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AMENDMENTS TO THE STAFF RULES

Note by the Director

1 Introduction

1.1 Under Staff Regulation 14, the IOPC 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 Rules therefore have to be reflected, mutatis mutandis, in the IOPC Fund's Staff Regulations and Rules.

1.2 The Director shall issue amendments to the IOPC Fund's Staff Rules necessary to implement the Staff Regulations. Such amendments shall be reported to the Assembly (Staff Regulation 28).

1.3 Changes made to the IMO Staff Regulations and Rules since the 15th session of the Assembly of the IOPC Fund were reported by the Secretary-General of IMO in IMO documents C 69/12(d)/Add1, C 70/20 and C 70/21. The amendments relate to staff assessment and the scale of pensionable remuneration for staff in the Professional and higher categories and to salary scales, dependency allowances and education grant for staff in all categories.

2 Salary Scale for Staff in the Professional and Higher Categories

2.1 At its 1992 session, the United Nations General Assembly approved a recommendation of the International Civil Service Commission (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 March 1993. For London, the effect of this consolidation is neutral in income terms. Whilst base salaries increased by approximately 6.9%, the post adjustment payments decreased by a corresponding amount.

2.2 In accordance with prior authority given to him by the IMO Council, the Secretary-General of IMO implemented the new salary scale for staff in the Professional and higher categories with effect from 1 March 1993.

2.3 The Director implemented the new scale of base salaries with effect from 1 March 1993. This scale, which is reproduced in Annex I to this document, forms a new Annex A to the IOPC Fund's Staff Rules.

3 Staff Assessment for Staff in the Professional and Higher Categories

3.1 The staff assessment rates are based on a weighted average of the national income taxes at the seven headquarters locations of the United Nations system. These rates are utilised – by reverse application on the net salaries – to obtain the gross salaries of staff in the Professional and higher categories. Together with the introduction of the revised base salary scale for staff in the Professional and higher categories (see paragraph 2 above), the United Nations General Assembly introduced a new scale of staff assessment for such staff who have neither a dependent spouse nor a dependent child, with effect from 1 March 1993.

3.2 In accordance with prior authority given to him by the IMO Council, the Secretary-General of IMO implemented this new scale of staff assessment for staff in the Professional and higher categories with effect from 1 March 1993.

3.3 The Director implemented the corresponding new scale of staff assessment with effect from 1 March 1993. This scale, which is reproduced in Annex II to this document, forms a new Annex B to the IOPC Fund's Staff Rules.

4 Scale of Pensionable Remuneration for Staff in the Professional and Higher Categories

4.1 The scale of pensionable remuneration for staff in the Professional and higher categories is used to calculate contributions to the IOPC 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 November 1992. The increase in pensionable remuneration amounted to 4.5%.

4.2 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 1992.

4.3 The Director implemented the corresponding new scale of pensionable remuneration with effect from 1 November 1992. The scale, which is reproduced in Annex III to this document, forms a new Annex H to the IOPC Fund's Staff Rules.

5 Dependency Allowance for Staff in the Professional and Higher Categories

5.1 At its 1992 session, the United Nations General Assembly approved a recommendation of the ICSC to increase the dependency allowance for children and for secondary dependants for staff in the Professional and higher categories.

5.2 In accordance with prior authority given to him by the IMO Council, the Secretary-General of IMO implemented the increased allowances for staff in the Professional and higher categories with effect from 1 January 1993.

5.3 The Director made amendments to Rule IV.11 of the IOPC Fund's Staff Rules to reflect the recommendations of the ICSC. The revised text of Staff Rule IV.11 is reproduced at Annex IV.

6 General Service Salary Scale

6.1 The General Service salary scale is subject to interim adjustments in accordance with recommendations by 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.

6.2 In accordance with the above mechanism, an increase in the General Service salary scale became due on 1 September 1992. The increase in salaries amounted to 3.8%. This increase was implemented within IMO from 1 September 1992.

6.3 The Director introduced the corresponding new salary scale for IOPC Fund staff in the General Service category with effect from 1 September 1992, to reflect the increase within IMO. This scale, which is reproduced in Annex V to this document, forms a new Annex E to the IOPC Fund's Staff Rules with effect from 1 September 1992.

6.4 A new scale of staff assessment for staff in the General Service category was implemented by the Director with effect from 1 January 1992 (as reported in document FUND/A.15/22, paragraph 7). The new scale resulted in lower gross/pensionable salaries for certain grades and steps. As an interim measure, the gross salaries of the salary scale effective 1 September 1991 were retained for pension purposes for staff recruited before 1 September 1992. The table attached at Annex VI shows the grades and steps which are affected.

7 Dependency Allowances for Staff in the General Service Category

7.1 In accordance with the methodology approved by the ICSC, the dependent child allowance for staff in the General Service category was revised from £541 to £562 net per year, with effect from 1 September 1992.

7.2 In accordance with prior authority given to him by the IMO Council, the Secretary-General of IMO implemented the increased allowance for staff in the General Service category with effect from 1 September 1992.

7.3 The Director introduced the corresponding new dependency allowance with effect from 1 September 1992. The revised allowance is set out in Annex E of the IOPC Fund's Staff Rules, which is reproduced in Annex V to this document.

8 Education Grant

8.1 At its 1992 session, the United Nations General Assembly approved a recommendation of the ICSC to increase the maximum amount of admissible education expenses, the maximum grant and the ceiling for boarding costs in certain currencies.

8.2 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 1993.

8.3 The Director made amendments to Rule IV.10 of the IOPC Fund's Staff Rules to reflect the recommendations of the ICSC. The revised text of Staff Rule IV.10 is reproduced at Annex VII.

9 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 Staff Rules

**SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS
AND THE NET EQUIVALENT AFTER APPLICATION OF STAFF ASSESSMENT**

(in US Dollars)
(Effective 1 March 1993)

Grade	Steps												XIII	XIV	XV
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII			
P.1	33277	34580	35910	37256	38600	39944	41292	42636	43980	45337					
Net D	24949	25744	26537	27331	28124	28917	29712	30505	31298	32092					
Net S	23565	24299	25028	25758	26486	27215	27945	28674	29402	30130					
P.2	44351	45779	47226	48675	50123	51572	53021	54468	55953	57453	58953	60456			
Net D	31517	32344	33169	33995	34820	35646	36472	37297	38124	38949	39774	40601			
Net S	29603	30359	31110	31862	32614	33366	34118	34869	35620	36367	37114	37862			
P.3	55753	57431	59111	60787	62467	64145	65839	67550	69259	70970	72680	74389	76098	77807	79519
Net D	38014	38937	39861	40783	41707	42630	43553	44477	45400	46324	47247	48170	49093	50016	50940
Net S	35520	36356	37192	38027	38864	39699	40538	41380	42220	43062	43904	44744	45585	46426	47268
P.4	69020	70843	72661	74480	76302	78120	79941	81794	83649	85502	87355	89213	91066	92921	94775
Net D	45271	46255	47237	48219	49203	50185	51168	52151	53134	54116	55098	56083	57065	58048	59031
Net S	42103	43000	43894	44789	45686	46580	47476	48363	49249	50135	51021	51909	52795	53681	54567
P.5	84528	86430	88332	90234	92136	94036	95938	97840	99740	101673	103612	105548	107487		
Net D	53600	54608	55616	56642	57632	58639	59647	60655	61662	62670	63678	64685	65693		
Net S	49669	50579	51488	52397	53306	54214	55123	56033	56941	57794	58640	59484	60329		
D.1	96315	98417	100529	102667	104810	106952	109094	111237	113377						
Net D	59847	60961	62075	63187	64301	65415	66529	67643	68756						
Net S	55304	56308	57296	58228	59162	60096	61030	61964	62897						
D.2	109444	111946	114448	116948	119450	121952									
Net D	66711	68012	69313	70613	71914	73215									
Net S	61183	62273	63364	64454	65545	66636									
LSG	134454														
Net D	79716														
Net S	72087														
USG	148296														
Net D	86914														
Net S	78122														

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 I

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New Annex B to Staff RulesSTAFF ASSESSMENT RATES FOR PROFESSIONAL AND HIGHER CATEGORIES
(effective 1 March 1993)

a) Staff assessment rates for purposes of pensionable remuneration and pensions

Total assessable payments (in US dollars)	Percentage (effective 1 March 1991)
First \$15,000 per year	4.0
Next \$10,000 per year	20.0
Next \$10,000 per year	25.0
Next \$20,000 per year	29.0
Next \$20,000 per year	32.0
Next \$20,000 per year	35.0
Next \$30,000 per year	37.0
Remaining assessable payments	39.0

ANNEX II

b) Staff assessment rates used in conjunction with gross base salaries and gross amounts of separation payments

Total assessable payments (in US dollars)	Staff member with a dependent spouse or a dependent child (effective 1 April 1988) (%)	Staff member with neither a dependent spouse nor a dependent child (effective 1 March 1993) (%)
First \$15,000 per year	13.0	17.1
Next \$ 5,000 per year	31.0	34.2
Next \$ 5,000 per year	34.0	38.4
Next \$ 5,000 per year	37.0	41.7
Next \$ 5,000 per year	39.0	43.7
Next \$10,000 per year	41.0	45.8
Next \$10,000 per year	43.0	48.1
Next \$10,000 per year	45.0	50.2
Next \$15,000 per year	46.0	50.8
Next \$20,000 per year	47.0	52.2
Remaining assessable payments	48.0	56.4

New Annex H to Staff Rules

PENSIONABLE REMUNERATION FOR PROFESSIONAL AND HIGHER CATEGORIES
(in US Dollars)
(Effective 1 November 1992)

Grade	Steps														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
P.1	38599	39924	41097	42294	43613	44796	46214	48062	49621	51044					
P.2	49223	50796	52285	53882	55477	56932	58517	60377	62137	63728	64962	66222			
* P.3	60902	62794	64621	66365	68164	69940	71832	74095	75579	77578	79045	80789	82595	84441	86329
* P.4	74327	76297	78255	80121	82150	84103	86088	88289	90309	92451	93880	95902	97967	100077	102233
P.5	90409	92481	94465	96487	98581	100523	102592	104980	107117	109122	111165	113245	115364		
D.1	101845	104153	106509	108818	111181	113525	115794	118109	120469						
D.2	115512	118285	120898	123612	126387	129224									
ASG	138080														
USG	149236														

ANNEX III

ANNEX IV

AMENDMENT TO STAFF RULE IV.11

(Amendments underlined)

RULE IV.11

Dependency Allowances

- (a) Staff members in the Professional and higher categories shall be entitled to receive dependency allowances as follows:
- (i) \$1 270 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 \$2 540 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 \$1 270 per annum shall be payable. For expenses incurred in certain duty stations, the allowance will be determined in local currency in accordance with procedures established by the Director.
 - (ii) where there is no dependent spouse, a single annual allowance of \$450 for either a dependent parent, a dependent brother or dependent sister.
- (b)-(h) [unchanged]

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New Annex E to Staff Rules

GENERAL SERVICE CATEGORY - SALARIES
SHOWING ANNUAL GROSS AND NET AFTER APPLICATION OF STAFF ASSESSMENT
(in Pounds Sterling)
(Effective 1 September 1992)

Grade		Steps									
		I	II	III	IV	V	VI	VII	VIII	IX	X
G.1	Gross	11266	11738	12211	12686	13161	13634	14107	14583	15058	15536
	Net	8882	9238	9593	9949	10305	10660	11015	11372	11727	12083
G.2	Gross	12683	13213	13745	14275	14805	15338	15872	16407	16940	17474
	Net	9947	10345	10743	11141	11538	11936	12334	12732	13130	13527
G.3	Gross	14275	14868	15466	16066	16663	17262	17860	18460	19062	19664
	Net	11141	11586	12031	12478	12923	13369	13815	14261	14706	15152
G.4	Gross	16064	16734	17404	18075	18748	19424	20097	20772	21446	22124
	Net	12477	12976	13475	13975	14474	14974	15472	15972	16471	16970
G.5	Gross	18073	18826	19582	20337	21092	21847	22607	23367	24128	24888
	Net	13974	14532	15091	15650	16208	16767	17325	17884	18443	19002
G.6	Gross	20337	21183	22029	22881	23732	24584	25435	26287	27144	28002
	Net	15650	16276	16901	17527	18153	18778	19404	20030	20656	21282
G.7	Gross	22885	23840	24794	25748	26704	27665	28625	29584	30547	31511
	Net	17530	18231	18933	19634	20334	21036	21737	22437	23140	23841
G.8	Gross	25748	26820	27895	28971	30048	31126	32208	33292	34376	35460
	Net	19634	20420	21204	21990	22776	23562	24346	25132	25918	26704

The difference between steps I-X within grades indicates annual increments awarded on the basis of satisfactory service.

Dependency allowances

Dependent spouse

First dependent child of a married staff member

First dependent child of a single, widowed or divorced staff member

Each additional dependent child

Secondary dependant (where there is no dependent spouse, for either a dependent parent, dependent brother or dependent sister)

Net per annum

£430

£562

£1 098

£562

Nil

Language allowance (to be included in pensionable remuneration)

£613

Non-resident's allowance (to be included in pensionable remuneration):

for staff recruited before 1 September 1983

£225

for staff recruited after 1 September 1983

Nil

ANNEX V

FUND/A.16/30

New Annex to Staff Rules

GENERAL SERVICE CATEGORY - SALARIES
SHOWING ANNUAL GROSS APPLICABLE TO STAFF MEMBERS
WHO ENTERED ON DUTY PRIOR TO 1 SEPTEMBER 1992
(in Pounds Sterling)

Grade	Steps										
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
G.1 Gross	-	-	-	-	-	-	-	-	-	-	-
G.2 Gross	-	-	-	-	-	-	-	-	-	-	-
G.3 Gross	-	-	-	-	-	-	-	-	-	-	-
G.4 Gross	-	-	-	-	-	-	-	-	-	-	-
G.5 Gross	-	-	-	-	-	-	-	-	-	-	-
G.6 Gross	-	-	-	-	-	-	-	-	27172	28114	29056
G.7 Gross	-	-	-	-	-	27744	28799	29853	30911	31966	33021
G.8 Gross	-	-	27997	29180	30362	31545	32727	33909	35092	36275	37456

- * The application of the revised rates of staff assessment resulted, for G.6 steps IX-XI, G.7 Steps VI-XI and G.8 steps III-XI, in lower gross salaries than those in effect under the previous salary scale effective 1 September 1991. At those levels and steps, the gross salaries effective 1 September 1991 which are shown above, should be retained for the purpose of computing pension contributions and benefits for staff who entered on duty prior to 1 September 1992. However, for purposes of computing separation payments, the revised gross salaries effective 1 September 1992 shall apply.

ANNEX VI

ANNEX VII

AMENDMENT TO STAFF RULE IV.10

(Amendments underlined)

RULE IV.10

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 \$9 750 per year;

(ii) where the institution does not provide board, \$2 450 plus 75% of the cost of attendance, up to a maximum grant of \$9 750 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 \$9 750 per year.

(f)–(g) [unchanged]

Travel

(h) [unchanged]

Tuition of the Mother Tongue

(i) [unchanged]

Claims

(j) [unchanged]

Local Currency

(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 \$13 000 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 \$13 000 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 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 \$1 000 per annum.

- (n)-(r) [unchanged]
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