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| **Council 2018Geneva, 17-27 April 2018** |  |
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| **Agenda item: ADM 26** | **Document C18/68-E** |
| **8 March 2018** |
| **Original: English** |
| Report by the Secretary-General |
| STAFF REGULATIONS APPLICABLE TO ELECTED OFFICIALS |

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| SummaryAt its 2017 Session, the Council approved, in its Resolution 1388, that the elements of the new compensation package for staff in the professional and higher categories adopted by the Council in its Decision 593 as proposed by the International Civil Service Commission and approved by the General Assembly of the United Nations in its Resolution 70/244 of 23 December 2015, be applicable to elected officials. The Council further instructed the Secretary-General to revise accordingly the Staff Regulations and Staff Rules applicable to elected officials for presentation to the next session of the Council.Action requiredThe Council is invited to **approve** the draft resolution and thus to **approve** the amendments to the Staff Regulations applicable to Elected Officials.\_\_\_\_\_\_\_\_\_\_\_\_References[No 63](https://www.itu.int/pub/S-CONF-PLEN-2015) of the ITU Convention;  *Council* [*Resolution 647*](http://www.itu.int/council/pd/council-res-dec-e.docx#r647) *(amended),* [*1388*](https://www.itu.int/md/S17-CL-C-0137/en) *and Council* [*Decision 593*](https://www.itu.int/md/S16-CL-C-0138/en) |

1. As per No. 63 of the ITU Convention and Staff Regulation X.1 of Staff Regulations applicable to elected officials, Council is competent for amending those Staff Regulations.

2. The Council is invited to approve the attached draft resolution and its annex, as contained in Annex to this document.

Annex

draft resolution

Staff Regulations applicable to Elected Officials

The Council,

in view of

a) No 63 of the ITU Convention and Regulation XI.1 of Staff Regulations applicable to elected officials;

b) Council Decision 593 adopted at its 2016 session endorsing the elements of the new compensation package for staff in the professional and higher categories proposed by the International Civil Service Commission and approved by the General Assembly of the United Nations in its Resolution 70/244 of 23 December 2015; and

c) Council Resolution 1388 resolving that elements of the new compensation package are applicable to elected officials on the same effective dates and instructing the Secretary-General to revise accordingly the Staff Regulations and Staff Rules applicable to elected officials,

having considered

the report submitted by the Secretary-General in [Document C18/68](https://www.itu.int/md/S18-CL-C-0068/en),

resolves

to adopt the proposed amendments the Staff Regulations applicable to elected officials as shown in the Annex to this Resolution.

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| **Amended Regulation with revision marks** | **Amended Regulation** | ***Rationale for change*** |
| 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.\ | 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. | *Amended in order to implement the new unified salary scale* |
| 2. The assessment shall be calculated according to the rates set out in Annex III to these Regulations. | 2. The assessment shall be calculated according to the rates set out in Annex III to these Regulations. |  |
| Regulation II.3 Education grant | **Regulation II.3 Education grant** | *The former first paragraph “Definitions” is moved from Staff Regulations to Staff Rules for reasons of brevity and style, as well as consistency of the Staff Regulations and Staff Rules.* |
| 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. 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. | *The former second paragraph is amended in order to:**1. reflect the UN General’s Assembly’s decision that limits assistance for boarding-related expenses to staff serving in field duty stations who attend boarding school outside the duty station, and to provide flexibility for the Secretary-General to establish conditions under which boarding assistance would exceptionally be granted to staff at headquarters duty stations;**2. clarify the special education grant that shall be paid for a disabled child;**3. reflect the fact that mother tongue tuition is included in admissible expenses taken into account for payment of the education grant, and can therefore be further detailed in Staff Rules.* |
| 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. | 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. | *Amended in order to introduce the concept of the single parent allowance and to take into account the introduction of the new unified salary scale;**The former first paragraph “Definitions” is moved from Staff Regulations to Staff Rules for reasons of brevity and style, as well as consistency of the Staff Rules and Staff Regulations;**New paragraphs 2. a) to 2. d) have been introduced in order to clarify the framework of dependency allowances, in terms of designation and compatibility between them;**Former paragraph 1. d) is replaced by the new paragraph 2. e) and former paragraph 1. e) is replaced by the new paragraph 2. f).* |
|  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. 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. |  |
| 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. | 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 regards to appeals concerning the United Nations Joint Staff Pension Fund. | *Amendments introduced to reflect the change in the UN conflict resolution mechanism, as well as editorial amendments*  |
| 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. | 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. |  |

**Staff Regulations and Staff Rules applicable to elected official**

**ANNEXES**

ANNEX III

STAFF ASSESSMENT RATES

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|  |
| Bracket |  |  |
| From | To | Bracket size | Tax percentage |
| - | 50 000 | 50 000 | 17 |
| 50 000 | 100 000 | 50 000 | 24 |
| 100 000 | 150 000 | 50 000 | 30 |
| 150 000 | Upward | - | 34 |

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ANNEX IV

EDUCATION GRANT

**Global sliding scale for reimbursement** (Effective from school year in progress on 1 January 2018)

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| Claim amount in USD  | Reimbursement rate (percentage) |
| 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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