

INTERNATIONAL OIL POLLUTION
COMPENSATION FUND

ASSEMBLY - 1st session
Agenda item 8

ADOPTION OF STAFF REGULATIONS

With reference to Regulation 19 of the draft Staff Regulations the text of Annex III to the IMCO Staff Regulations relating to Termination Indemnity is reproduced below for the information of the Assembly.

ANNEX III

TERMINATION INDEMNITY

Staff members whose appointments are terminated shall be paid an indemnity in accordance with the following provisions:

- (a) Except as provided in paragraphs (b), (c) and (e) below and in Regulation 9.3 (b), the termination indemnity shall be paid in accordance with the following schedule:

Completed years of service	Months of pensionable remuneration less staff assessment, where applicable		
	Permanent appointments	Temporary appointments which are not for a fixed term	Temporary appointments for a fixed term exceeding six months
Less than 1	Not applicable	Nil	{ One week for each (month of uncompleted service subject to a minimum of six weeks' indemnity pay
1	Not applicable	1	
2	3	1	
3	3	2	
4	4	3	
5	5	4	
6	6	5	
7	7	6	
8	8	7	
9	9	9	
10	9.5	9.5	
11	10	10	
12	10.5	10.5	
13	11	11	
14	11.5	11.5	
15 or more	12	12	

- (b) A staff member whose appointment is terminated for reasons of health shall receive an indemnity equal to the indemnity provided under paragraph (a) of this annex reduced by the amount of any disability benefit that the staff member may receive under the United Nations Joint Staff Pension Fund Regulations for the number of months to which the indemnity rate corresponds.
 - (c) A staff member whose appointment is terminated for unsatisfactory services or who for disciplinary reasons is dismissed for misconduct other than by summary dismissal may be paid, at the discretion of the Secretary-General, an indemnity not exceeding one half of the indemnity provided under paragraph (a) of this annex.
 - (d) No indemnity payments shall be made to:
 - A staff member who resigns, except where termination notice has been given and the termination date agreed upon;
 - A staff member who has a temporary appointment which is not for a fixed-term and which is terminated during the first year of service;
 - A staff member who has a temporary appointment for a fixed-term which is completed on the expiration date specified in the letter of appointment;
 - A staff member who is summarily dismissed;
 - A staff member who abandons his post;
 - A staff member who is retired under the United Nations Joint Staff Pension Fund Regulations.
 - (e) Staff members specifically engaged for conference and other short-term service or for service with a mission, as consultants or as experts and staff members who are locally recruited for service in established offices away from Headquarters may be paid termination indemnity if and as provided in their letters of appointment.
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