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| **理事会2018年会议2018年4月17-27日，日内瓦** | logo_C_ |
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| **议项：ADM 26** | **文件 C18/68-C** |
| **2018年3月8日** |
| **原文：英文** |

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| 秘书长的报告 |
| 适用于选任官员的《人事规则》 |

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| 概要理事会2017会议在第1388决议中批准，由国际公务员制度委员会提议并经联合国大会2015年12月23日第70/244号决议通过、再经理事会第593号决定通过的、针对专业及以上职类工作人员的新的整套报酬办法的各项要素适用于选任官员。理事会还进一步责成秘书长对适用于选任官员人事规则和人事细则进行相应修订，并且提交理事会下届会议。需采取的行动请理事会**批准**决议草案，从而**批准**适用于选任官员的《人事规则》修正案。\_\_\_\_\_\_\_\_\_\_\_\_\_\_参考文件国际电联《公约》第[63](https://www.itu.int/pub/S-CONF-PLEN-2015)条；理事会第[647号决议](http://www.itu.int/council/pd/council-res-dec-e.docx#r647)（修订版），第[1388](https://www.itu.int/md/S17-CL-C-0137/en)号决议和理事会[第593](https://www.itu.int/md/S16-CL-C-0138/en)号决定 |

1 根据《国际电联公约》第63款和《人事规则》适用于选任官员的规则第XI.1，理事会有权修正相关《人事规则》。

2 请理事会批准本文件附件所载的决议草案及其附件。

附件

决议草案

适用于选任官员的《人事规则》

理事会，

鉴于

a) 《国际电信联盟公约》第63款和《人事规则》关于选任官员的规则XI.1的规定；

b) 理事会2016年会议通过的第593号决定，赞同由国际公务员制度委员会提议并经联合国大会2015年12月23日第70/244号决议通过的针对专业及以上职类工作人员的新的整套报酬办法的各项要素；而且

c) 理事会第1388号决议决定，新的整套报酬办法的各项要素适用于选任官员并在同日生效，同时责成秘书长对适用于选任官员的《人事规则和人事细则》做相应修订，

考虑到

[C18/68](https://www.itu.int/md/S18-CL-C-0068/en)号文件中秘书长提交的报告，

做出决议

批准本决议附件中适用于选任官员的《人事规则》拟议修正案。

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| **以修改符标出的规则修正案** | **规则修正案** | **变更原理** |
| CHAPTER II SALARIES AND ALLOWANCESRegulation II.1 Salaries and allowances1. The salaries of elected officials shall be set in accordance with the provisions of Resolution 46 adopted by the Plenipotentiary Conference (Kyoto, 1994). A staff assessment shall be applied to the gross salaries at the rates specified in Annex III to Staff Regulations. The amount remaining after deduction of this assessment shall be the net salary.\ | 第二章： 薪金和津贴规则II.1 薪金和津贴1 选任官员的薪金应根据全权代表大会（1994年，京都）第46号决议的规定确定。工作人员薪金税按照《人事规则》附件三规定的税率适用于薪金毛额。扣除这笔薪金税后的余留额即为净薪。 | 予以修正以便落实新的统一薪金表； |
| 2. The assessment shall be calculated according to the rates set out in Annex III to these Regulations. | 2 薪金税应按照本《规则》附件三所列税率计算。 |  |
| Regulation II.3 Education grant | **规则II.3 教育补助金** | 为保持《人事规则和人事细则》的简洁和文体同时顾及一致性起见，之前的第一段“定义”从《人事规则》移至《人事细则》； |
| 1. The Secretary-General shall establish terms and conditions under which an education grant shall be available to an elected official of other than Swiss nationality whose child is in full-time attendance at a school, university, or similar educational institution of a type which will, in the opinion of the Secretary-General, facilitate the dependent child’s resettlement in the elected official’s home country;2. The Secretary-General shall also establish terms and conditions under which a special education grant, non-cumulative with the grant payable under paragraph 1 above, shall be made available to an elected official whether expatriate or not, provided he/she has an appointment for one year or longer or has completed one year of continuous service whose child is unable, for reasons of physical or mental disability, to attend a normal educational institution and therefore requires special teaching or training to prepare him or her for full integration into society or, while attending a normal educational institution, requires special teaching or training to assist him or her in overcoming the disability.3. Travel costs of a child of an elected official in receipt of assistance for boarding-related expenses may also be paid, once in every school year, for an outward and return journey between the child’s educational institution and the elected official’s duty station. Such travel shall be by a route approved by the Secretary-General. | 1 秘书长须制定条款和条件，规定凡瑞士以外国籍的选任官员，当其受扶养子女就读于全日制中小学、大学或类似的教育机构，且秘书长认为这种教育有利于该子女在选任官员本国重新安置时，可以领取教育补助金；2 秘书长还须制定条款和条件，规定选任官员如有子女因身体残疾或精神残疾不能在普通教育机构求学，需要接受特殊教学或训练才能充分适应社会生活，或在普通教育机构求学时，需要接受特殊教育或训练才能克服其残障，无论该官员是否外派国外，只要任期达到一年或更长，或已经完成连续一年的服务，即可领取特殊教育补助金，该补助金不得与上述第1段所述补助金累积。3 亦可向领取补助寄宿相关费用的选任官员子女支付每学年往返一次、在该子女教育机构与选任官员工作地点之间的旅费。此类旅行的路线须经秘书长批准。 | 修正以前的第二段以便：1 反映出联合国大会的决定：限制在外地工作地点服务的工作人员的受扶养子女在指定工作地点以外就读寄宿中小学的寄宿相关费用的补助，并且为秘书长制定例外批准在总部工作地点服务的工作人员为受扶养子女领取寄宿补助的条件提供灵活性；2 澄清支付给残疾子女的特殊教育补助金；3 反映出在支付教育补助金时，母语学费包括在可受理费用中的事实，因而可以在《人事细则》进一步详述。 |
| Regulation II.4 Dependency allowances1. Elected officials shall be entitled to receive non-pensionable dependency allowances for a dependent spouse, for a dependent child, for a disabled child and for a secondary dependant. 2. a) The elected official shall receive a spouse allowance for his/her dependent spouse. However, when husband and wife have been legally separated, the Secretary-General shall decide, in each case, whether the allowance shall be paid.b) The elected official shall receive a child allowance for each dependent child, except that the allowance shall not be paid in respect of the first dependent child if the elected official receives a single parent allowance.c) The elected official in the professional or higher category who is a single parent shall receive, in lieu of the dependent child allowance, a single parent allowance in respect of the first dependent child.d) The elected official shall receive a special child allowance for each disabled child. However, if the elected official is entitled to the single parent allowance in respect of a disabled child, the allowance shall be the same as the child allowance referred to in paragraph 1.b) above.e) Where there is no dependent spouse, the elected official shall receive a single secondary dependent allowance for either a dependent parent, a dependent brother or a dependent sister.f) With a view to avoiding duplication of benefits and in order to achieve equality of benefits between elected officials, the amount of any dependency allowance received by the elected official or by his/her spouse for a dependent child in the form of a grant from any source external to the Union, shall be deducted from an allowance paid to the elected official by the Union in respect of this dependent child. | 规则II.4 扶养津贴1 选任官员有权为其一位受扶养配偶、一名受扶养子女、一名残疾子女和一名二级一位受扶养人领取不计养恤金的扶养津贴。2 a) 选任官员有权为其受扶养配偶领取配偶津贴。但是，当夫妻已合法分居时，秘书长须逐案决定是否支付这笔津贴。 b) 选任官员须为每名受扶养子女领取一笔子女津贴，但在选任官员领取单亲津贴的情况下，不支付第一个受扶养子女的津贴。 c) 单亲选任官员不再为第一个受扶养子女领取受扶养子女津贴，而是领取单亲津贴。 d) 选任官员为每名残疾子女领取一笔特殊子女津贴。然而，如果选任官员有权为残疾子女领取单亲津贴，则该津贴须同于上述1 b)段提及的子女津贴。 e) 如果选任官员没有受扶养配偶，则为或是一位受扶养父母、或是一位兄弟或一位姐妹领取一份二级扶养津贴。 f) 为避免福利的重复发放，同时为实现选任官员之间的福利平等，选任官员或其配偶从任何国际电联以外来源获得的补助金形式的任何扶养津贴的数额均须从国际电联针对一受扶养子女发放给选任官员的子女津贴中扣除。 | 予以修正以便引入单亲津贴的概念，同时考虑到引入新的统一薪金表；为保持《人事规则和人事细则》的简洁和文体同时顾及一致性，将以前的第一段“定义”从《人事规则》移至《人事细则》；增加了新的2 a)至2 d)段以便从指定和相互协调的角度澄清扶养津贴框架；以前的1 d)段落由新的2 e)段落替代，以前的1 e)段落由新的2 f)段落替代。 |
|  3. On the basis of recommendations and decisions of the ICSC, the Secretary-General shall determine, in the Staff Rules, the conditions and amounts of the dependency allowances. | 3 秘书长须根据国际公务员制度委员会的建议和决定，在《人事细则》中规定扶养津贴的领取条件和数额。 |  |
| CHAPTER X APPEALSRegulation X.1 Appeal Board Elected officials may be called upon to participate in the administrative body provided for under Regulation 11.1 and Rule 11.1.3 of the Staff Regulations and Staff Rules applicable to appointed staff members.Regulation X.2 Administrative Tribunals Any elected official shall be entitled to appeal to the Administrative Tribunal of the International Labour Organization as provided in the Statute of the Tribunal, or to the United Nations Appeals Tribunal with regard to appeals concerning the United Nations Joint Staff Pension Fund. | 第十章 上诉规则X.1 上诉委员会 可要求选任官员参加适用于委任职员的规则11.1和细则11.1.3条中规定的行政机构。规则X.2 行政法庭 根据《法庭规约》的规定，任何选任官员须有权向国际劳工组织行政法庭提出申诉，或就联合国合办职工养恤基金的问题向联合国申诉法庭提出申诉。 | 予以修正，以反映出联合国冲突解决机制的变化和编辑性修正 |
| Regulation X.3 Appeals to the Administrative Tribunals by elected officials In the case of appeals which may be made to the Administrative Tribunals by the Secretary-General, or by an elected official, the following procedure must be followed:a) No appeal to the Tribunals may be made by the Secretary-General until the matter has been considered by the Council of the Union.b) No appeal to the Tribunals may be made by other elected officials, alleging non-observance of the terms of appointment or of the provisions of the Staff Regulations or Staff Rules for elected officials until a final decision has been taken by the Secretary-General. | 规则X.3 选任官员向行政法庭提起的申诉 当秘书长或任一选任官员向行政法庭提出申诉时，必须遵守以下程序：a) 申诉案件未经国际电联理事会审议，秘书长不得向法庭提起申诉。b) 在秘书长做出最终决定之前，其他选任官员不得向法庭提出所谓的有关未遵守选任官员任用条款的《人事规则》或《人事细则》规定的申诉。 |  |

适用于选任官员的《人事规则》和《人事细则》

**附件**

附件三

工作人员薪金税率

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| 收入等级 |  |  |
| 自 | 至 | 收入等级规模 | 纳税百分比 |
| - | 50 000 | 50 000 | 17 |
| 50 000 | 100 000 | 50 000 | 24 |
| 100 000 | 150 000 | 50 000 | 30 |
| 150 000 | 更多 | - | 34 |

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附件四

教育补助金

**全球滑动报销比率表**（自2018年1月1日已开学的学年起生效）

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| --- | --- |
| 申报额（美元） | 报销率（百分比） |
| 0 - 11,600  | 86 |
| 11,601 – 17,400  | 81 |
| 17,401 – 23,200  | 76 |
| 23,201 – 29,000  | 71 |
| 29,001 – 34,800  | 66 |
| 34,801 – 40,600  | 61 |
| > 40,601  | 0 |

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