



International Oil Pollution
Compensation Funds

Agenda Item 7	IOPC/NOV21/7/1	
Date	8 October 2021	
Original	English	
1992 Fund Assembly	92A26	●
1992 Fund Executive Committee	92EC77	
Supplementary Fund Assembly	SA18	●

SECRETARIAT MATTERS

Note by the Secretariat

Summary:

Information is given on the changes in the Secretariat since the December 2020 sessions of the governing bodies.

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 2021; Annex C of the Staff Rules which contain the salary scales for staff members in the General Service category with effect from May 2021; 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 2021.

An update is provided on the outcome of the classification of the post of Head, Information Technology. The Director has recommended that the 1992 Fund Assembly approve the movement of the incumbent of the post, Mr Robert Owen, to the grade of D1 with effect from 1 December 2021.

Information is provided on how the Director is dealing with the COVID-19 situation from a human resources perspective.

Action to be taken:

1992 Fund Assembly

The 1992 Fund Assembly is invited to:

- (a) note an amendment to Annex A of the 1992 Fund's Staff Rules as contained in Annex II of this document;
- (b) note an amendment to Annex C of the 1992 Fund's Staff Rules as contained in Annex III of this document;
- (c) note an amendment to Annex E of the 1992 Fund's Staff Rules as contained in Annex IV of this document;
- (d) note the reclassification of post of Head, Information Technology to P5/D1 grade; and
- (e) decide whether to approve the movement of the incumbent of the post, Mr Robert Owen, to the grade of D1 with effect from 1 December 2021.

Supplementary Fund Assembly

Information to be noted.

1 Background information

- 1.1 The 1992 Fund Secretariat also administers the Supplementary Fund.
- 1.2 The Secretariat is divided into four departments, namely the Claims Department, the Finance and Administration Department, the Information Technology (IT) Department and the External Relations and Conference Department. The Director's Office, which is outside the departmental structure, comprises the Director, the Policy Officer, and the Executive Assistant.
- 1.3 At its 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 their 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 2020 sessions of the governing bodies

2.1 Established posts of the Secretariat

- 2.1.1 There are 35 posts within the structure of the Secretariat: 20 in the Professional and higher categories and 15 in the General Service category. As at 29 September 2021, there are 26 staff members working in the Secretariat.
- 2.1.2 There are six vacant posts in the Professional and higher categories: the posts of two in-house Translators (French and Spanish), External Relations Officer, Claims Manager, Office Manager and Legal Counsel.
- 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 has not been included in the Secretariat's budget for 2022.
- 2.1.4 In relation to the post of the External Relations Officer, at its October 2014 session, 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 2022.
- 2.1.5 In relation to the post of Claims Manager, at its October 2015 session, the Director informed the governing bodies of his decision to only fill this post in the event an additional Claims Manager is operationally needed. The cost of this post has been included in the Secretariat's budget for 2022.

- 2.1.6 In relation to the post of Office Manager, at its December 2020 session, the Director informed the governing bodies that, further to the resignation of the incumbent in the first half of 2020, the tasks which were still required under this post had been reassigned to other posts within the Secretariat. The Director further informed the governing bodies that he would retain the post of Office Manager should there be a requirement for such a post in the future. The cost of this post has not been included in the Secretariat's budget for 2022.
- 2.1.7 In relation to the post of Legal Counsel, at its December 2020 session, 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 2022.
- 2.1.8 There are three vacant posts in the General Service category: one in the Director's Office, one in the Claims Department and one in the Finance and Administration Department. These three vacant posts have not been budgeted for in 2022.
- 2.1.9 It should be noted however that, Ms Kathleen McBride, Finance Assistant, has decided to take early retirement and shall retire at the end of September 2021, after more than 14 years of valuable service to the IOPC Funds.
- 2.1.10 The 35 established posts of the Secretariat are set out in the following table. An organisation chart showing the incumbents within the structure is at Annex I as at 29 September 2021.

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
Policy Officer	1
Executive Assistant	1
<i>Claims Department</i>	
Head, Claims Department	1
Claims Manager (one vacant – budgeted)	4
<i>Finance and Administration Department</i>	
Deputy Director/Head, Finance and Administration Department	1
Finance Manager	1
Human Resources Manager <2>	1
<i>Information Technology Department</i>	
Head, Information Technology'<3>	1
IT Officer	1
Office Manager (vacant – not budgeted)	1
<i>External Relations and Conference Department</i>	
Head, External Relations and Conference Department	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>20</i>
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>Finance and Administration Department</i>	
Finance Assistant	3<5>
Oil Reporting Administrator	1
Administrative Assistant (vacant – not budgeted)	1
<i>Information Technology Department</i>	
IT/Office Administrator	1
<i>External Relations and Conference Department</i>	
Translation Coordinator	1
Associate Editor (French)	1
Associate Editor (Spanish)	2
External Relations and Conference Coordinator	1
External Relations and Conference Assistant	1
<i>Sub-total</i>	<i>15</i>

- <1> Appointed Deputy Director — role combined with the Head of Finance and Administration Department.
 <2> Incumbent part-time (3/5).
 <3> Previously titled 'IT /Office Manager'.
 <5> Two incumbents part-time (4/5).

Established posts	35
Posts vacant	9

2.2 Changes to staff members since November 2020

Head, Information Technology

- 2.2.1 At its March 2021 sessions, the Director informed the governing bodies of his decision to make Mr Robert Owen a permanent member of the Management Team and that, in recognition of the fact that Mr Owen was now a member of the Management Team, the Director had decided to reflect this change in the post title and, therefore, the title of 'IT/Office Manager' had changed to 'Head, Information Technology'.
- 2.2.2 At the same session, the governing bodies were informed that given the strategic importance and business critical role of IT now and in the future, the Director intended to separate the IT and office management functions from the Finance and Administration Department with effect from 1 April 2021, resulting in a separate IT Department with responsibility for office management, within the structure of the Secretariat. The governing bodies were also informed at that time of the Director's intention to appoint Mr Owen as Head of the IT Department with effect from 1 April 2021 at his current P5 grade and the posts of IT Officer and IT/Office Administrator as well as the vacant post of Office Manager would report to the Head of the IT Department.
- 2.2.3 The Director had also informed the governing bodies at the same session of his intention to review the classification of the post of 'Head, Information Technology' as per standard practice to reflect the additional tasks and responsibilities, and that he would report the outcome of the classification of the post to the 1992 Fund Assembly in November 2021.
- 2.2.4 Further to the completion of the review of the classification of the post of 'Head, Information Technology', the post has been re-classified from P4/P5 dual grade to P5/D1 dual grade. As laid out in paragraph 1.3 above, decisions relating to grades above the P5 level (i.e. grades D1 and D2) are to be taken by the 1992 Fund Assembly on the basis of proposals by the Director. Mr Owen has been at the P5 grade since 1 March 2015 and, therefore, in line with the Secretariat's dual grade movement policy^{<6>}, as Mr Owen has already served over six years at the P5 grade, the Director recommends that the Assembly approve the movement of Mr Robert Owen to the D1 level, the higher grade of the post, with effect from 1 December 2021.

Policy Officer

- 2.2.5 Mr Yuji Okugawa was appointed to the position of Policy Officer, Director's Office with effect from 1 July 2021.

<6> Some posts within the Secretariat have been classified as 'dual graded'. Dual grading is only applicable when the classification places a post within the top percentile of the lower grade or the low percentile of the higher grade. Such a system allows for recruitment at the lower grade and movement to the higher grade, subject to the incumbent having satisfactorily experienced all aspects of the work, together with an in-depth understanding of the 1992 Fund's specificity, procedures and practices, combined with four years of satisfactory performance at the lower grade (i.e. satisfactory completion of the one-year probationary period, plus a further three years satisfactory performance).

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 common system, as applied by 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. There are no proposals with regards to amending any Staff Regulations being presented at this forthcoming session.
- 3.1.3 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.
- 3.1.4 Since the December 2020 session of the 1992 Fund Assembly, changes made to IMO Staff Regulations and Staff Rules of relevance to the 1992 Fund were reported by IMO.

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 United Nations 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 2021. As a result, the base salaries were increased by 1.90% 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 2021. 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 General Service salary survey and General Service salary scale — Annex C to Staff Rules

- 3.3.1 Adjustments to General Service salaries between the periodic salary surveys conducted by the ICSC are based on 90% of the average movement in the United Kingdom (UK) Consumer Price Index (CPI) and the UK Average Weekly Earnings (AWE) and are made on the basis of the methodology approved by the ICSC. This adjustment is applicable every 12 months unless that movement has increased by 5% or more over the previous revision of the salary scale, in which case it is applied with immediate effect.
- 3.3.2 While the outcome of the General Service interim salary adjustment in 2020 reflected the current climate and resulted in a slight percentage decrease in the adjustment, the IMO decided to maintain the current salary scale that was effective 1 May 2019, and avoid any impact on salaries. All other allowances also remained unchanged. Therefore, the Director decided to maintain the salary scale which was effective 1 May 2019.
- 3.3.3 As of May 2021, the average of the CPI and the AWE showed a 5.18% movement over that of the previous years. Taking into account the 2020 result, an increase of 4.4% was applied retrospectively to 1 May 2021 to the General Service net pensionable and gross pensionable salaries. All other allowances remained unchanged. The Director implemented the new salary scale in September 2021

backdated to 1 May 2021. This new scale, which is reproduced at Annex III to this document, forms a new Annex C to the 1992 Fund's Staff Rules

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 2021.

3.4.2 The Director introduced the corresponding new scale for staff in the Professional and higher categories with effect from 1 February 2021. This new scale, which is reproduced at Annex IV to this document, forms a new Annex E to the 1992 Fund's Staff Rules.

4 COVID-19

4.1 Following the IMO's decision to deep clean the IMO building and restrict access to the building from 12 March 2020, the Director requested that all staff members work remotely.

4.2 The IOPC Funds have continued to successfully use the Microsoft Teams platform to communicate internally, and this has been the main vehicle for communication and holding meetings since the Secretariat has been working remotely. The Microsoft Teams, and until recently, Zoom platforms have also been used successfully to hold external meetings such as that of the Audit Body and Investment Advisory Body. The Director has continued to hold regular staff meetings via Microsoft Teams to connect with staff members, provide updates on a regular basis in relation to the IMO plan for the phased re-opening of the IMO building and other important information. Managers frequently communicate with their staff to ensure staff health and well-being is maintained, and to provide support to ensure that the IOPC Funds continue to operate with minimal disruption.

4.3 The IOPC Funds has been following the timeline for the reopening of the IOPC Funds' offices in terms of the percentage of staff and visitors allowed in the building as per IMO's reopening plan; which was released in March 2021. In accordance with the IMO re-opening plan, from 1 September 2021 the building shall be opened to 100% of all staff and this shall be applicable to all IOPC Funds' staff from 20 September 2021.

4.4 With the aim of further supporting and accommodating staff members' needs to enable a better work-life balance, and given the success of working from home during the pandemic, a revised Working from Home Policy (HR Policy No. 15), which was initially introduced in February 2020, will be issued allowing for staff to request to work from home for two days of working time each week. This policy will be in place initially on a four-month trial period and shall be reviewed thereafter to determine its success and if any adjustments need to be made.

4.5 All staff members have been urged to take the COVID-19 vaccine and register with the National Health Service (the healthcare system in England) accordingly. Refusal to take the vaccine does not constitute a reason for not complying with the date of 20 September 2021 to return to the IOPC Fund office.

5 Conscious Rewarding Scheme

5.1 A Conscious Rewarding Scheme was established in 2011 to reward staff members on an annual basis for outstanding performance in their current role. The Director's award has been granted annually to one or more persons in recognition of performance which has significantly exceeded expectations. The Director's award is a cash award of £2 500 for each recipient.

5.2 With effect from 2014, the Manager's award was introduced on a quarterly basis to recognise performance linked to a specific activity or incident, including behaviour demonstrated at a particular

time during the quarter under consideration. The Manager's award is a non-cash incentive for a value of £250 per person; the staff member receives a gift voucher.

- 5.3 The recipient(s) of both awards are announced at staff meetings to show recognition of the staff member/team achievement.
- 5.4 The Director has reported on the total amount awarded under the scheme to the regular sessions of the 1992 Fund Assembly. The total budget for any one year for both types of awards is limited to 1% of the total annual budget for salaries in the year.
- 5.5 During the course of 2020, no Manager's awards were awarded.
- 5.6 No Director's awards were awarded in 2020. The Director, on an exceptional basis, awarded one Director's award in 2021 for long service to the IOPC Funds.

6 Action to be taken

6.1 1992 Fund Assembly

The 1992 Fund Assembly is invited to:

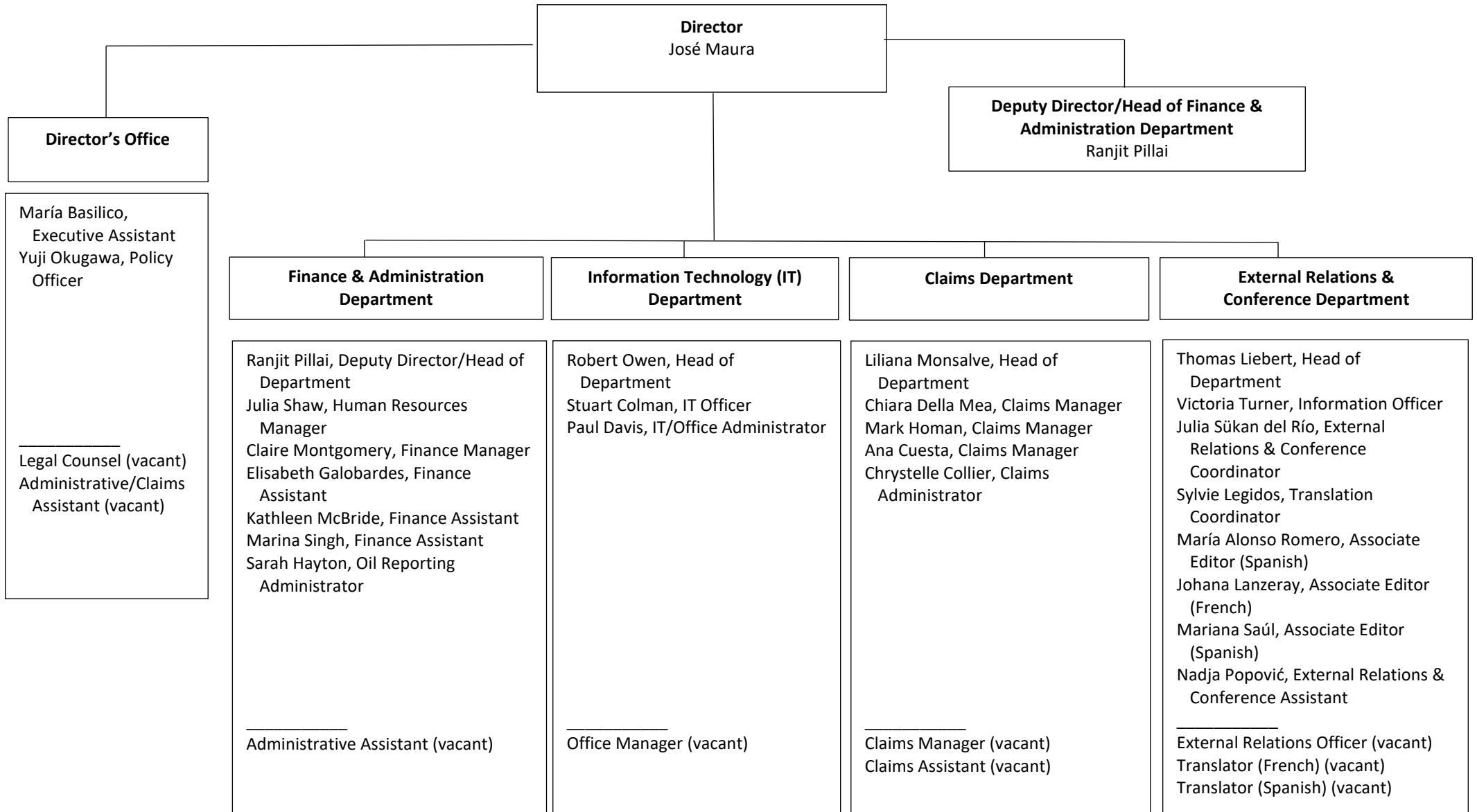
- (a) note an amendment to Annex A of the 1992 Fund's Staff Rules as contained in Annex II of this document;
- (b) note an amendment to Annex C of the 1992 Fund's Staff Rules as contained in Annex III of this document;
- (c) note an amendment to Annex E of the 1992 Fund's Staff Rules as contained in Annex IV of this document;
- (d) note the reclassification of the post of Head, Information Technology to P5/D1 grade; and
- (e) decide whether to approve the movement of the incumbent of the post, Mr Robert Owen, to the grade of D1 with effect from 1 December 2021.

6.2 Supplementary Fund Assembly

The Supplementary Fund Assembly is invited to take note of the information contained in this document.

ANNEX I

NEW STRUCTURE OF THE IOPC FUNDS' SECRETARIAT EFFECTIVE 1 SEPTEMBER 2021



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 2021**

Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
P-1	Gross	45,990	47,370	48,749	50,142	51,647	53,157	54,662	56,170	57,676	59,184	60,689	62,196	63,703
	Net	38,172	39,317	40,462	41,608	42,752	43,899	45,043	46,189	47,334	48,480	49,624	50,769	51,914
P-2	Gross	59,612	61,387	63,161	64,936	66,713	68,491	70,268	72,038	73,816	75,589	77,366	79,143	80,917
	Net	48,805	50,154	51,502	52,851	54,202	55,553	56,904	58,249	59,600	60,948	62,298	63,649	64,997
P-3	Gross	77,132	79,117	81,103	83,086	85,072	87,055	89,039	91,028	93,011	94,995	96,984	98,968	101,036
	Net	62,120	63,629	65,138	66,645	68,155	69,662	71,170	72,681	74,188	75,696	77,208	78,716	80,225
P-4	Gross	93,964	96,109	98,254	100,433	102,760	105,089	107,420	109,749	112,076	114,401	116,734	119,057	121,386
	Net	74,913	76,543	78,173	79,803	81,432	83,062	84,694	86,324	87,953	89,581	91,214	92,840	94,470
P-5	Gross	114,767	117,181	119,596	122,006	124,420	126,831	129,247	131,659	134,071	136,483	138,897	141,306	143,723
	Net	89,837	91,527	93,217	94,904	96,594	98,282	99,973	101,661	103,350	105,038	106,728	108,414	110,106
D-1	Gross	133,164	136,000	138,840	141,679	144,507	147,347	150,194	153,198	156,211	159,217	162,224	165,229	168,239
	Net	102,715	104,700	106,688	108,675	110,655	112,643	114,628	116,611	118,599	120,583	122,568	124,551	126,538
D-2	Gross	148,744	152,092	155,517	158,944	162,371	165,798	169,221	172,650	176,074	179,498			
	Net	113,621	115,881	118,141	120,403	122,665	124,927	127,186	129,449	131,709	133,969			
ASG	Gross	186,323												
	Net	138,473												
USG	Gross	205,264												
	Net	150,974												

Note: Shaded steps are granted biennially

**PAY PROTECTION POINTS FOR STAFF BEYOND THE MAXIMUM SALARIES ON THE UNIFIED SALARY SCALE
(in United States dollars)
Effective 1 January 2021**

		PP1	PP2
P 4	Gross	123,719	126,047
	Net	96,103	97,733
P 3	Gross	103,189	105,343
	Net	81,732	83,240
P 2	Gross	82,692	
	Net	66,346	
P 1	Gross	65,209	
	Net	53,059	

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ANNEX III

NEW ANNEX C TO THE 1992 FUND STAFF RULES

**SALARY SCALE FOR THE GENERAL SERVICE CATEGORY
SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT
(in Pounds sterling)
Effective 1 May 2021**

		STEPS										
Grade		I	II	III	IV	V	VI	VII	VIII	IX	X	XI
G.1	(Gross)	24 820	25 851	26 882	27 913	28 944	29 976	31 014	32 086	33 159	34 232	35 305
	(Gross Pens.)	24 500	25 532	26 564	27 596	28 629	29 660	30 693	31 725	32 756	33 788	34 821
	(Total Net)	19 728	20 522	21 316	22 110	22 904	23 698	24 492	25 286	26 080	26 874	27 668
G.2	(Gross)	27 895	29 043	30 191	31 359	32 554	33 749	34 943	36 138	37 332	38 527	39 722
	(Gross Pens.)	27 577	28 726	29 874	31 022	32 169	33 318	34 467	35 613	36 762	37 910	39 058
	(Total Net)	22 096	22 980	23 864	24 748	25 632	26 516	27 400	28 284	29 168	30 052	30 936
G.3	(Gross)	31 349	32 689	34 030	35 370	36 711	38 051	39 392	40 732	42 073	43 414	44 754
	(Gross Pens.)	31 018	32 304	33 592	34 879	36 167	37 455	38 741	40 028	41 315	42 601	43 925
	(Total Net)	24 740	25 732	26 724	27 716	28 708	29 700	30 692	31 684	32 676	33 668	34 660
G.4	(Gross)	35 362	36 859	38 357	39 854	41 351	42 849	44 346	45 843	47 371	48 909	50 448
	(Gross Pens.)	34 873	36 311	37 749	39 188	40 625	42 064	43 523	45 020	46 516	48 011	49 510
	(Total Net)	27 710	28 818	29 926	31 034	32 142	33 250	34 358	35 466	36 574	37 682	38 790
G.5	(Gross)	39 865	41 542	43 219	44 896	46 582	48 305	50 029	51 753	53 476	55 200	56 923
	(Gross Pens.)	39 191	40 804	42 417	44 070	45 748	47 426	49 106	50 783	52 461	54 139	55 817
	(Total Net)	31 042	32 283	33 524	34 765	36 006	37 247	38 488	39 729	40 970	42 211	43 452
G.6	(Gross)	44 897	46 790	48 721	50 651	52 582	54 512	56 443	58 373	60 304	62 242	64 200
	(Gross Pens.)	44 077	45 954	47 833	49 710	51 588	53 467	55 343	57 222	59 101	60 977	62 856
	(Total Net)	34 766	36 156	37 546	38 936	40 326	41 716	43 106	44 496	45 886	47 276	48 666
G.7	(Gross)	50 664	52 821	54 978	57 134	59 291	61 448	63 632	65 820	68 007	70 194	72 382
	(Gross Pens.)	49 717	51 817	53 917	56 015	58 115	60 213	62 313	64 411	66 655	68 907	71 157
	(Total Net)	38 945	40 498	42 051	43 604	45 157	46 710	48 263	49 816	51 369	52 922	54 475

The difference between steps I–X within grades indicate annual increments awarded on the basis of satisfactory service. Step XI at all grades is only awarded to staff with over 20 years of service within the United Nations system, who have been at step X for five years and demonstrated an entirely satisfactory service record.

**Allowances payable to General Service Staff
Effective May 2016**

<i>Allowances</i>	<i>Staff joining before 1 July 1996 and in receipt of the allowance before 1 August 2007</i>	<i>Staff joining on or after 1 July 1996 and prior to 1 October 1999 and in receipt of the allowance before 1 August 2007</i>	<i>Staff joining on or after 1 October 1999 and prior to 1 August 2007 and in receipt of the allowance before 1 August 2007</i>	<i>Staff joining on or after 1 August 2007 and prior to 1 November 2015 and in receipt of the allowance before 1 November 2015</i>	<i>Staff becoming entitled on or after 1 November 2015</i>
	net per annum	net per annum	net per annum	net per annum	net per annum
Dependent spouse	£430	£285	£258	nil	nil
First dependent child of a married staff member	£1 434	£1 434	£1 434	£1 434	£1 434
First dependent child of a single, widowed or divorced staff member	£1 434	£1 434	£1 434	£1 434	£1 434
Each additional dependent child	£952	£952	£952	£952	£614
Secondary dependent (where there is no dependent spouse, for either a dependent parent, dependent brother or dependent sister)	nil	nil	nil	nil	nil
Language allowance (to be included in pensionable remuneration)	£1 388	£1 388	£1 388	£1 388	£1 388
Second Language (to be included in pensionable remuneration)	£694	£694	£694	£694	£694
Non-resident's allowance (to be included in pensionable remuneration):					
for staff recruited before 1.9.1983	£225	n/a	n/a	n/a	n/a
for staff recruited on or after 1.9.1983	nil	nil	nil	nil	nil

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ANNEX IV

NEW ANNEX E TO THE 1992 FUND STAFF RULES

**Pensionable remuneration for Professional and higher categories
(in United States dollars)
Effective 1 February 2021**

<i>Level</i>	<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>
P-1	81,547	84,066	86,583	89,103	91,618	94,220	96,839	99,461	102,081	104,703	107,322	109,938	112,560
P-2	105,446	108,534	111,620	114,706	117,796	120,887	123,977	127,058	130,148	133,232	136,318	139,444	142,613
P-3	135,915	139,397	142,947	146,491	150,040	153,587	157,133	160,687	164,231	167,777	171,331	174,875	178,428
P-4	165,935	169,768	173,601	177,435	181,268	185,109	189,002	192,889	196,773	200,657	204,553	208,429	212,319
P-5	201,268	205,296	209,328	213,350	217,383	221,405	225,441	229,466	233,493	237,521	241,550	245,572	249,605
D-1	231,981	236,716	241,455	246,193	250,917	255,655	260,392	265,119	269,861	274,592	279,327	284,057	288,793
D-2	257,987	263,376	268,767	274,162	279,559	284,951	290,341	295,733	301,125	306,515	-	-	-
ASG	315,273												
USG	339,586												

**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 2021**

Level	PP1	PP2
P-1	115,179	
P-2	145,788	
P-3	181,971	185,535
P-4	216,209	220,097