INTERNATIONAL
OIL POLLUTION
COMPENSATION
FUND 1992

ASSEMBLY
8th session
Agenda item 19

92FUND/A.8/16
15 September 2003
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AMENDMENTS TO THE STAFF RULES

Note by the Director

Summary:	Amendments to the Staff Rules issued by the Director in accordance with Staff Regulation 31 are reported.
Action to be taken:	Information to be noted.

1 Introduction

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 International Maritime Organization (IMO). Changes to the IMO Staff Regulations and Staff Rules therefore have to be reflected, *mutatis mutandis*, in the 1992 Fund's Staff Regulations and Rules.

1.2 The Director shall issue amendments to the 1992 Fund's Staff Rules necessary to implement the Staff Regulations. Such amendments shall be reported to the Assembly (Staff Regulation 31).

1.3 Changes made to the IMO Staff Regulations and Staff Rules since the 7th session of the 1992 Fund Assembly, held in October 2002, of relevance to the 1992 Fund were reported by the Secretary-General of IMO in IMO documents C 89/19(a)), C 90/17(a) and C 90/17(a)/Add.1. The amendments relate to the scale of pensionable remuneration and education grants for staff in the Professional and higher categories, to dependency allowances for staff in the general service category and to the base salary scales for staff in all categories.

2 Salary scale for staff in the Professional and higher categories

2.1 At its 2002 session, the United Nations General Assembly considered the base salary scale for the Professional and higher categories. The margin between the net remuneration of the United Nations staff in New York and of the United States federal civil service employees in comparable positions in Washington increased. In order to restore this margin to a desirable level, the General Assembly approved an increase of the base/floor salaries in the Professional and higher

categories, with effect from 1 January 2003. The revised salary scale represents the following per cent increases on the current scale:

Grade	Percentage Increase
P.1	0.0
P.2	0.0
P.3	0.0
P.4	1.3
P.5	2.6
D.1	9.1
D.2	6.3

2.2 In accordance with prior authority given to him by the IMO Council, the Secretary-General of IMO implemented a new salary scale for staff in the Professional and higher categories with effect from 1 January 2003.

2.3 The Director implemented the new scale of base salaries with effect from 1 January 2003. This scale, which is reproduced in Annex I to this document, forms a new Annex A to the 1992 Fund's Staff Rules.

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

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 International Civil Service Commission (ICSC). As part of the approved adjustment process new scales of pensionable remuneration for staff in the Professional and higher categories were issued by the ICSC with effect from 1 November 2002, 1 January 2003 and 1 September 2003, respectively.

3.2 In accordance with prior authority given to him by the IMO Council, the Secretary-General of IMO implemented this new scale of pensionable remuneration for staff in the Professional and higher categories with effect from 1 November 2002, 1 January 2003 and 1 September 2003, respectively.

3.3 The Director implemented the corresponding new scale of pensionable remuneration with effect from 1 November 2002, 1 January 2003 and 1 September 2003, respectively. The September 2003 scale, which is reproduced in Annex II to this document, forms a new Annex E to the 1992 Fund's Staff Rules.

4 General Service salary scale

4.1 The General Service salary scale is subject to interim adjustments in accordance with recommendations of the ICSC. These adjustments are based on an average of the movement of the United Kingdom Retail Price Index (RPI) 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.

4.2 In accordance with the above mechanism, an increase in the General Service salary scale became due on 1 October 2002. The increase in salaries amounted to 2.2%. This increase was implemented within IMO from 1 October 2002.

4.3 The Director introduced the corresponding new salary scale for 1992 Fund staff in the General Service category from 1 October 2002, to reflect the changes within IMO. This scale, which is reproduced in Annex III to this document, forms a new Annex C to the 1992 Fund's Staff Rules.

5 Allowances for staff in the General Service category

5.1 In connection with the new salary scale for staff in the General Service category referred to in paragraph 4.3 above, the linked dependency allowances have been increased with effect from 1 October 2002.

5.2 The Secretary-General of IMO implemented the revised allowances with effect from 1 October 2002.

5.3 The Director introduced the corresponding new dependency allowances with effect from 1 October 2002. The revised allowances are set out on page 2 of Annex C to the 1992 Fund's Staff Rules, which is reproduced in Annex IV to this document.

6 Education Grant

6.1 At its 57th session, the United Nations General Assembly approved a recommendation of the ICSC to increase the education grants in certain areas.

6.2 In accordance with prior authority given to him by the IMO Council, the Secretary-General of IMO implemented the recommendations with effect from the academic year in progress on 1 January 2003.

6.3 The Director made amendments to Rule IV.9 of the 1992 Fund's Staff Rules to reflect the increased amounts introduced within IMO. The revised text of Staff Rule IV.9 is reproduced at Annex V to this document.

7 Action to be taken by the Assembly

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

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New Annex A to the 1992 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 2003

	Steps														
Grade	**I**	**II**	**III**	**IV**	**V**	**VI**	**VII**	**VIII**	**IX**	**X**	**XI**	**XII**	**XIII**	**XIV**	**XV**
P.1	42 944	44 444	45 942	47 442	48 939	50 438	51 938	53 436	54 932	56 432					
Net (D)	33 920	35 000	36 078	37 158	38 236	39 315	40 395	41 474	42 551	43 631					
Net (S)	31 997	32 992	33 986	34 980	35 974	36 967	37 962	38 944	39 921	40 899					
P.2	53 346	56 907	58 465	60 027	61 729	63 429	65 130	66 829	68 532	70 233	71 932	73 636			
Net (D)	42 849	43 973	45 095	46 218	47 341	48 463	49 586	50 707	51 831	52 954	54 075	55 200			
Net (S)	40 191	41 210	42 226	43 244	44 260	45 279	46 313	47 344	48 379	49 412	50 444	51 479			
P.3	68 306	70 208	72 112	74 011	75 915	77 815	79 715	81 620	83 523	85 423	87 326	89 226	91 202	93 226	95 250
Net (D)	51 682	52 937	54 194	55 447	56 704	57 958	59 212	60 469	61 725	62 979	64 235	65 489	66 745	68 000	69 255
Net (S)	48 242	49 396	50 553	51 706	52 862	54 015	55 169	56 324	57 477	58 632	59 782	60 933	62 083	63 233	64 384
P.4	84 435	86 489	88 544	90 637	92 824	95 011	97 198	99 385	101 572	103 759	105 946	108 133	110 320	112 507	114 694
Net (D)	62 327	63 683	65 039	66 395	67 751	69 107	70 463	71 819	73 175	74 530	75 886	77 242	78 598	79 954	81 310
Net (S)	58 041	59 276	60 509	61 740	62 971	64 200	65 429	66 656	67 881	69 106	70 329	71 551	72 772	73 992	75 211
P.5	104 102	106 369	108 635	110 901	113 168	115 434	117 701	119 967	122 234	124 500	126 766	129 033	131 299		
Net (D)	74 743	76 149	77 554	78 959	80 364	81 769	83 174	84 580	85 985	87 390	88 795	90 200	91 606		
Net (S)	69 437	70 685	71 930	73 174	74 416	75 655	76 892	78 127	79 360	80 591	81 820	83 046	84 271		
D.1	126 713	129 377	132 041	134 705	137 369	140 033	142 697	145 361	148 024						
Net (D)	88 762	90 414	92 065	93 717	95 369	97 020	98 672	100 324	101 975						
Net (S)	82 045	83 481	84 913	86 342	87 768	89 190	90 609	92 025	93 437						
D.2	139 050	142 085	145 119	148 154	151 189	154 223									
Net (D)	96 411	98 292	100 174	102 055	103 937	105 818									
Net (S)	88 571	90 159	91 741	93 318	94 890	96 456									
ASG	169 366														
Net (D)	115 207														
Net (S)	104 324														
USG	186 144														
Net (D)	125 609														
Net (S)	113 041														

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

New Annex E to the IOPC Fund Staff Rules
Pensionable remuneration for Professional and higher categories
(in United States dollars)
Effective 1 September 2003
Steps

Grade	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
P.1	58 918	60 947	62 968	64 990	67 015	69 036	71 063	73 084	75 107	77 131					
P.2	75 663	77 773	79 875	81 981	84 086	86 192	88 297	90 399	92 508	94 613	96 717	98 824			
P.3	92 227	94 583	96 937	99 287	101 644	103 997	106 350	108 708	111 172	113 747	116 319	118 892	121 466	124 038	126 614
P.4	112 214	114 992	117 763	120 535	123 314	126 085	128 859	131 636	134 408	137 180	139 952	142 735	145 505	148 279	151 056
P.5	137 472	140 353	143 233	146 117	148 998	151 877	154 758	157 643	160 521	163 402	166 285	169 172	172 261		
D.1	165 207	168 596	171 982	175 364	178 752	182 308	185 938	189 568	193 192						
D.2	181 760	185 892	190 022	194 149	198 279	202 408									
ASG	218 586														
USG	236 495														

New Annex C to 1992 Fund Staff Rules

GENERAL SERVICE CATEGORY – SALARIES

Showing annual gross and net after application of staff assessment

Effective 1 October 2002

Grade		I	II	III	IV	V	VI	VII	VIII	IX	X	XI
G.1	Gross	15 704	16 363	17 021	17 680	18 338	18 995	19 654	20 312	20 971	21 629	22 288
	Gross Pensionable	15 592	16 219	16 845	17 470	18 097	18 721	19 347	19 973	20 627	21 287	21 944
	Total Net/Net Pensionable	12 630	13 137	13 644	14 151	14 658	15 164	15 671	16 178	16 685	17 192	17 699
G.2	Gross	17 675	18 411	19 147	19 884	20 620	21 358	22 094	22 830	23 567	24 303	25 041
	Gross Pensionable	17 464	18 165	18 866	19 565	20 276	21 014	21 750	22 487	23 225	23 961	24 697
	Total Net/Net Pensionable	14 147	14 714	15 281	15 848	16 415	16 983	17 550	18 117	18 684	19 251	19 819
G.3	Gross	19 877	20 701	21 523	22 346	23 169	23 991	24 815	25 638	26 460	27 300	28 155
	Gross Pensionable	19 559	20 356	21 181	22 002	22 825	23 649	24 473	25 293	26 117	26 941	27 763
	Total Net/Net Pensionable	15 843	16 477	17 110	17 744	18 378	19 011	19 645	20 279	20 912	21 546	22 179
G.4	Gross	22 347	23 267	24 186	25 107	26 026	26 949	27 905	28 864	29 820	30 777	31 734
	Gross Pensionable	22 005	22 923	23 843	24 762	25 682	26 603	27 523	28 443	29 363	30 282	31 202
	Total Net/Net Pensionable	17 745	18 453	19 161	19 870	20 578	21 286	21 994	22 703	23 411	24 119	24 827
G.5	Gross	25 111	26 143	27 188	28 262	29 336	30 411	31 485	32 561	33 635	34 709	35 784
	Gross Pensionable	24 767	25 800	26 833	27 866	28 897	29 929	30 963	31 995	33 028	30 282	35 093
	Total Net/Net Pensionable	19 873	20 668	21 463	22 258	23 053	23 848	24 643	25 439	26 234	24 119	27 824
G.6	Gross	28 266	29 469	30 673	31 876	33 078	34 281	35 484	36 686	37 891	34 709	40 296
	Gross Pensionable	27 869	29 027	30 182	31 338	32 494	33 649	34 805	35 962	37 117	34 060	39 430
	Total Net/Net Pensionable	22 261	23 151	24 042	24 932	25 822	26 712	27 602	28 492	29 383	27 029	31 163
G.7	Gross	31 877	33 223	34 570	35 916	37 264	38 609	39 955	41 374	42 817	39 093	45 706
	Gross Pensionable	31 338	32 631	33 925	35 220	36 514	37 809	39 103	40 410	41 756	38 273	44 450
	Total Net/Net Pensionable	24 933	25 929	26 926	27 922	28 919	29 915	30 911	31 908	32 904	30 273	34 897

New Annex C (page 2) to 1992 Fund Staff Rules
Allowances payable to General Service Staff
effective 1 October 2002

Allowances	*Staff joining before 1 July 1996*	*Staff joining on or after 1 July 1996 and prior to 1 Oct 1999*	*Staff joining on or after 1 Oct 1999 and prior to 1 Oct 2000*	*Staff joining on or after 1 October 2000*
	Net per annum	*Net per annum*	*Net per annum*	*Net per annum*
Dependent spouse	£430	£285	£236	£236
First dependent child of a married staff member	£950	£950	£950	£950
First dependent child of a single, widowed or divorced staff member	£1 174	£1 174	£1 087	£950
Each additional dependent child	£677	£677	£677	£677
Secondary dependant (where there is no dependent spouse, for either a dependent parent, dependent brother or dependent sister)	Nil	Nil	Nil	Nil
Language allowance (to be included in pensionable remuneration)	£832	£832	£832	£832
Non-resident's allowance (to be included in pensionable remuneration):	£225	N/A	N/A	N/A
for staff recruited before 1 September 1983				
for staff recruited on or after 1 September 1983	Nil	Nil	Nil	Nil

ANNEX V

AMENDMENTS TO STAFF RULE IV.9

(Amendments underlined)

RULE IV.9

Education Grant

Definitions

(a) [Unchanged]

Eligibility

(b)-(c) [unchanged]

Amount of the Grant

(d) In the case of attendance at an educational institution outside the duty station, the amount of the grant shall be:

(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 £11 925 per year;

(ii) where the institution does not provide board £3 104, plus 75% of the cost of attendance, up to a maximum grant of £11 925 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 £11 925 per year.

(f)-(k) [unchanged]

Special Education Grant for Disabled Children

(l) [unchanged]

(m) The amount of the grant shall be 100% of the educational expenses actually incurred, up to a maximum grant of £15 900 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 £15 900 per year. "Educational expenses" reimbursable under the special education grant shall comprise the expenses incurred to provide an educational programme designed to meet the needs of the disabled child in order that he/she may obtain the highest possible level of functional ability. Expenses for special equipment required for the rehabilitation of a disabled child may be reimbursed, if not otherwise covered under health insurance, up to a maximum of US$1 000 per annum.

(n)-(r) [unchanged]