



INTERNATIONAL
OIL POLLUTION
COMPENSATION
FUND

EXECUTIVE COMMITTEE
12th session
Agenda item 4

FUND/EXC.12/4
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AMENDMENT OF STAFF RULES

Note by the Director

1 At the 10th session of the Executive Committee the Director reported certain amendments to the IOPC Fund's Staff Regulations. A revised version of the IOPC Fund's Staff Regulations and Rules as amended thereby will be submitted at the meeting of the Executive Committee.

2 Staff Regulation 14 states that the IOPC Fund staff members' salaries, allowances and grants and the conditions of entitlement thereto shall conform whenever appropriate with the United Nations common system as applied by IMO. Changes to the IMO Staff Regulations and Rules, therefore, have to be reflected, *mutatis mutandis*, in the IOPC Fund's Staff Regulations and Rules. Changes to IMO Staff Rules were reported by the Secretary-General of IMO in IMO document C.52/15(d). The corresponding changes to the IOPC Fund's Staff Rules issued by the Director are at Annex I. They relate to the Education Grant and the General Service Salary Scale. The Executive Committee may also wish to consider, in accordance with Staff Regulation 23(b), changes to the provisions of the Provident Fund. In this connection reference is made to document FUND/A.7/10, submitted to the seventh session of the Assembly.

3 Education Grant

3.1 In accordance with the decisions taken by the United Nations General Assembly at its 38th session, the Secretary-General of IMO has amended IMO Staff Rules and Regulations in relation to the education grant, with effect from 1 January 1984. Education grants now stand at 75% of the cost of attendance at an educational institution, with a maximum of \$6 000 per year, the maximum reimbursement being therefore \$4 500 per child per year. The limit of allowable boarding costs within the overall maximum allowable expenditure of \$6 000 has been raised to \$1 500 per child.

3.2 The reimbursement rate for disabled children has been raised to 100% of the allowable expenditure of \$6 000 for expenses at an educational institution.

4 General Service Salary Scale

4.1 At the 10th session of the Executive Committee, the Director reported on the General Service Salary Scale which has been in effect since 1 July 1983 (FUND/EXC.10/4, paragraph 2.3, Staff Rules Annex E). In paragraph 4 of IMO document C.52/15(c), the Secretary-General of IMO announced that an increase in the General Service Salary Scale should take place in June or July 1984. The new salary scale was implemented as at 1 July 1984. The Director has, as usual, made the necessary amendments to the IOPC Fund's Staff Rules. The new General Service Salary Scale is at Annex II.

4.2 Following the amendment of dependency allowances for General Service staff of IMO, the Director has amended the allowances as specified in Annex E of the IOPC Fund's Staff Rules. For details, reference is made to paragraph 2 of Annex I.

5 Contributions to the Provident Fund

5.1 In paragraph 4 of IMO document C.52/15(a), the Secretary-General of IMO reported that the United Nations General Assembly had decided that, with effect from 1 January 1984, the rate of contributions to the United Nations Joint Staff Pension Fund (UNJSPF) should be raised from 21% to 21.75% of the pensionable remuneration, of which employing organisations should pay 14.5% and the participants 7.25%. This decision was taken as one of the measures to improve the actuarial deficit of the UNJSPF (IMO document C/ES.12/11/Add.1).

5.2 The IOPC Fund has established a Provident Fund in place of the Pension Fund (Staff Regulation 23(b)). Being outside the UNJSPF, the Provident Fund has not encountered the situation in which the UNJSPF finds itself. The IOPC Fund's Staff Regulations 14 and 23 do not require that the terms and conditions of the Provident Fund conform to those of the UNJSPF, as applicable by IMO. Nevertheless, the question was raised of whether the IOPC Fund should increase the rates of contributions to the Provident Fund in conformity with IMO. The Director has consulted the other international organisations in London which have similar Provident Fund schemes. So far, none of these organisations has decided to change the rates of contributions in conformity with IMO. The budgetary implications of such an increase would be minimal; neither would the actual income of each staff member be affected considerably.

5.3 The Director will follow closely the development in the other organisations and report to the Executive Committee on any changes that the other organisations may make to their Provident Fund Rules.

6 Rental Subsidy

6.1 In connection with the discussion of the post adjustment for professionals and higher categories, the International Civil Service Commission (ICSC) decided to extend the rental subsidy to cover duty stations in Europe and North America. The rental subsidy scheme has accordingly been extended by IMO to include London. The subsidy is payable within certain limits, if the ratio of a new staff member's rent to his/her income is more than 25% higher than the average ratio of all staff (rent threshold), and if the accommodation is certified by the Organization as being reasonable with respect to the size and type, compared to that occupied by staff members in similar family circumstances. However, the subsidy is only paid on that portion of the rent which exceeds the threshold, on a sliding scale, reducing from 80% to zero after five years at the duty station (IMO document C.52/15(b)).

6.2 Following notification from IMO, the Director has introduced a similar rental subsidy scheme for the IOPC Fund. The question of whether certain provisions of the Staff Rules and Regulations should be amended is now being examined by the Director in consultation with other international organisations. The budgetary implications for the IOPC Fund of the implementation of this rental subsidy scheme would be minimal, due to the limited number of internationally recruited staff.

7 The Executive Committee is invited to take note of the information contained in this document.

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ANNEX I

The Director has issued the following amendments to the IOPC Fund's Staff Rules.

1 Staff Rule IV.10 - Education Grant

1.1 Paragraphs (d) and (e) have been amended to read as follows:

"(d) (i) Where the institution provides board for the child, the sum of 75% of the cost of attendance and board, up to a maximum grant of \$4 500 per year;

(ii) where the institution does not provide board, \$1 500 plus 75% of the cost of attendance, up to a maximum grant of \$4 500 per year."

"(e) In the case of attendance at an educational institution at the duty station, the amount of the grant shall be 75% of the cost of attendance, up to a maximum of \$4 500 per year."

1.2 In paragraph (k), "1 March 1984" has been substituted for "1 January 1977".

1.3 The first two sentences of paragraph (m) read as follows:

"(m) The amount of the grant shall be 100% of the educational expenses actually incurred, up to a maximum grant of \$6 000 per year. If the disabled child is eligible for the regular education grant, the total amount payable under the two types of grant shall not exceed \$6 000 per year."

2 General Service Salary Scale - Annex E

Annex E to the Staff Rules has been amended to show the changes in dependency allowances. The allowance for a dependent spouse will be increased from £303 to £345 net per annum and the allowance for the first dependent child of a single, widowed or divorced staff member from £797 to £894, both with effect from 1 May 1984. The allowance for the first dependent child of a married staff member and for each additional dependent child has been increased from £304 to £338, with effect from 1 January 1984. The allowance for a secondary dependent remains unchanged.

GENERAL SERVICE CATEGORY - SALARIES
SHOWING ANNUAL GROSS AND NET AFTER APPLICATION OF STAFF ASSESSMENT
(in Pounds Sterling)
(Effective 1 July 1984)

| Level | | Steps | | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | I | II | III | IV | V | VI | VII | VIII | IX | X |
| G.2 | Gross | 5085 | 5328 | 5572 | 5815 | 6060 | 6303 | 6547 | 6790 | 7034 | 7277 |
| | Net | 4409 | 4599 | 4789 | 4979 | 5169 | 5359 | 5549 | 5739 | 5929 | 6119 |
| G.3 | Gross | 5781 | 6047 | 6314 | 6581 | 6848 | 7114 | 7381 | 7659 | 7936 | 8213 |
| | Net | 4952 | 5160 | 5368 | 5576 | 5784 | 5992 | 6200 | 6408 | 6616 | 6824 |
| G.4 | Gross | 6575 | 6866 | 7159 | 7454 | 7758 | 8062 | 8366 | 8671 | 8974 | 9279 |
| | Net | 5571 | 5799 | 6027 | 6255 | 6483 | 6711 | 6939 | 7167 | 7395 | 7623 |
| G.5 | Gross | 7340 | 7668 | 7997 | 8326 | 8656 | 8985 | 9314 | 9644 | 9978 | 10322 |
| | Net | 6168 | 6415 | 6662 | 6909 | 7156 | 7403 | 7650 | 7897 | 8144 | 8391 |
| G.6 | Gross | 8241 | 8597 | 8953 | 9309 | 9665 | 10029 | 10400 | 10770 | 11141 | 11512 |
| | Net | 6845 | 7112 | 7379 | 7646 | 7913 | 8180 | 8447 | 8714 | 8981 | 9248 |
| G.7 | Gross | 9459 | 9852 | 10262 | 10672 | 11081 | 11491 | 11901 | 12311 | 12745 | 13179 |
| | Net | 7758 | 8053 | 8348 | 8643 | 8938 | 9233 | 9528 | 9823 | 10118 | 10413 |
| G.8 | Gross | 10890 | 11341 | 11793 | 12243 | 12719 | 13196 | 13675 | 14152 | 14631 | 15108 |
| | Net | 8800 | 9125 | 9450 | 9775 | 10100 | 10425 | 10750 | 11075 | 11400 | 11725 |
| The difference between steps within levels indicates annual increments awarded on the basis of satisfactory service. | | | | | | | | | | | |

Dependency allowances

| | Net per annum |
|--|---------------|
| Dependent spouse | £345 |
| First dependent child of a married staff member | £338 |
| First dependent child of a single, widowed or divorced staff member | £894 |
| Each additional dependent child | £338 |
| Secondary dependant (where there is no dependent spouse, for either a dependent parent, dependent brother or dependent sister) | £ 36 |
| <u>Language allowance</u> (to be included in pensionable remuneration) | £308 |
| <u>Non-resident's allowance</u> (to be included in pensionable remuneration) | £225 |