



INTERNATIONAL
OIL POLLUTION
COMPENSATION
FUNDS

ASSEMBLY
13th session
Agenda item 15

92FUND/A.13/14/Rev.1^{<1>}
30 September 2008
Original: ENGLISH

ASSEMBLY
4th session
Agenda item 15

SUPPFUND/A.4/13/Rev.1

ADMINISTRATIVE COUNCIL
23rd session
Agenda item 12

71FUND/AC.23/10/Rev.1

SECRETARIAT MATTERS

Note by the Director

Summary:	<p>Information is given on changes to the structure of the Secretariat since October 2007.</p> <p>An amendment to the Staff Regulation concerning the period of written notice of resignation is proposed.</p> <p>Amendments to the Staff Rules issued by the Director under Staff Regulation 17 are reported in accordance with Staff Regulation 31.</p>
Action to be taken:	<p><u>1992 Fund Assembly only:</u></p> <ul style="list-style-type: none">(a) Note the Director's decision not to fill the post of Deputy Director for the time being and to combine the role of Technical Adviser with that of Claims Manager;(b) Decide whether to amend Internal Regulation 7.13 as set out in Annex I;(c) Decide whether to amend Financial Regulation 9.2 as set out in Annex II;(d) Decide whether to remove the two in-house translation posts from the structure of the Secretariat;(e) Decide whether to reclassify the post of Head of the External Relations and Conference Department and the consequential promotion of the incumbent; and(f) Decide whether to amend Staff Regulation 24 on written notice of resignation.

^{<1>} This document has been re-issued to clarify the decisions required by each governing body and to correct some minor editorial errors appearing in the original document.

Supplementary Fund Assembly and 1971 Fund Administrative Council:

- (a) Note the decisions of the 1992 Fund Assembly in respect of this item;
- (b) Taking into account the decision of the 1992 Fund Assembly with regard to paragraph 1.6, decide whether to amend the corresponding Internal Regulation (7.10 of the Supplementary Fund Assembly and 7.13 of the 1971 Fund Administrative Council) as set out in Annex I; and
- (c) Taking into account the decision of the 1992 Fund Assembly with regard to paragraph 1.7, decide whether to amend the corresponding Financial Regulation (9.2 of both the Supplementary Fund Assembly and the 1971 Fund Administrative Council) as set out in Annex II.

1 Structure of the Secretariat

Introduction

- 1.1 Important decisions on the structure and working methods of the Secretariat were taken by the governing bodies in April/May 1998. Under a revised structure approved by the governing bodies in October 2001, the Secretariat of the 1992 Fund was divided into three departments, namely the Claims Department, the Finance and Administration Department and the External Relations and Conference Department. The Director's Office, which is outside the departmental structure, comprises the Director, the Deputy Director/Technical Adviser, the Legal Counsel, the Director's Personal Assistant and, since 2002, an Administrative Assistant to the Deputy Director/Technical Adviser and to the Legal Counsel.
- 1.2 At its 3rd session, held in October 1998, 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 (ie 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 and document 71FUND/EXC.59/17/A.21/24, paragraph 22.3).
- 1.3 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 the light of the changing needs of the Organisations (document 92FUND/A.7/29, paragraph 18.3 and 71FUND/AC.9/20, paragraph 14.3).

Developments since the October 2007 sessions of the governing bodies

- *Post of Deputy Director/Technical Adviser*

- 1.4 The Director has decided not to fill the post of Deputy Director/ Technical Adviser in the original established form and has instead created a post of Technical Adviser/Claims Manager, graded at P5 level in the Professional category. In his/her capacity as Technical Adviser, the incumbent will report to the Director and be a member of the Management Team. In his/her capacity as Claims Manager, the incumbent will report to the Head of the Claims Department and will deputise for him. The post has been filled and the successful candidate will take up the post in the near future.
- 1.5 The Director does not intend to fill the post of Deputy Director for the time being and therefore this post has not been included in the Secretariat budget. It has, however, been retained as an established post.
- 1.6 Under Internal Regulation 7.13 of the 1992 Fund, the Director may authorise the Deputy Director and the Head of the Claims Department to make final or partial settlement of claims and to make provisional payments not exceeding £500,000 for a particular claim. With the Deputy Director position not filled, the Director proposes that he be authorised to delegate claims settlements and payments also to the Technical Adviser/Claims Manager up to that amount. A proposal for an amendment to Internal Regulation 7.13 of the 1992 Fund to this effect is at **Annex I**. Should the 1992 Fund Assembly agree with the Director's proposal and approve the amendment to Internal Regulation 7.13 of the 1992 Fund, the Supplementary Fund Assembly and the 1971 Fund Administrative Council would be invited to amend their corresponding Internal Regulations (7.10 and 7.13 respectively) accordingly.
- 1.7 The post of Technical Adviser/Claims Manager will act as signatory on behalf of the IOPC Funds. A consequential amendment will have to be made to Financial Regulation 9.2 which governs the delegation of authority to act as signatory on behalf of the Funds in giving payment instructions. A proposal for such amendment is at **Annex II**. Should the 1992 Fund Assembly approve the amendment to Financial Regulation 9.2 of the 1992 Fund, the Supplementary Fund Assembly and the 1971 Fund Administrative Council would be invited to amend their corresponding Financial Regulations (both also Regulation 9.2) accordingly.

- *Establishment of new General Service post*

- 1.8 At its 12th session, held in October 2007, the 1992 Fund Assembly renewed its authorisation to the Director to create positions in the General Service category as required, provided that the resulting cost would not exceed 10% of the figure for salaries in the budget (document 92FUND/A.12/28, paragraph 23.4). Under this authority, in 2008 the Director established a new post of Finance Assistant within the Finance and Administration Department due to one of the two Finance Assistants returning to work, after maternity leave, on a part-time basis. This results in there being one additional part-time (2/5) Finance Assistant post within the Department.

- *Re -structure of External Relations and Conference Department*

- 1.9 At its 5th session, held in October 2000, the Assembly approved the Director's proposal to engage a Spanish in-house translator in the External Relations and Conference (ERC) Department (document 92FUND/A.5/24, paragraph 3.1.13). No appointment has ever been made to this post. The post of French Translator has been vacant since May 2003. Translations into French and Spanish are carried out exclusively by freelance translators. The Director does not intend to fill the vacant posts of in-house translators and will continue to use freelance translators. The costs of the two posts of in-house translators have not been included since the 2005 budget. The Director therefore proposes that the two posts of in-house translators in the ERC Department be removed from the structure of the Secretariat.
- 1.10 At its 12th session, held in October 2007, the Assembly approved an additional Professional Category post at P3 level to enable the Head of the ERC Department to better manage the increased work load of the Department. The creation of the additional post, combined with the fact that two staff members of the Department left the Secretariat within a short period of time, provided an opportunity to re-structure the Department and to review and re-allocate the various roles within the Department.
- 1.11 The re-structuring also required a review of the classification of the posts involved, which was carried out by an external UN-classifier who has worked for the 1992 Fund in the past and who has a long-standing experience of classification reviews for the International Maritime Organization (IMO). The ERC Department has been re-structured and now consists of the Head of Department, two Professional category posts and five General Service category posts.
- 1.12 As a result of this review one post in the General Service category had been recommended for re-classification. This recommendation was followed by the Director under the authority given to him by the Assembly and the post involved was re-classified from G6 to G7.
- 1.13 The post of Head of the ERC Department was also recommended for re-classification from P5 to D1. The Director has studied the rationale for the recommendation for re-classification as set out in the advice of the UN-classifier and considers that the increased and diverse responsibilities of the Head of the ERC Department, as well as her crucial role in the preparation of the entry into force of the HNS regime over recent years and which will continue in the future, justify a re-classification of the post to D1 as recommended.
- 1.14 As set out in paragraph 1.2 above the 1992 Fund Assembly shall make decisions in relation to grades above P5. For the reasons given, the Director proposes that the post of Head of the ERC Department be reclassified as D1 and that the present holder of the post, Ms Catherine Grey, be promoted from P5 to D1 with effect from 1 November 2008.

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- *Established posts of the Secretariat*

1.15 Taking into account the changes in the posts set out in the above paragraphs, the number of established posts within the Secretariat remains at 31 with 16 in the Professional and higher categories and 15 in the General Service category. An organisation chart showing the incumbents within the structure is at **Annex III**.

Posts	Posts approved by governing bodies
Professional Staff Category	
Director	1
Deputy Director (vacant)	1
Legal Counsel	1
Personal Assistant to the Director	1
Head, Claims Department	1
Technical Adviser/Claims Manager	1<2>
Claims Manager (one post vacant)	2
Head, Finance and Administration Department	1
IT Manager	1
Finance Manager	1
Human Resources Manager	1<3>
Office Manager	1
Head, External Relations and Conference Department	1
Senior Information Officer (vacant)	1
Information Officer (vacant)	1
<i>Sub-total</i>	<i>16</i>

General Service Staff Category	
<i>Director's Office</i> Administrative Assistant to the Deputy Director/Technical Adviser and to the Legal Counsel	1
<i>Claims Department</i> Claims Administrators	2
Claims Assistant (vacant)	1
<i>Finance and Administration Department:</i> IT Administrator	1
Finance Assistants	3<4>
Office Assistant	1
Receptionist/Travel Assistant	1
<i>External Relations and Conference Department</i> Translation Administrators (one post vacant)	3<3>
Conference Co-ordinator	1<2>
Conference Administrator	1
<i>Sub-total</i>	<i>15</i>
Established posts	31
Posts vacant	6

<2> Reports also to Director
<3> Incumbent part-time
<4> One post part-time

- 1.16 It should be noted that at the moment there are six vacancies, four in the Professional Category and two in the General Service Category. Two vacant Professional category posts (Senior Information Officer (P3) and Information Officer (P2)) in the ERC Department have been advertised and appointments are expected shortly. Recruitment for the vacant post of Claims Manager will only be made if required due to an increase in workload. The two vacant posts in the General Services category are that of Claims Assistant and Translation Administrator (French). These posts are for the time being covered by temporary staff, but it is the intention to fill them in due course.
- 1.17 It should also be noted that four posts are part-time, one in the Professional Category (4/5) and three in the General Service Category (two at 3/5 and one at 2/5).

2 Amendments to Staff Regulations

- 2.1 The current Staff Regulation 24 reads as follows:

'Unless specified in the letter of appointment, members of the Secretariat shall give the Director thirty days' written notice of resignation. The Director may, however, accept resignations on shorter notice.'

- 2.2 In the interests of continuity and taking into account that essential recruitment procedures in practice take considerable time, particularly for specialist positions, the Director considers it desirable to increase the period of written notice of resignation from thirty days to ninety days written notice of resignation for staff members in the Professional and Higher categories. This will be applicable for all future appointments to the Professional or Higher category and for current staff members in the Professional or Higher categories on renewal of their contracts. The period of notice for General Service category of staff will remain unchanged.
- 2.3 For the reasons set out above, the Director proposes a revised text of Staff Regulation 24 as set out below:

Regulation 24

Unless otherwise specified in the letter of appointment, ninety days written notice of resignation shall be given by staff members in the Professional and Higher categories and thirty days written notice by staff members in the General Service category. The Director may, however, accept resignation on shorter notice.

3 Amendments to 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 the IMO. Changes to the IMO Staff Regulations and Staff Rules therefore normally will be reflected, *mutatis mutandis*, in the 1992 Fund's Staff Regulations and Rules as amended.
- 3.1.2 Under Staff Regulation 31 the Director shall issue amendments to the 1992 Fund's Staff Rules necessary to implement the Staff Regulations and report such amendments to the Assembly.
- 3.1.3 Since the 12th session of the 1992 Fund Assembly, held in October 2007, changes made to the IMO Staff Regulations and Staff Rules of relevance to the 1992 Fund were reported by the Secretary-

General of IMO in various IMO documents as set out in paragraphs 3.2-3.6 below (cf documents C 100/5(e); C 100/5(a); C 98/5(a)/1/Add.1; and C 98/5(a)/1).

3.2 General Service salary scale

3.2.1 The General Service salary scale is subject to interim adjustments in accordance with recommendations of the International Civil Service Commission (ICSC). These adjustments are based on an average of the movement of the United Kingdom Consumer Price Index (CPI) and the United Kingdom Average Earnings Index (AEI). Increases are implemented as of the first day of the month following that in which the average of the increases of the RPI and AEI has reached or overtaken a level of 5% above its level at the previous adjustment. If this increase has not reached 5% or more within one year, the interim adjustment is made on an annual basis. The increase in net salaries corresponds to 90% of the movement of the average index.

3.2.2 Based on the recommendations of the ICSC, following the London salary survey an increase was implemented within IMO with effect from 1 October 2007, whereby the net salaries in the revised scales are 3.4% higher than those in the existing scales. Corresponding adjustments have also been made to the gross pensionable and the gross salaries.

3.2.3 The Director introduced the corresponding new salary scale for 1992 Fund staff in the General Service category from 1 October 2007. This scale, which is reproduced in **Annex IV** to this document, forms part of a new Annex C to the 1992 Fund's Staff Rules.

3.3 Scale of pensionable remuneration for staff in the Professional and higher categories

3.3.1 The scale of pensionable remuneration for staff in the Professional and higher categories is used to calculate contributions to the 1992 Fund's Provident Fund. This scale is subject to an adjustment mechanism approved by the United Nations General Assembly and implemented by the ICSC. As part of the approved adjustment process a new scale of pensionable remuneration for staff in the Professional and higher categories was issued by the ICSC with effect from 1 September 2007 which represented an increase of approximately 3.19% on the 2006 scale. This was implemented by the Director with effect from 1 September 2007.

3.3.2 A new scale was issued by the ICSC with effect from 1 August 2008. The new scale represents an increase of approximately 6.61% on the existing scale. This new scale was implemented within IMO with effect from 1 August 2008. The Director implemented the corresponding new scale of pensionable remuneration with effect from 1 August 2008. The August 2008 scale, which is reproduced in **Annex V** to this document, forms a new Annex E to the 1992 Fund's Staff Rules.

3.4 Base salary scale for staff in the Professional and higher categories

3.4.1 At its 2007 session, the United Nations General Assembly approved a recommendation of the ICSC to consolidate several classes of post adjustment into the base salary scale for staff in the Professional and higher categories with effect from 1 January 2008. For London, the effect of this consolidation is neutral in income terms. While the base salaries are increased by 1.97%, the post adjustment payments decreased by a corresponding amount.

3.4.2 The new salary scale for staff in the Professional and higher categories was implemented within IMO with effect from 1 January 2008. The Director implemented the new base salary scale with effect from 1 January 2008. This scale, which is reproduced in **Annex VI** to this document, forms a new Annex A to the 1992 Fund's Staff Rules.

3.5 Dependency allowances

- 3.5.1 Staff Rule IV.10(a) was amended as set out in Assembly document 92FUND/A.12/15 to reflect new levels of children's and secondary dependant's allowance for eligible staff members in the Professional and higher categories and took effect on 1 January 2007.
- 3.5.2 The Director has taken the rates applicable as well as the effective date of implementation into account in the amendment to Staff Rule IV.10(a).
- 3.5.3 In order to avoid amending Staff Rule IV.10(a) each time this allowance changes, the Director has decided to amend the text, so that it no longer makes reference to the level of the allowance, as set out in **Annex VII**.

3.6 Salary advances

Staff Rule IV.11(v) has been amended to reflect the application of salary advances to staff members in the Professional and General Service categories. Both levels of staff benefit from this, but currently the staff rule refers to General Service category staff only. The new text reads as follows:

- (v) to staff members in the Professional and General Service categories for the purchase of annual season tickets for travel to work.

4 Action to be taken by the governing bodies

The 1992 Fund Assembly is invited:

- (a) to take note of the information contained in this document;
- (b) to note the Director's decision not to fill the post of Deputy Director for the time being and to combine the role of Technical Adviser with that of Claims Manager (paragraphs 1.4-1.5);
- (c) to consider the Director's proposal to amend Internal Regulation 7.13 as set out in Annex I (paragraph 1.6);
- (d) to consider the Director's proposal to amend Financial Regulation 9.2 as set out in Annex II (paragraph 1.7);
- (e) to consider the Director's proposal to remove the two in-house translation posts from the structure of the Secretariat (paragraph 1.9);
- (f) to consider the Director's proposal to reclassify the post of Head of the External Relations and Conference Department and the consequential promotion of the incumbent (paragraphs 1.12-1.13); and
- (g) to consider the Director's proposal to amend Staff Regulation 24 on written notice of resignation (paragraph 2).

The Supplementary Fund Assembly and the 1971 Fund Administrative Council are invited:

- (a) to take note of the information contained in this document;
- (b) to note the decisions of the 1992 Fund Assembly in respect of this item;

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- (c) taking into account the decision of the 1992 Fund Assembly with regard to paragraph 1.6, to decide whether to amend their corresponding Internal Regulations (7.10 of the Supplementary Fund Assembly and 7.13 of the 1971 Fund Administrative Council) as set out in Annex I; and
- (d) taking into account the decision of the 1992 Fund Assembly with regard to paragraph 1.7, to decide whether to amend their corresponding Financial Regulations (9.2 of both the Supplementary Fund Assembly and the 1971 Fund Administrative Council) as set out in Annex II.

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ANNEX I

Amendments to the Internal Regulations

(Proposed amendments underlined)

Internal Regulation 7.13 (7.10 of the Supplementary Fund)

The Director may authorise another officer or other officers to make final or partial settlement of claims or to make provisional payments. Such authority shall:

- (a) in respect of the Deputy Director, the Head of the Claims Department and the Technical Adviser/Claims Manager be limited to approvals not exceeding £500 000 for a particular claim; and
- (b) in respect of other officers:
 - (I) be given only in respect of claims arising out of a specific incident and only to an officer who is responsible for dealing with claims arising out of that incident; and
 - (ii) be limited to approvals not exceeding £75 000 for a particular claim.

The conditions and extent of such delegation shall be laid down in Administrative Instructions issued by the Director.

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ANNEX II

Amendments to the Financial Regulations

(Proposed amendments underlined)

Financial Regulation 9.2

The Director may authorise one or more officers to act as signatories on behalf of the 1992 [1971] [Supplementary] Fund in giving payment instructions. The 1992 [1971][Supplementary] Fund's bankers shall be empowered to accept payment instructions on behalf of the 1992 [1971] [Supplementary] Fund when signed as follows:

- (a) for any sum up to £100 000 by any two officers from category A or B;
- (b) for any sum in excess of £100 000, by an officer from category A plus one officer from category A or B;

For the purposes of this Regulation, the categories are as follows:

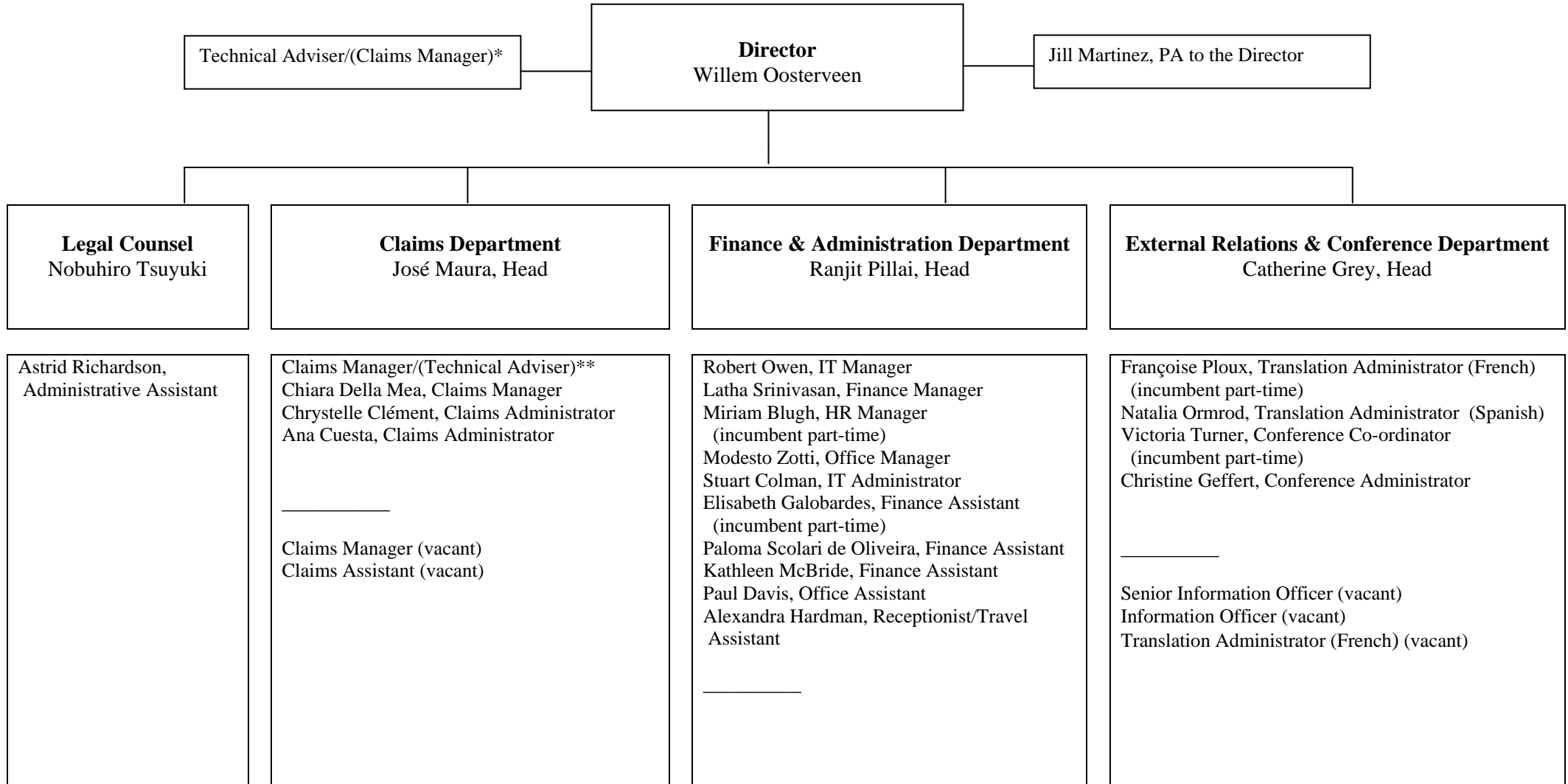
Category A	Director, Deputy Director, Legal Counsel and Head of Claims Department
Category B	Head of Finance and Administration Department, Head of External Relations and Conference Department, <u>Technical Adviser/Claims Manager</u> and Finance Manager

Further conditions in respect of the delegation of authority under this Regulation shall be laid down by the Director in Administrative Instructions.

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ANNEX III

CURRENT STRUCTURE OF THE IOPC FUNDS' SECRETARIAT



* Combined role; reporting to Head of Claims Department in capacity as Claims Manager.

** Combined role; reporting to Director in capacity as Technical Advisor.

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ANNEX IV
New Annex C to the 1992 Fund Staff Rules
General Service category – salaries showing annual gross and net after application of staff assessment
(in pounds sterling)
Effective 1 October 2007
Steps

Grade	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
G.1 Gross	£ 18,208	£ 18,962	£ 19,717	£ 20,471	£ 21,226	£ 22,007	£ 22,792	£ 23,577	£ 24,362	£ 25,147	£ 25,932
Gross Pensionable	£ 17,869	£ 18,623	£ 19,378	£ 20,133	£ 20,888	£ 21,643	£ 22,397	£ 23,151	£ 23,906	£ 24,661	£ 25,416
Total Net/Net Pensionable	£ 14,447	£ 15,028	£ 15,609	£ 16,190	£ 16,771	£ 17,353	£ 17,934	£ 18,515	£ 19,096	£ 19,677	£ 20,258
G.2 Gross	£ 20,462	£ 21,302	£ 22,176	£ 23,050	£ 23,924	£ 24,800	£ 25,674	£ 26,549	£ 27,423	£ 28,299	£ 29,173
Gross Pensionable	£ 20,124	£ 20,964	£ 21,805	£ 22,646	£ 23,486	£ 24,327	£ 25,168	£ 26,008	£ 26,849	£ 27,689	£ 28,530
Total Net/Net Pensionable	£ 16,183	£ 16,830	£ 17,478	£ 18,125	£ 18,772	£ 19,420	£ 20,067	£ 20,714	£ 21,361	£ 22,009	£ 22,656
G.3 Gross	£ 23,049	£ 24,027	£ 25,005	£ 25,982	£ 26,961	£ 27,939	£ 28,918	£ 29,896	£ 30,873	£ 31,851	£ 32,887
Gross Pensionable	£ 22,645	£ 23,585	£ 24,524	£ 25,464	£ 26,404	£ 27,344	£ 28,284	£ 29,224	£ 30,164	£ 31,104	£ 32,044
Total Net/Net Pensionable	£ 18,124	£ 18,848	£ 19,572	£ 20,295	£ 21,019	£ 21,743	£ 22,467	£ 23,191	£ 23,914	£ 24,638	£ 25,362
G.4 Gross	£ 25,985	£ 27,080	£ 28,174	£ 29,268	£ 30,362	£ 31,457	£ 32,587	£ 33,761	£ 34,933	£ 36,107	£ 37,281
Gross Pensionable	£ 25,466	£ 26,518	£ 27,570	£ 28,621	£ 29,673	£ 30,724	£ 31,776	£ 32,827	£ 33,878	£ 34,951	£ 36,045
Total Net/Net Pensionable	£ 20,297	£ 21,107	£ 21,917	£ 22,726	£ 23,536	£ 24,346	£ 25,155	£ 25,965	£ 26,774	£ 27,584	£ 28,394
G.5 Gross	£ 29,276	£ 30,504	£ 31,732	£ 33,028	£ 34,345	£ 35,662	£ 36,980	£ 38,297	£ 39,614	£ 40,930	£ 42,248
Gross Pensionable	£ 28,629	£ 29,809	£ 30,990	£ 32,171	£ 33,351	£ 34,537	£ 35,765	£ 36,992	£ 38,221	£ 39,449	£ 40,678
Total Net/Net Pensionable	£ 22,732	£ 23,641	£ 24,550	£ 25,459	£ 26,368	£ 27,277	£ 28,186	£ 29,095	£ 30,004	£ 30,912	£ 31,821
G.6 Gross	£ 33,035	£ 34,512	£ 35,987	£ 37,464	£ 38,939	£ 40,416	£ 41,891	£ 43,368	£ 44,843	£ 46,320	£ 47,796
Gross Pensionable	£ 32,177	£ 33,500	£ 34,840	£ 36,216	£ 37,592	£ 38,968	£ 40,345	£ 41,721	£ 43,098	£ 44,474	£ 45,851
Total Net/Net Pensionable	£ 25,464	£ 26,483	£ 27,501	£ 28,520	£ 29,538	£ 30,557	£ 31,575	£ 32,594	£ 33,612	£ 34,631	£ 35,649
G.7 Gross	£ 37,464	£ 39,114	£ 40,767	£ 42,417	£ 44,070	£ 45,720	£ 47,372	£ 49,023	£ 50,675	£ 52,326	£ 53,977
Gross Pensionable	£ 36,216	£ 37,755	£ 39,296	£ 40,836	£ 42,375	£ 43,915	£ 45,455	£ 46,994	£ 48,535	£ 50,075	£ 51,615
Total Net/Net Pensionable	£ 28,520	£ 29,659	£ 30,799	£ 31,938	£ 33,078	£ 34,217	£ 35,357	£ 36,496	£ 37,636	£ 38,775	£ 39,914

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.

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ANNEX V

New Annex E to the 1992 Fund Staff Rules
Pensionable remuneration for Professional and higher categories
(in United States dollars)
Effective 1 August 2008
Steps

Grade	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
P-1	71,759	74,229	76,692	79,155	81,621	84,083	86,552	89,012	91,478	93,941					
P-2	92,153	94,724	97,283	99,849	102,414	104,977	107,541	110,101	112,670	115,234	117,796	120,362			
P-3	112,328	115,198	118,063	120,926	123,798	126,664	129,530	132,401	135,402	138,538	141,672	144,804	147,941	151,074	154,208
P-4	136,672	140,054	143,429	146,806	150,191	153,566	156,944	160,327	163,703	167,079	170,455	173,845	177,219	180,597	183,979
P-5	167,434	170,943	174,450	177,963	181,471	184,980	188,487	192,001	195,507	199,017	202,528	206,045	209,806		
D-1	201,214	205,341	209,467	213,584	217,711	222,042	226,464	230,885	235,298						
D-2	221,375	226,408	231,438	236,464	241,494	246,523									
ASG	266,228														
USG	288,039														

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ANNEX VI

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 2008

Steps

Grade	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
P-1	45 493	46 942	48 386	49 836	51 440	53 068	54 699	56 326	57 951	59 581					
Net (D)	36 849	38 023	39 193	40 367	41 537	42 709	43 883	45 055	46 225	47 398					
Net (S)	34 760	35 840	36 921	38 001	39 080	40 159	41 240	42 307	43 369	44 431					
P-2	58 401	60 097	61 790	63 485	65 179	66 871	68 567	70 257	71 953	73 649	75 340	77 038			
Net (D)	46 549	47 770	48 989	50 209	51 429	52 647	53 868	55 085	56 306	57 527	58 745	59 967			
Net (S)	43 662	44 769	45 872	46 978	48 082	49 188	50 312	51 432	52 557	53 679	54 799	55 924			
P-3	71 729	73 622	75 518	77 410	79 306	81 197	83 090	84 986	86 881	88 774	90 669	92 560	94 457	96 349	98 242
Net (D)	56 145	57 508	58 873	60 235	61 600	62 962	64 325	65 690	67 054	68 417	69 782	71 143	72 509	73 871	75 234
Net (S)	52 408	53 662	54 918	56 171	57 427	58 679	59 932	61 188	62 440	63 694	64 944	66 195	67 443	68 693	69 943
P-4	87 790	89 836	91 882	93 926	95 974	98 019	100 071	102 235	104 403	106 566	108 734	110 899	113 066	115 232	117 400
Net (D)	67 709	69 182	70 655	72 127	73 601	75 074	76 548	78 020	79 494	80 965	82 439	83 911	85 385	86 858	88 332
Net (S)	63 052	64 394	65 734	67 071	68 408	69 744	71 079	72 411	73 742	75 073	76 401	77 729	79 056	80 381	81 705
P-5	106 907	109 153	111 399	113 641	115 888	118 131	120 378	122 622	124 868	127 112	129 356	131 601	133 847		
Net (D)	81 197	82 724	84 251	85 776	87 304	88 829	90 357	91 883	93 410	94 936	96 462	97 989	99 516		
Net (S)	75 432	76 789	78 141	79 493	80 842	82 187	83 532	84 873	86 213	87 550	88 885	90 216	91 547		
D-1	129 304	131 944	134 579	137 219	139 859	142 496	145 135	147 775	150 431						
Net (D)	96 427	98 222	100 014	101 809	103 604	105 397	107 192	108 987	110 780						
Net (S)	89 129	90 689	92 245	93 797	95 346	96 892	98 432	99 971	101 505						
D-2	141 524	144 528	147 534	150 566	153 709	156 854									
Net (D)	104 736	106 779	108 823	110 868	112 911	114 955									
Net (S)	96 219	97 944	99 663	101 375	103 084	104 784									
ASG	172 546														
Net (D)	125 155														
Net (S)	113 332														
USG	189 929														
Net (D)	136 454														
Net (S)	122 802														

D = Rates applicable to staff members with a dependent spouse or child, S = Rates applicable to staff members with no dependent spouse or child

* * *

ANNEX VII

AMENDMENTS TO STAFF RULE IV.10

Dependency allowances

EXISTING TEXT

Staff members in the Professional and higher categories shall be entitled to receive dependency allowances for a dependent child, a disabled child and a secondary dependant as follows:

- (i) \$1,936 per annum for each dependent child except that, where there is no dependent spouse, no allowance shall be paid for the first dependent child in respect of whom the dependency rate of staff assessment shall apply. When a dependent child is determined by the Director, on the basis of medical evidence, to be physically or mentally handicapped either permanently or for a period expected to be of long duration, the allowance shall be £3,872 per annum except where the staff member has no dependent spouse and staff assessment is applied at the dependency rate in respect of the child in which case an allowance of \$1,936 per annum shall be payable.*
- (ii) Where there is no dependent spouse, a single annual allowance of \$693 for either a dependent parent, a dependent brother or a dependent sister.*

REVISED TEXT

Staff members in the Professional and higher categories shall be entitled to receive dependency allowances for a dependent child, a disabled child and a secondary dependant at the rates applicable in the United Nations common system as follows:

- (i) The staff member shall receive an allowance for each dependent child except that, where there is no dependent spouse, no allowance shall be paid for the first dependent child, in which case the staff member shall be entitled to the dependency rate of staff assessment.*
- (ii) The staff member shall receive a special allowance when the dependent child is determined by the Director, on the basis of medical evidence, to be physically or mentally handicapped either permanently or for a period expected to be of long duration, except where the staff member has no dependent spouse and staff assessment is applied at the dependency rate in respect of the child in which case the allowance shall be the same as the allowance for a dependent child in (i) above.*
- (iii) Where there is no dependent spouse, a single annual allowance for either a dependent parent, a dependent brother or a dependent sister.*