff members accumulate more savings for their retirement. This additional contribution will provide a stronger financial foundation for staff members when they retire.
- (ii) Improved financial security: By increasing the Provident Fund contributions, staff members will have a more secure financial future. This is particularly important given the uncertainties in the global economy and the potential for fluctuations in investment returns.

<6>

IMO have a comprehensive worldwide medical and dental insurance policy with Cigna. In 2014, the IOPC Funds entered into an agreement with IMO that the same policy would also cover IOPC Funds' staff members and family members, meaning that the overall premiums are the same for both IMO and the IOPC Funds. It is mandatory for all staff of IMO to be covered under the policy. It is also mandatory for all IOPC Funds staff members who were recruited on or after 1 January 2014 to join the scheme. Once the staff member joins the scheme they will not be able to withdraw until their separation from the IOPC Funds. ASHI is available for IMO retirees, which means that IMO retirees and their dependants are covered under the same group insurance as active staff subject to meeting certain criteria, and therefore premiums for retirees are highly subsidised. However, the scheme does not offer after-service coverage for IOPC Funds staff members as it not a UN agency. There is no after-service medical coverage for IOPC Funds staff members.

- (iii) Competitive benefits: While the proposed increase will not make the provisions as competitive as those of the UN or IMO, it will still strengthen the current social security benefits of staff members. This will help in retaining and attracting talented individuals to the organisation.
- (iv) Budget management: The proposed increase is the maximum possible while keeping the budget within the desired limits i.e. maintaining the overall 2026 joint Secretariat budget increase at 2.4% (see document [IOPC/NOV25/9/1/1](#), paragraph 5.4). This ensures that the organisation can provide better benefits to its staff without compromising its financial stability.

- 3.7.11 Overall, the proposed increase to the Provident Fund contribution will go a long way to enhancing the financial well-being and security of staff members, while also remaining within the budgetary constraints.
- 3.7.12 If the 1992 Fund Assembly agree to the Director's proposal it would require an amendment to Staff Rule VIII.5 – Provident Fund in order to increase the Provident Fund contribution made by the 1992 Fund by 3.8%; from 15.8% to 19.6% of pensionable remuneration for staff members.
- 3.7.13 The Director proposes that any amendment to Staff Rule VIII.5 be effective from 1 January 2026.
- 3.7.14 A provision for this increase has been included in the Budget for 2026 as set out in document [IOPC/NOV25/9/1/1](#), paragraph 5.7.3 to account for the Director's proposal.
- 3.7.15 The proposed amendment to Staff Rule VIII.5 is contained in Annex V to this document.

4 Action to be taken

4.1 1992 Fund Assembly

The 1992 Fund Assembly is invited to:

- (a) take note of the information contained in this document;
- (b) note an amendment to Annex A of the 1992 Fund's Staff Rules as contained in Annex II of this document;
- (c) note an amendment to Annex E of the 1992 Fund's Staff Rules as contained in Annex III of this document;
- (d) decide whether to approve the Director's proposal to increase the normal age of retirement for members of the Secretariat from 65 to 67 years, with effect from 1 January 2026, and to amend Staff Regulation 20 as contained in Annex IV of this document; and
- (e) decide whether to approve the Director's proposal to increase the Provident Fund contribution made by the 1992 Fund by 3.8%, from 15.8% to 19.6% of pensionable remuneration for staff members, with effect from 1 January 2026, and to amend Staff Rule VIII.5 – Provident Fund as set out in Annex V.

4.2 Supplementary Fund Assembly

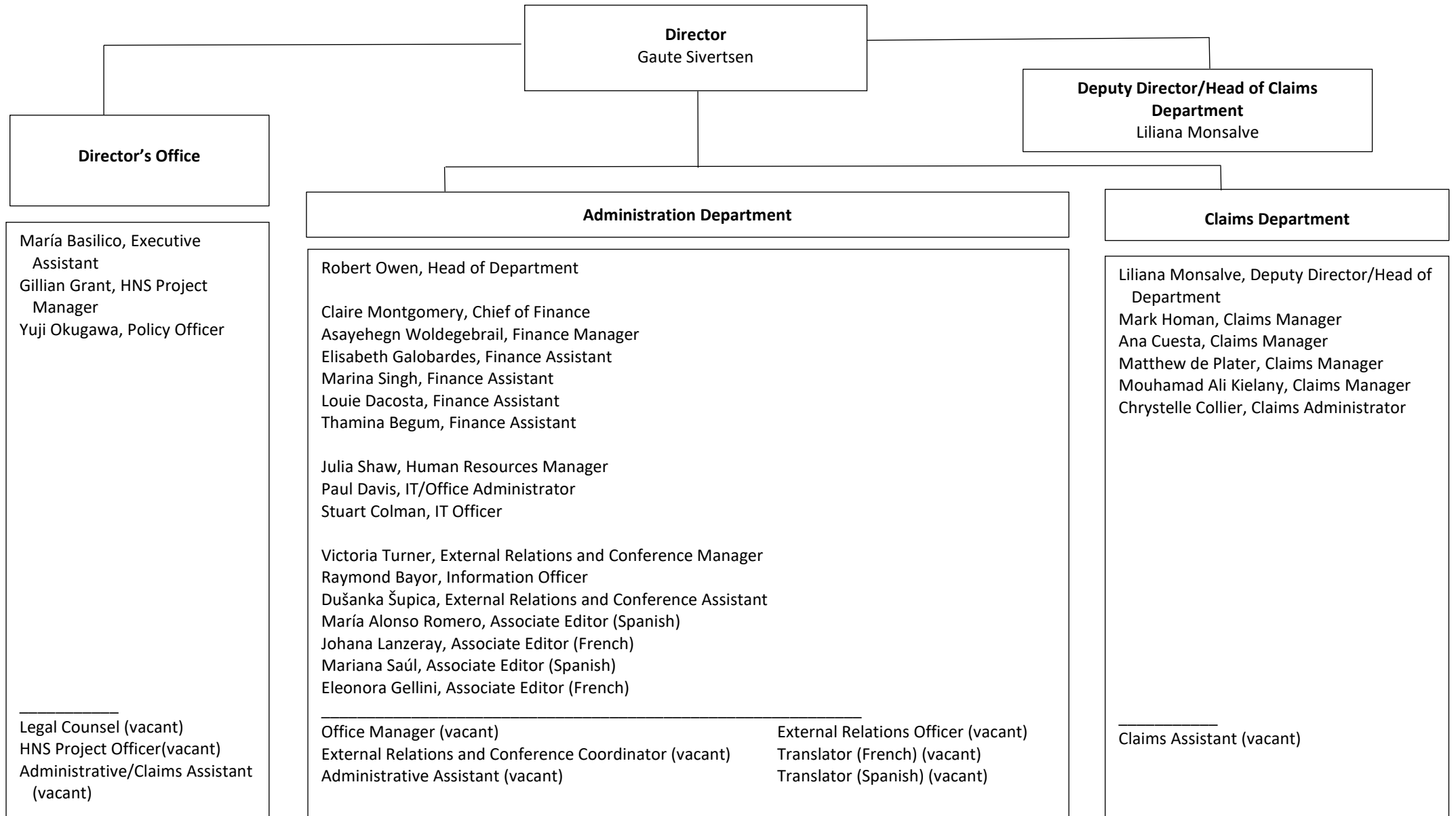
The Supplementary Fund Assembly is invited to:

- (a) take note of the information contained in this document; and
- (b) take note of the decisions of the 1992 Fund Assembly.

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ANNEX I

STRUCTURE OF THE IOPC FUNDS SECRETARIAT EFFECTIVE 1 SEPTEMBER 2025



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ANNEX II

NEW ANNEX A TO THE 1992 FUND STAFF RULES **Salary Scale for the Professional and Higher Categories Showing Annual Gross Salaries** **and Net Equivalents After Application of Staff Assessment** **(in United States dollars)** **Effective 1 January 2025**

		STEPS												
<i>Level</i>		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	Gross	235,064												
	Net	170,642												
ASG	Gross	213,655												
	Net	156,512												
D-2	Gross	171,094	174,964	178,835	182,709	186,585	190,456	194,326	198,202	202,071	205,942	-	-	-
	Net	128,422	130,976	133,531	136,088	138,646	141,201	143,755	146,313	148,867	151,422	-	-	-
D-1	Gross	152,417	155,817	159,223	162,626	166,015	169,420	172,820	176,215	179,620	183,017	186,417	189,812	193,215
	Net	116,095	118,339	120,587	122,833	125,070	127,317	129,561	131,802	134,049	136,291	138,535	140,776	143,022
P-5	Gross	131,486	134,214	136,944	139,667	142,397	145,120	147,851	150,612	153,506	156,395	159,291	162,177	165,076
	Net	101,540	103,450	105,361	107,267	109,178	111,084	112,996	114,904	116,814	118,721	120,632	122,537	124,450
P-4	Gross	107,389	110,020	112,653	115,283	117,914	120,546	123,181	125,813	128,444	131,071	133,709	136,334	138,967
	Net	84,672	86,514	88,357	90,198	92,040	93,882	95,727	97,569	99,411	101,250	103,096	104,934	106,777
P-3	Gross	87,779	90,022	92,267	94,508	96,754	98,996	101,346	103,784	106,219	108,653	111,094	113,529	115,966
	Net	70,212	71,917	73,623	75,326	77,033	78,737	80,442	82,149	83,853	85,557	87,266	88,970	90,676
P-2	Gross	67,978	69,983	71,988	73,995	76,004	78,012	80,022	82,022	84,030	86,037	88,043	90,055	92,059
	Net	55,163	56,687	58,211	59,736	61,263	62,789	64,317	65,837	67,363	68,888	70,413	71,942	73,465
P-1	Gross	52,163	53,867	55,570	57,274	58,975	60,682	62,382	64,087	65,789	67,495	69,196	70,897	72,603
	Net	43,144	44,439	45,733	47,028	48,321	49,618	50,910	52,206	53,500	54,796	56,089	57,382	58,678

Note: The normal qualifying period for in-grade movement between consecutive steps is one year. The shaded steps in each grade require two years of qualifying service at the preceding step.

Pay Protection Points for Staff Beyond the Maximum Salaries on the Unified Salary Scale
(in United States dollars)
Effective 1 January 2025

		PP1	PP2
P 4	Gross	141 603	144 236
	Net	108 622	110 465
P 3	Gross	118 400	120 833
	Net	92 380	94 083
P 2	Gross	94 064	
	Net	74 989	
P 1	Gross	74 304	
	Net	59 971	

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ANNEX III

NEW ANNEX E TO THE 1992 FUND STAFF RULES

**Pensionable remuneration for Professional and higher categories
(in United States dollars)
Effective 1 February 2025**

	Steps												
Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
P-1	96,074	99,146	102,212	105,284	108,350	111,424	114,487	117,562	120,627	123,701	126,768	129,833	132,905
P-2	124,571	128,185	131,799	135,413	139,061	142,781	146,503	150,207	153,927	157,641	161,358	165,083	168,795
P-3	160,870	165,024	169,182	173,331	177,491	181,643	185,821	190,040	194,250	198,461	202,685	206,895	211,111
P-4	196,274	200,826	205,380	209,931	214,482	219,034	223,594	228,145	232,696	237,242	241,805	246,346	250,899
P-5	237,959	242,678	247,400	252,111	256,834	261,544	266,268	270,983	275,702	280,416	285,137	289,846	294,573
D-1	273,927	279,471	285,027	290,576	296,104	301,657	307,205	312,741	318,293	323,835	329,380	334,918	340,469
D-2	304,388	310,700	317,014	323,332	329,653	335,969	342,279	348,601	354,913	361,226	-	-	-
ASG	371,546												
USG	400,198												

**Pensionable remuneration associated with pay protection points for staff beyond the maximum salaries on the unified salary scale
(in United States dollars)
Effective 1 February 2025**

Level	PP1	PP2
P 1	135 971	
P 2	172 509	
P 3	215 321	219 532
P 4	255 459	260 013

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ANNEX IV

PROPOSED AMENDMENT TO STAFF REGULATION 20

(Proposed deletions are indicated by strikethrough of the text. New text is indicated in bold.)

Separation

Regulation 20

The normal age of retirement for members of the Secretariat shall be ~~65~~ **67** years. This age limit may be extended in the interest of the Funds in exceptional cases.

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ANNEX V

PROPOSED AMENDMENT TO STAFF RULE VIII.5

(Proposed deletions are indicated by strikethrough of the text. New text is indicated in bold.)

Provident Fund

RULE VIII.5

- (a) A Provident Fund shall be established within the 1992 Fund with effect from 16 May 1998.
- (b) All staff members as defined in sub-clause VIII.5(h) shall participate in the 1992 Fund Provident Fund which shall consist of:
 - (i) contributions of 7.9% of the pensionable remuneration of all staff members payable by them as from the dates of commencement of their services with the 1992 Fund respectively;
 - (ii) contributions of ~~15.8%~~ **19.6%** of the pensionable remuneration of staff members to be made by the 1992 Fund as from the date of commencement of their services with the 1992 Fund respectively;
 - (iii) any amount transferred to the Provident Fund of the 1992 Fund at the staff member's request from his or her share as at 15 May 1998 of the Provident Fund of the 1971 Fund, including interest thereon;
 - (iv) the additional voluntary contributions of up to 23.7% of the pensionable remuneration of staff members from the commencement of their services with the 1992 Fund or at a future agreed date. The Organisation's contribution would be retained at ~~15.8%~~ **19.6%** of pensionable remuneration;
 - (v) the interest accrued from the investment of amounts referred to in (i)-(iv), and any inflation protection measure applicable to amounts referred to in (i) and (ii) as specified by an administrative directive issued by the Director.
- (c) Payment of contributions to the 1992 Provident Fund shall be effected monthly.
- (d) The administration, investment and control of the Provident Fund is the responsibility of the Director.
- (e) The share of the staff member in the Provident Fund shall, at the discretion of the Director, be payable upon separation of the staff member from the 1992 Fund or to his or her nominated beneficiary on his or her death. A staff member whose contract is terminated within or at the end of a probationary period shall be entitled only to that part of his or her share of the Provident Fund contributed by himself or herself plus the interest accruing thereon, unless such separation is in the opinion of the Director due to health reasons; the Fund's contribution under paragraph (b)(ii) of this Rule plus interest thereon shall revert to the Fund.
- (f) The final date used for the calculation of payment of the staff member's share in the Provident Fund shall be determined by the application of Rule VI.7.
- (g) The auditing of the Provident Fund shall be carried out in conjunction with the annual auditing of the accounts of the 1992 Fund.
- (h) For the purpose of this Rule 'staff member' means a person holding a fixed-term contract with the 1992 Fund for a period exceeding six months.

- (i) The share of a staff member in the Provident Fund shall be the contributions referred to in paragraphs (b) (i), (ii) and (iv) of this Rule and any amount transferred pursuant to paragraph (b) (iii) together with interest thereon less a proportion of any administrative expenses or banking charges incurred in respect of the Provident Fund.
 - (j) The share of a staff member in the Provident Fund may be lent as a housing loan to the staff member concerned in conformity with the terms and conditions specified by an administrative directive issued by the Director. The Director shall report such administrative directives and amendments thereto to the Assembly.
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