



SIXTH ITEM ON THE AGENDA

STAFF QUESTIONS

Amendments to the Staff Regulations

This document gives an account of the amendments to the Staff Regulations that the Director has approved during the last twelve months under the authority delegated to him.

1. Amendments to the Staff Regulations approved by the Director

In line with Article 0.3 of the Staff Regulations, the Director has approved a number of amendments after consulting the Joint Negotiating Committee. The amendments concern the application of certain recommendations by the International Civil Service Commission (ICSC) and the application of the FAO salary scale (and relevant allowances) to the Centre's General Service category.

1.1. Salary scale and allowances for staff in the General Service category (Articles 5.1, 5.11 and Annex B of the Staff Regulations)

In the wake of a survey of the best conditions of service in Rome, the ICSC recommended to the Director-General of the FAO and to the other agencies that apply the conditions of service in force in Rome a new salary scale for officials in the General Service category, together with revised family allowances, in its annual report for 2006. Its adoption by the FAO Council in November 2006 meant a 12.16 per cent increase over the previous salary scale, back-dated to 1 November 2005.

Later, in line with the ICSC procedure for adjustments between two surveys, a further increase, this time of 2.89 per cent, was applied to General Service category salaries, with effect from 1 November 2006. This led to a change in the child allowance. In contrast, the family allowance for dependent spouses remained unchanged, whereas the language allowance was increased by the same percentage.

1.2. Changes in the post adjustment multiplier for the Professional category and above in Italy from 1 October 2006 to 30 September 2007

The remuneration of officials in the Professional category and above on duty in Turin was adjusted, in line with the decisions of the ICSC, to take into consideration the cost of living in Italy and variations in the exchange rate between the euro and the US dollar, through the application of the following post adjustment multipliers:

October	2006	Multiplier	55.8
November	"	"	56.2
December	"	"	61.2
January	2007	"	53.9
February	"	"	52.0
March	"	"	54.9
April	"	"	57.5
May	"	"	61.0
June	"	"	58.6
July	"	"	59.4
August	"	"	61.2
September	"	"	60.6

1.3. The amendments to Annex B of the Staff Regulations (salary scale for staff in the General Service category) are submitted to the Board for information (Annex I).

2. Amendments to the Staff Regulations approved by the Director under the authority delegated to him by the Board at its 68th session (November 2006)

In this section, the Director informs the Board of the Centre of the amendments to the Staff Regulations which he has approved under the authority delegated to him by the Board, subject to approval by the United Nations General Assembly.

2.1. Salary scale for staff in the Professional category and above (Article 5.1 and Annex A of the Staff Regulations)

The General Assembly approved the rise in the base/floor salary scale for officials in the Professional category and above of 4.57 per cent, in accordance with the “no loss, no gain” principle, recommended by the ICSC with effect from 1 January 2007. The rise included the increase of 2.49 per cent as from 1 January 2006 recommended by the ICSC in its annual report for 2005, examined at the 61st session of the General Assembly.

The rise entailed a proportional increase in separation payments.

2.2. Mobility and non-removal allowance (Article 5.9 of the Staff Regulations)

The ICSC's recommendations approved by the General Assembly concerning, among other things, the mobility, hardship and non-removal allowances came into effect on 1 January 2007. The main changes are to bring in flat-rate payments to replace percentages tied to the base/floor salary, to take a higher number of geographic moves into account and to cut to five the number of years at the same duty station that carry a right to mobility and non-removal elements.

2.3. Revision of the family allowances for the Professional category and above (Article 5.10 of the Staff Regulations)

The General Assembly approved the ICSC's recommendation to lower the allowances for dependent children and indirect dependants for officials who qualify for them on or after 1 January 2007 (to 1 780 and 637 US dollars, respectively), whereas officials who received the higher amounts in effect before 1 January 2007 (namely 1 936 and 693 US dollars, respectively) shall continue to do so until new revised amounts catch up with them.

2.4. Education grant (Article 5.13 of the Staff Regulations)

In accordance with the existing methodology, the ICSC recommended raising the maximum reimbursements for a number of countries and the reimbursement of other expenses related to the education grant (particularly the flat rate for boarding). The General Assembly approved these recommendations, together with the abolition of the Norway area and the establishment of a distinct expenses ceiling for certain schools in France. The General Assembly also approved the recommendation by the ICSC that the education grant be paid until the end of the fourth year of post-secondary studies, even if a degree has been awarded after three years of study; the age limit stays at 25. These changes apply from the school/academic year in course on 1 January 2007.

2.5. The amendments to articles 5.1, 5.9, 5.10, 5.13 and to Annex A of the Staff Regulations are submitted to the Board for information (Annex II).

3. Pensionable remuneration

3.1. Professional category and above

Article 54 (b) of the Regulations of the United Nations Joint Staff Pension Fund (UNJSPF) stipulates that the pensionable remuneration of officials in the Professional category and above is to be revised whenever the net remuneration of the same categories in New York is adjusted.

Following an increase in post adjustment in New York, the Chairman of the ICSC promulgated a revised scale of pensionable remuneration entailing an across-the-board increase of 3.19 per cent, with effect from 1 September 2007.

3.2. General Service category

The rise in salaries described in section 1.1, above, entailed a proportional increase in the pensionable remuneration of officials in the General Service category, with effect from 1 November 2006.

3.3. The revised scales are submitted to the Board for information (Annex III).

For information.

SALARY SCALE FOR OFFICIALS IN THE GENERAL SERVICE CATEGORY

Effective 1 November 2006

(in euros per year)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
G.1	Gross	34 575	35 664	36 752	37 841	38 930	40 018	41 107	42 196	43 284	44 373	45 462	46 551	47 639	48 742	49 910
	Net	27 203	28 009	28 814	29 620	30 426	31 231	32 037	32 842	33 648	34 454	35 259	36 065	36 871	37 676	38 482
G.2	Gross	36 779	38 104	39 429	40 754	42 079	43 404	44 729	46 054	47 379	48 717	50 138	51 559	52 980	54 401	55 822
	Net	28 834	29 814	30 795	31 776	32 756	33 737	34 717	35 698	36 678	37 659	38 639	39 620	40 600	41 581	42 561
G.3	Gross	39 510	41 099	42 688	44 277	45 866	47 456	49 082	50 787	52 491	54 196	55 900	57 604	59 309	61 013	62 718
	Net	30 855	32 031	33 207	34 383	35 559	36 735	37 911	39 087	40 263	41 439	42 615	43 791	44 967	46 143	47 319
G.4	Gross	43 264	45 123	46 982	48 863	50 857	52 851	54 844	56 838	58 832	60 825	62 819	64 813	66 806	68 800	70 794
	Net	33 633	35 008	36 384	37 760	39 135	40 511	41 887	43 262	44 638	46 013	47 389	48 765	50 140	51 516	52 892
G.5	Gross	48 254	50 529	52 824	55 119	57 413	59 708	62 003	64 298	66 593	68 888	71 183	73 478	75 773	78 068	80 362
	Net	37 325	38 909	40 492	42 076	43 659	45 243	46 826	48 410	49 993	51 577	53 160	54 744	56 327	57 911	59 494
G.6	Gross	56 352	58 964	61 577	64 189	66 802	69 414	72 027	74 639	77 252	79 864	82 477	85 089	87 702	90 314	92 927
	Net	42 927	44 729	46 532	48 335	50 137	51 940	53 743	55 545	57 348	59 150	60 953	62 756	64 558	66 361	68 164
G.7	Gross	65 679	68 699	71 718	74 738	77 757	80 777	83 797	86 816	89 836	92 855	95 875	98 895			
	Net	49 363	51 446	53 530	55 613	57 697	59 780	61 864	63 947	66 031	68 114	70 198	72 281			

The qualifying period for a within-grade increment is two years.

ALLOWANCES

Family allowances under article 5.11:

Paragraph (a) (for each dependent child)	1 244 euros per year as from 1 November 2006
Paragraph (b) (1) (for a dependent spouse)	646 euros per year as from 1 November 2005 (791 euros per year for officials in service before 1 November 2005 who already received the allowance)
Paragraph (b) (2) (head of family allowance)	646 euros per year as from 1 November 2005 (791 euros per year for officials in service before 1 November 2005 who already received the allowance)
Paragraph (b) (3) (for a parent, brother or sister)	507 euros per year as from 1 November 2005

Non-resident allowance: As per article 5.6 of the Staff Regulations

Language proficiency allowance: 1 866 euros per year for one language, as from 1 November 2006
2 799 euros per year for two languages, as from 1 November 2006

Overtime: As from 1 November 2006:

Grade	Ordinary	Special	Night differential
G.1	26.07	34.75	4.34
G.2	28.33	37.78	4.72
G.3	31.02	41.36	5.17
G.4	34.33	45.78	5.72
G.5	38.42	51.23	6.40
G.6	44.08	58.78	7.35
G.7	47.44	63.26	7.91

SALARY SCALE FOR THE PROFESSIONAL CATEGORY AND ABOVE**As at 1 January 2007**

(in US dollars per year)

Grade		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D-2	Gross	138 549	141 494	144 443	147 391	150 354	153 437									
	Net D	102 713	104 716	106 721	108 726	110 730	112 734									
	Net S	94 360	96 052	97 737	99 417	101 092	102 760									
D-1	Gross	126 565	129 153	131 738	134 326	136 915	139 501	142 090	144 678	147 265						
	Net D	94 564	96 324	98 082	99 842	101 602	103 361	105 121	106 881	108 640						
	Net S	87 407	88 937	90 462	91 985	93 504	95 020	96 531	98 040	99 544						
P-5	Gross	104 600	106 803	109 004	111 204	113 407	115 607	117 810	120 012	122 213	124 415	126 615	128 818	131 019		
	Net D	79 628	81 126	82 623	84 119	85 617	87 113	88 611	90 108	91 605	93 102	94 598	96 096	97 593		
	Net S	73 975	75 305	76 631	77 957	79 280	80 599	81 918	83 234	84 547	85 858	87 167	88 474	89 779		
P-4	Gross	85 974	87 979	89 986	91 992	93 999	96 006	98 013	100 019	102 144	104 266	106 391	108 515	110 640	112 765	114 890
	Net D	66 401	67 845	69 290	70 734	72 179	73 624	75 069	76 513	77 958	79 401	80 846	82 290	83 735	85 180	86 625
	Net S	61 834	63 150	64 464	65 776	67 087	68 396	69 705	71 012	72 317	73 623	74 925	76 227	77 528	78 828	80 127
P-3	Gross	70 222	72 079	73 939	75 793	77 653	79 508	81 364	83 224	85 082	86 938	88 797	90 651	92 511	94 367	96 224
	Net D	55 060	56 397	57 736	59 071	60 410	61 746	63 082	64 421	65 759	67 095	68 434	69 769	71 108	72 444	73 781
	Net S	51 395	52 625	53 857	55 085	56 317	57 545	58 775	60 005	61 234	62 464	63 689	64 916	66 141	67 366	68 592
P-2	Gross	57 153	58 815	60 476	62 138	63 799	65 458	67 121	68 779	70 442	72 106	73 764	75 428			
	Net D	45 650	46 847	48 043	49 239	50 435	51 630	52 827	54 021	55 218	56 416	57 610	58 808			
	Net S	42 818	43 904	44 986	46 070	47 153	48 238	49 340	50 438	51 542	52 642	53 741	54 844			
P-1	Gross	44 614	46 035	47 452	48 873	50 326	51 922	53 521	55 118	56 711	58 308					
	Net D	36 137	37 288	38 436	39 587	40 735	41 884	43 035	44 185	45 332	46 482					
	Net S	34 089	35 148	36 207	37 267	38 325	39 383	40 443	41 489	42 531	43 572					

Net-D: Salary payable to an official with a dependent spouse or child.

Net-S: Salary payable to an official without a dependent spouse or child.

Note: Incremental steps within each grade are granted on an annual basis. At and above step 11 of grade P.2, step 13 of grade P.3, step 12 of grade P.4, step 10 of grade P.5, step 5 of grade D.1 and step 1 of grade D.2, officials are entitled to consideration for an increment every two years.

Article 5.9

Mobility and non-removal allowances

(replaces the previous text)

- a) Non-pensionable mobility and non-removal allowances shall be payable in accordance with the following provisions to an official who is appointed or transferred to a duty station for one year or more, provided that no such allowances shall be payable to a locally recruited official of the General Service category as long as he or she remains assigned to a duty station at which he or she is classified as locally recruited.
- b) Mobility allowance: this allowance is not payable at an official's first duty station. Also, in order first to become eligible for this element, the official must have completed five years of service within the preceding period of six consecutive years. Thereafter, at duty stations classified in categories A to E, the mobility allowance shall be payable at a rate determined by the number of the official's assignments, involving a change of duty station, for one year or more. For this purpose, notwithstanding article 1.10 and article 0.7 (c), assignments under earlier contracts shall be counted to the extent that there has not been an interruption of more than 12 months between contracts. In Turin and at other duty stations classified in category H, the mobility allowance shall be payable only as from the official's fourth assignment and on condition that at least two earlier assignments were at duty stations in categories A to E. The allowance is payable for a maximum period of five years at any given duty station;.
- c) An allowance for non-removal of household goods and personal effects shall be payable as long as the official is not entitled to removal expenses under article 8.3(c) or by virtue of choices under article 8.3(d)(i) or article 8.3 bis (b)(i), and in any case for a period not exceeding five years at any given duty station. It shall not normally be payable on initial appointment to a duty station where the official had been living continually for one year at the time of appointment.
- d) The allowances shall be paid according to the tables below. The allowances shall be payable at the full rate to an official with dependants even if these do not accompany him or her at the duty station. Where both spouses are officials of the Office, or one is an official of the United Nations or a specialized agency, the allowance shall be payable to each at the rate applicable to him or her; where there are dependent children, the allowance shall be payable at the full rate to the spouse who receives the family rate of salary and post adjustment or to whom family allowances are payable.
- e) The mobility allowance shall be paid in monthly instalments. The non-removal allowance shall be paid annually in a lump sum allocation at the beginning of the official's appointment or assignment to a duty station at which the allowance is payable to him or her and thereafter annually on the anniversary of the effective date of the appointment or assignment. If on that date he or she is not expected to remain at the duty station for a further full year, a proportion of the allowance corresponding to the months of expected service at that duty station shall be paid.
- f) If an official does not complete the period of service giving rise to the non-removal allowance, or his or her conditions of service are changed in a manner affecting his or her entitlement to the allowance, an appropriate proportion of the allowance shall be recovered under conditions to be established by the Director-General after consulting the Joint Negotiating Committee or, as the case may be, the allowance shall be adjusted as from the effective date of the change of conditions of service.

Mobility allowance (annual amounts in United States dollars)									
Duty Station	Grade band	Number of assignments							
		1		2-3		4-6		7+	
		D	S	D	S	D	S	D	S
H	P1-P3	--	--	--	--	2,500	1,880	3,130	2,340
	P4-P5	--	--	--	--	2,850	2,140	3,560	2,670
	D1+	--	--	--	--	3,200	2,400	4,000	3,000
A to E	P1-P3	--	--	6,630	4,970	8,950	6,720	12,090	9,070
	P4-P5	--	--	7,620	5,720	10,290	7,720	13,890	10,420
	D1+	--	--	8,610	6,460	11,630	8,720	15,700	11,770

Non-removal allowance (annual amounts in United States dollars)			
Duty Station	Grade band	Dependency rate	Single rate
H, A-E	P1-P3	2,000	1,500
	P4-P5	2,500	1,880
	D1+	3,000	2,250

ARTICLE 5.10

Family Allowance in the Professional Category and Above

Officials in the Professional category and above are entitled to an annual non-pensionable family allowance in accordance with the following provisions:

- (a) **1,780 US dollars (1,936 US dollars for staff in receipt of the allowance prior to 1 January 2007)** in respect of each unmarried child under 18 years of age for whom the official provides the main and continuing support, or who is under 21 years of age and in full-time attendance at a school or university or similar educational institution or of any age if the child is physically or mentally incapacitated for work. The allowance shall not be paid in respect of the first child where staff assessment is applied at the family rate in respect of a child under Article 5.1 (c). The Director shall decide in each case whether the allowance shall be paid in respect of adopted children or step children. The allowance shall be reduced by the amount of any allowance received from a source outside the Centre by the official or the official's spouse in respect of the child. Even if the allowance payable under this paragraph is extinguished by such a reduction it shall nevertheless be deemed to be payable for the purposes of all other Articles of these Regulations.
- (b) **637 US dollars (693 US dollars for staff in receipt of the allowance prior to 1 January 2007)** in respect of one of the following persons: a father, a mother, a brother or a sister, provided that staff assessment is not applied at the family rate in respect of a spouse under Article 5.1 (c). An allowance under this paragraph shall be paid only upon presentation of evidence satisfactory to the Director that the official contributes an amount equal to at least one half of the total support of the parent, brother or sister, and, in any case at least 1,386 US dollars a year. The allowance shall be paid in respect only of an unmarried brother or unmarried sister who is under 18 years of age or who is in full attendance at school or university or similar educational institution and is under 21 years of age, or is physically or mentally incapacitated for work.

Article 5.13**Education grant**

.....

The grant shall be payable up to the end of the fourth year of post-secondary studies [~~or the award or the award of the first recognized degree, whichever is the earlier~~], but not beyond the end of the school year in which the child reaches the age of 25, provided that the Director may in exceptional cases prolong payment of the grant beyond this age limit.

c)

TABLE OF EDUCATION GRANT ENTITLEMENTS IN LOCAL CURRENCY

<i>Currency</i>	<i>Maximum allowable educational expenses</i>	<i>Maximum education grant</i>	<i>Flat rate for boarding</i>
Germany (euro)	18 993	14 245	4 090
Austria (euro)	15 198	11 399	3 564
Belgium (euro)	14 446	10 835	3 366
Danish krone	108 147	81 110	24 715
Swedish krone	141 026	105 770	23 490
Spain (euro)	13 762	10 332	2 992
Finland (euro)	9 082	6 812	2 543
France (euro)*	10 263	7 697	2 921
Swiss franc	26 868	20 151	5 331
Ireland (euro)	17 045	12 784	2 945
Italy (euro)	17 215	12 911	2 965
UK pound sterling	18 285	13 714	3 326
Luxembourg (euro)	14 446	10 835	3 366
Netherlands (euro)	15 440	11 580	3 814
Japanese yen	2 324 131	1 743 098	534 345
United States dollar (for expenses incurred in the United States)	34 598	25 949	5 406
United States dollar (for expenses incurred in all other currencies not listed above)	18 048	13 536	3 490

* Except the following educational establishments, for which a scale equal to that in effect in the United States is set in United States dollars: American School, Paris; British School, Paris; International School, Paris; American University, Paris; Marymount School, Paris; European School of Management, Lyon

SCALE OF PENSIONABLE REMUNERATION OF OFFICIALS IN THE PROFESSIONAL CATEGORY AND ABOVE *

Effective 1 September 2007

(in US dollars per year)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
P.1	67 308	69 625	71 935	74 245	76 558	78 867	81 183	83 491	85 804	88 114					
P.2	86 437	88 848	91 249	93 655	96 061	98 465	100 870	103 272	105 681	108 086	110 489	112 896			
P.3	105 360	108 052	110 740	113 425	116 119	118 807	121 495	124 188	127 003	129 945	132 884	135 822	138 764	141 703	144 643
P.4	128 194	131 367	134 532	137 700	140 875	144 040	147 209	150 382	153 549	156 715	159 882	163 062	166 226	169 395	172 567
P.5	157 048	160 340	163 629	166 924	170 215	173 506	176 795	180 091	183 380	186 672	189 965	193 264	196 792		
D.1	188 733	192 604	196 474	200 336	204 207	208 269	212 417	216 563	220 703						
D.2	207 643	212 364	217 082	221 796	226 514	231 231									

* In accordance with article 54 b) of the Regulations of the United Nations Joint Staff Pension Fund

SCALE OF PENSIONABLE REMUNERATION OF OFFICIALS IN THE GENERAL SERVICE CATEGORY ***Effective 1 November 2006**

(in euros per year)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
G.1	33 967	35 013	36 059	37 106	38 152	39 198	40 244	41 291	42 337	43 383	44 430	45 476	46 522	47 568	48 615
G.2	36 085	37 358	38 632	39 905	41 178	42 452	43 725	44 999	46 272	47 546	48 819	50 093	51 366	52 648	53 973
G.3	38 709	40 236	41 764	43 291	44 818	46 346	47 873	49 400	50 928	52 456	54 045	55 634	57 224	58 813	60 402
G.4	42 317	44 104	45 890	47 677	49 463	51 250	53 061	54 920	56 779	58 638	60 497	62 356	64 215	66 074	67 933
G.5	47 113	49 169	51 226	53 317	55 456	57 596	59 736	61 876	64 016	66 156	68 295	70 435	72 575	74 715	76 855
G.6	54 466	56 902	59 338	61 774	64 210	66 646	69 082	71 518	73 954	76 390	78 839	81 452	84 064	86 677	89 289
G.7	63 163	65 979	68 795	71 610	74 426	77 241	80 159	83 179	86 198	89 218	92 237	95 257			

* In accordance with article 54 a) of the Regulations of the United Nations Joint Staff Pension Fund