



PREPARATORY COMMISSION
OF THE INTERNATIONAL
ATOMIC ENERGY AGENCY

UNITED NATIONS HEADQUARTERS

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DRAFT PROVISIONAL STAFF REGULATIONS OF THE INTERNATIONAL ATOMIC ENERGY AGENCY

(Approved by the Board of Governors at its
meeting on)

SCOPE AND PURPOSE

The Staff Regulations embody the fundamental conditions of service and the basic rights, duties and obligations of the Secretariat of the International Atomic Energy Agency. They set forth the broad principles of personnel policy for the staffing and administration of the Secretariat. The Director-General shall promulgate such rules consistent with these Staff Regulations as he may consider necessary.

ARTICLE I

Duties, Obligations and Privileges

Regulation 1.01: Members of the Secretariat are international civil servants. Their responsibilities are not national but exclusively international. By accepting appointment, they pledge themselves to perform their duties and to regulate their conduct with the interests of the International Atomic Energy Agency (hereinafter called "the Agency") only in view.

Regulation 1.02: Staff members are subject to the authority of the Director-General and to assignment by him to any of the activities or offices of the Agency. They are responsible to him in the performance of their duties and they shall undertake their duties solely at his direction. The whole time of staff members shall be at the disposal of the Director-General. The Director-General shall establish a normal working week.

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Regulation 1.03: No working papers or other Secretariat documents shall be issued except on the responsibility of the Director-General.

Regulation 1.04: In the performance of their duties, members of the Secretariat shall neither seek nor accept instructions from any Government or from any other authority external to the Agency.

Regulation 1.05: Members of the Secretariat shall conduct themselves at all times in a manner befitting their status as international civil servants. They shall not engage in any activity that is incompatible with the proper performance of their duties with the Agency. They shall avoid any action and in particular any kind of public pronouncement which may adversely reflect on their status, or on the integrity, independence and impartiality which are required by that status. While they are not expected to give up their national sentiments or their political and religious convictions, they shall at all times bear in mind the reserve and tact incumbent upon them by reason of their international status.

Regulation 1.06: Members of the Secretariat shall exercise the utmost discretion in regard to all matters of official business. They shall not communicate to any person or Government any information known to them by reason of their official position which has not been made public, except in the course of the performance of their duties or by authorization of the Director-General. They shall not at any time use such information to private advantage and they shall not at any time publish anything based thereon except with the written approval of the Director-General. These obligations shall not cease upon separation from the Secretariat.

Regulation 1.07: All right, title and interest in and to any material produced by any member of the Secretariat on behalf of the Agency during his term of employment by the Agency shall vest in the Agency, and no member of the Secretariat shall have any personal right, title or interest whatsoever therein.

Regulation 1.08: Members of the Secretariat shall not accept any honour, decoration, favour, gift or remuneration from any Government or from any other source external to the Agency, except for war service, without first obtaining the approval of the Director-General. Approval shall be granted only in exceptional cases and where such acceptance is not incompatible with the terms of these Regulations and with the individual's status as an international civil servant.

Regulation 1.09: Members of the Secretariat may exercise the right to vote but shall not engage in any other political activity.

Regulation 1.10: Any immunities and privileges granted to the Agency or members of its Secretariat are conferred in the interests of the Agency. These privileges and immunities shall not excuse members of the Secretariat from non-performance of their private obligations or failure to observe laws and police regulations. In any case where these privileges and immunities arise, the staff member involved shall immediately report to the Director-General, who shall decide whether they shall be waived. In the case of the Director-General, the Board of Governors shall have the right to waive immunities.

Regulation 1.11: Members of the Secretariat shall subscribe to the following oath or declaration:

"I solemnly swear (undertake, affirm, promise) to exercise in all loyalty, discretion and conscience the functions entrusted to me as an international civil servant of the International Atomic Energy Agency, to discharge these functions and regulate my conduct with the interests of the Agency only in view, and not to seek or accept instructions in regard to the performance of my duties from any Government or other authority external to the Agency."

Regulation 1.12: The oath or declaration shall be made orally by the Director-General at a public meeting of the General Conference and by all other members of the Secretariat orally before the Director-General or in writing.

ARTICLE II

Classification of Posts and Staff

Regulation 2.01: In accordance with budgetary provisions established by the General Conference, the Director-General shall make appropriate provision for the classification of posts and staff according to the nature of the duties and responsibilities required.

ARTICLE III

Appointments and Promotions

Regulation 3.01: The Director-General shall be the chief administrative officer of the Agency. All other staff shall be appointed by him. The paramount

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consideration in the recruitment and employment of such staff shall be to secure employees of the highest standards of efficiency, technical competence and integrity. Subject to this consideration, due regard shall be paid to the contributions of members of the Agency and to the importance of recruiting the staff on as wide a geographical basis as possible.

Regulation 3.02: The Director-General may appoint staff:

- (a) By direct appointments;
- (b) On a secondment basis.

Regulation 3.03:

- (a) The Agency shall be guided by the principle that its permanent staff shall be kept to a minimum.
- (b) Appointments of officials of the rank of (e.g. heads of departments) shall normally be for a period of not more than five years, subject to prolongation or renewal. Other staff members shall be granted either permanent appointments, fixed-term appointments for a period of not more than five years, or temporary appointments.
- (c) A fixed-term appointment may be prolonged or renewed at the sole discretion of the Director-General, if the staff member is willing to accept such prolongation or renewal. At no time however shall such an appointment be deemed to carry any expectation of prolongation or renewal.
- (d) The Director-General shall decide which staff members may be granted permanent appointments. No such appointment shall be granted or confirmed unless the staff member has served a probationary period of two years; in individual cases the Director-General may extend the probationary period for not more than one additional year, or, if a staff member's previous record so warrants, may reduce it to one year.
- (e) Consultants may be engaged either for a specific period or to perform a specific task.

Regulation 3.04: The Director-General shall establish appropriate medical standards which staff members shall be required to meet before appointment.

Regulation 3.05: Upon appointment each staff member shall receive a letter of appointment signed by the Director-General or his authorized representative. The letter of appointment shall state in so far as applicable:

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- (i) That the appointment is subject to the provisions of these Regulations and of the rules applicable to the category of appointment in question, and to changes which may be duly made in such regulations and rules from time to time;
- (ii) The nature of the appointment;
- (iii) The date at which the staff member is required to enter upon his duties;
- (iv) The period of appointment, the notice required to terminate it and period of probation, if any;
- (v) Terms of remuneration;
- (vi) Any special conditions which may be warranted to cover exceptional circumstances.

A copy of these Regulations and of the Staff Rules promulgated pursuant thereto shall be transmitted to each staff member with his letter of appointment. In accepting appointment, each staff member shall state that he accepts the terms and conditions laid down in these Regulations and in the Staff Rules promulgated pursuant thereto, of which he shall also be given a copy.

Regulation 3.06: Subject to the provisions of Regulations 3.01 and 3.03, the fullest regard shall be had in filling vacancies, to the qualifications and experience of persons already in the service of the Agency. The decision as to whether any vacancy shall be filled by recruitment or promotion, and in the latter event the decision as to which staff member shall be promoted, shall rest with the Director-General.

Regulation 3.07: The Director-General shall establish a Promotion Board to advise him on promotions to posts at the level of principal officer.

ARTICLE IV

Separation from Service

Termination of Appointments

Regulation 4.01:

- (a) The Director-General may terminate the appointment of a staff member who holds a permanent appointment and whose probationary period has been completed, if the necessities of the service require abolition of the post

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or reduction of the staff, if the services of the individual concerned prove unsatisfactory, or if he is, for reasons of health, incapacitated for further service.

The Director-General may also, giving his reasons therefor, terminate the appointment of a staff member who holds a permanent appointment:

- (i) If the conduct of the staff member indicates that the staff member does not meet the highest standards of integrity required by the Statute;
- (ii) If facts anterior to the appointment of the staff member and relevant to his suitability come to light which, if they had been known at the time of his appointment, would have precluded his appointment.

No termination under sub-paragraphs (i) and (ii) above shall take place until the matter has been considered by a special advisory board.

Finally, the Director-General may terminate the appointment of a staff member who holds a permanent appointment if such action would be in the interest of the good administration of the Agency and in accordance with the standards of the Statute, provided that the action is not contested by the staff member concerned.

(b) The Director-General may terminate the appointment of a staff member with a fixed-term appointment prior to the expiration date thereof for any of the reasons specified in paragraph (a) above, or for such other reason as may be specified in the letter of appointment.

(c) In the case of all other staff members, including staff members serving a probationary period for a permanent appointment, or of consultants, the Director-General may at any time terminate the appointment, if, in his sole opinion, such action would be in the interest of the Agency.

(d) Any employee may be summarily dismissed by the Director-General for serious misconduct.

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Notice of Termination

Regulation 4.02: Except in cases of summary dismissal, a staff member whose appointment is terminated by the Director-General shall be given:

- (i) if he holds a confirmed permanent appointment - at least three months' notice of termination if his service is less than six years or at least six months' notice of termination in other cases or pay in lieu thereof;
- (ii) if he holds a fixed-term appointment of over two years - at least three months' notice of termination or pay in lieu thereof;
- (iii) in all other cases - at least one month's notice of termination or pay in lieu thereof.

No notice of termination shall be required in the case of expiry at the due date of a fixed-term appointment.

Termination Indemnities

Regulation 4.03:

- (a) Except as otherwise provided in these Regulations, a member of the Secretariat whose appointment is terminated by the Director-General shall be paid, in addition to any pay in lieu of notice, an indemnity payment at the rate and under the conditions set forth in Annex I to these Regulations.
- (b) The Director-General may, where he considers it justified by the circumstances, pay to a staff member holding a permanent appointment which is terminated in the interest of the good administration of the Agency pursuant to the final sub-paragraph of Regulation 4.01 (a) above, a termination indemnity not more than fifty per cent higher than that which would otherwise be payable under the terms of Annex I.

Resignation

Regulation 4.04: A staff member may resign from the Secretariat upon giving the Director-General the same period of written notice as would be required for termination of his appointment. The Director-General may, however, accept a shorter period.

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Retirement

Regulation 4.05: Staff members shall not normally be retained in service beyond the age of sixty years. The Director-General may, in the interest of the Agency, extend this age limit.

ARTICLE V

Salaries and Allowances

Salaries

Regulation 5.01:

(a) The base salary scales for each grade in the Secretariat, in the Professional category and above, shall be the scales in Annex II to these Regulations. Salary scales for each grade in the General Service category or any other category which is locally recruited, shall be promulgated in the Staff Rules.

(b) The base scales for the Professional category or above are related to rates of exchanges and the cost of living for international officials at Geneva on 1 January 1956. Where at any office of the Agency the cost of living measured on an appropriate index, differs from that to which the base scales are related, the salary scales may be increased or decreased by a post adjustment at the rates indicated in Annex III to these Regulations. The appropriate post classification for any office shall be determined by the Board of Governors from time to time.

(c) The initial rate of salary of each staff member shall be a rate within the scale for his grade. It shall be specified in his letter of appointment, together with any post adjustment which may be in force at the time of appointment.

National Income Taxes and Staff Assessment Plan

Regulation 5.02:

(a) The salary scales set out in Annex II, and the post adjustments in Annex III, are deemed to be exempt from national income taxes. Should such

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tax be levied by a national state on the salaries or allowances paid by the Agency, they will, unless otherwise specified in the letter of appointment, be reimbursed by the Agency.

(b) The Director-General may, with the approval of the Board of Governors, introduce a Staff Assessment Plan by which the salaries of staff members may be subject by the Agency to deductions, i.e. staff assessments, in lieu of national income taxation. Should such a Staff Assessment Plan be introduced, the salary scales will be increased to gross amounts in such a way that the net annual salary received by staff members after the staff assessment has been made will not materially differ from the previous net amount.

Dependency Benefits

Regulation 5.03:

(a) Staff members in or above the Professional category shall be entitled to receive dependency allowances as follows:

(i) At \$200 per annum for a dependent wife or dependent husband and at \$300 per annum for each dependent child; or

(ii) Where there is no dependent spouse, a single annual allowance of \$200 for either a dependent parent, a dependent brother or a dependent sister.

(b) If both husband and wife are staff members, one may claim, for dependent children, under (i) above, in which case the other may claim only under (ii) above, if otherwise entitled.

(c) Staff members whose salary rates are set by the Director-General under section B of Annex II to these Regulations shall be entitled to receive dependency allowances at rates and under conditions determined by the Director-General, due regard being given to the circumstances in the locality in which the office is located.

(d) Claims for dependency allowances shall be submitted in writing and supported by evidence satisfactory to the Director-General. A separate claim for dependency allowances shall be made each year.

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Education Grants

Regulation 5.04: The Director-General shall establish terms and conditions under which an education grant shall be available to a member of the Secretariat serving outside his recognized home country, whose dependent child under the age of twenty-one is in full-time attendance at a school, university, or similar educational institution of a type, which will, in the opinion of the Director-General, facilitate the child's re-assimilation in the staff member's recognized home country. The maximum amount of the grant shall be \$400 per annum for a child. Travel costs of the child may also be paid for an outward and return journey once in each scholastic year between the educational institution and the duty station, by a route approved by the Director-General, but not in an amount exceeding the cost of such a journey between the home country and the duty station.

The Director-General shall also establish terms and conditions under which an education grant shall be available to a member of the Secretariat serving in a country whose language is different from his own and who is obliged to pay tuition for the teaching of the mother tongue to a dependent child attending a local school in which the instruction is given in a language other than his own.

ARTICLE VI

Lump Sums Payable on Separation from Service

Repatriation Grant

Regulation 6.01: On separation from the service, a member of the Secretariat whom the Agency is liable to repatriate will, if he is not entitled to a service benefit under the provisions of Regulation 6.02, be entitled to a repatriation grant at the rates and under the conditions set forth in Annex V to these Regulations.

Service Benefits

Regulation 6.02:

- (a) If his letter of appointment so indicates, a member of the Secretariat who has been appointed on a fixed-term basis, and who has served for at least

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one year, shall receive upon separation a service benefit at the rate of 4 per cent of salary during service in his home country and at the rate of 8 per cent of salary during service outside his home country, for each year of service.

(b) Should such a member of the Secretariat, without break in service, be granted a probationary or permanent appointment, or should his fixed term contract be renewed so as to provide more than five years of continuous service he shall lose entitlement to service benefits but shall, if otherwise eligible, become entitled to repatriation grant as from the day of his first appointment.

ARTICLE VII

Leave and Sick Leave

Regulation 7.01: A member of the Secretariat in the Professional category or above shall be allowed annual leave at the rate of six weeks for each calendar year of service. Staff in other categories shall be allowed annual leave as provided in the Staff Rules. Such leave shall be taken as the requirements of the service permit and shall be cumulative, provided, however, that not more than twelve weeks may be carried forward from one year to another.

Regulation 7.02: Eligible members of the Secretariat shall be granted home leave once in every two years subject to rules promulgated by the Director-General. A member of the Secretariat whose home country is the country of his official duty station or who continues to reside in his home country while performing his official duties shall not be eligible for home leave.

Regulation 7.03: The Director-General may, in exceptional cases, grant special leave on such terms and conditions as he deems appropriate.

Regulation 7.04: The Director-General may make appropriate rules regarding sick leave.

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ARTICLE VIII

Social Security

Regulation 8.01: Pending the conclusion of arrangements for the participation of the staff in a permanent pension scheme, members of the Secretariat shall participate in a Staff Provident Fund to which they shall contribute 7 per cent of their base salary. An amount equal to twice this sum shall be paid to the Fund by the Agency. In the event that such a member of the Secretariat leaves the service of the Agency before entering the permanent pension scheme of the Agency, he shall receive his own contribution to the Staff Provident Fund plus an equal sum on behalf of the Agency, provided that in the case of summary dismissal a staff member shall receive only his own contribution. In the event that he becomes a participant in the permanent pension scheme of the Agency, the whole of his own and the Agency's contribution may be paid into the pension scheme, in which event the whole of his service from the date of his membership in the Staff Provident Fund shall be counted for the purpose of the pension scheme.

Regulation 8.02: The Director-General may reimburse the cost of continuation of such social security measures as health insurance and pension fund participation to the employers from whom members of the Secretariat have been seconded pursuant to Regulation 3.02 (a). Members who elect this alternative will be excluded from participation in the Provident Fund.

Health Insurance

Regulation 8.04: The Director-General shall, with the approval of the Board of Governors, establish a scheme of insurance for medical and hospital expenses for members of the Secretariat who may not be adequately covered by state schemes of health insurance. Membership in such an Agency scheme may be made compulsory for all members of the Secretariat, who may also be required to contribute part of its cost.

Compensation, Accident, Illness or Death Attributable to
the Performance of Official Duties

Regulation 8.05: The Director-General shall, with the approval of the Board of Governors, draw up a scheme for compensation of members of the Secretariat in the event of their suffering accident, illness or death attributable to the performance of official duties on behalf of the Agency. Pending the approval of such a scheme, members of the Secretariat, other than those who are seconded from the United Nations, will be covered through standard commercial insurance with respect to accidental death and dismemberment and medical expenses.

ARTICLE XI

Travel and Removal Expenses

Regulation 9.01: Subject to rules promulgated by the Director-General, the Agency shall pay the travel expenses of members of the Secretariat on appointment, change of duty station, official business, and separation from the service, and, in appropriate cases in accordance with rules to be promulgated by the Director-General, shall pay also the travel expenses of their dependents.

Removal of Household Effects

Regulation 9.02: Members of the Secretariat appointed for a period of not less than two years, or transferred from one office to another for a period of not less than two years, shall in principle be entitled to be paid the cost of removal of their household effects subject to rules promulgated by the Director-General. Where, however, the Director-General considers that it is in the interest of the Agency to do so, having regard to the cost of removal and the probable period of appointment or transfer, he may elect not to offer to pay the cost of removal of household effects and to pay instead an assignment allowance at the rate and under the conditions set forth in Annex IV to these Regulations.

Regulation 9.03: On separation from the service, members of the Secretariat whose removal expenses are paid by the Agency on appointment, or whom the Agency is obliged to repatriate, shall be entitled to the cost of removal of their household effects subject to rules promulgated by the Director-General.

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ARTICLE X

Staff Relations

Regulation 10.01:

(a) A Staff Council, elected by the staff members, shall be established for the purpose of ensuring continuous contact between the staff member and the Director-General.

(b) The Staff Council shall be composed in such a way as to afford equitable representation to all levels of the staff.

(c) Election of the Staff Council shall take place annually under regulations drawn up by the Staff Council and agreed to by the Director-General.

Regulation 10.02: The Director-General shall establish administrative machinery with staff participation to advise him regarding personnel policies and general questions of staff welfare and to make to him such proposals as it may desire for amendment of the Staff Regulations and Rules.

ARTICLE XI

Disciplinary Measures

Regulation 11.01: The Director-General may impose such disciplinary measures as are in his opinion appropriate on staff members whose conduct is unsatisfactory. He may summarily dismiss a member of the Secretariat for serious misconduct.

ARTICLE XII

Appeals

Regulation 12.01: The Director-General shall establish an administrative board with staff participation to advise him in case of any appeal by a staff member against an administrative decision alleging the non-observance of terms of appointment, including all pertinent regulations and rules, or against disciplinary action.

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ARTICLE XIII

General Provisions

Regulation 13.01: These Staff Regulations may be supplemented or amended by the Board of Governors.

Regulation 13.02: The Board of Governors shall report annually to the General Conference all such amendments.

ARTICLE XIV

Definitions

Regulation 14.01: Staff appointed on a secondment basis shall mean staff on loan from their regular employer.

Regulation 14.02: Members of the Secretariat shall mean the Director-General and staff members appointed by him, whether on a secondment basis or by direct appointment, to full-time duties with the Agency, whose contracts specify that they are subject to these Regulations.

Regulation 14.03: Staff members shall mean persons appointed by the Director-General, whether on a secondment basis or by direct appointment, to full-time duties with the Agency, whose contracts specify that they are subject to these Regulations.

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ANNEX I

Termination Indemnities

(a) Members of the Secretariat whose appointments are terminated under the provisions of Regulation 4.03 shall be entitled to an indemnity in accordance with the following scale and conditions:

Completed Years of Service in the Secretariat	Months of Base Salary or Wage	
	Confirmed Permanent Appointments	Temporary Appointments which are not for a Fixed Term and Unconfirmed (Probationary) Permanent Appointments
0	Not applicable	nil
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 or more	9	8

(b) Except as provided in (d) and (e) below, members of the Secretariat who have appointments for a fixed term of over six months which are terminated prior to the expiration date specified in the letter of appointment shall be paid one week's indemnity pay for each month of uncompleted service, but not less than six weeks' indemnity pay.

(c) Indemnity pay shall be calculated on the basis of the member of the Secretariat's base salary or wages at the time of the termination.

(d) No indemnity payments shall be made to:

- A member of the Secretariat who resigns, except where termination notice has previously been given and the termination date agreed upon;
- A member of the Secretariat who has a temporary appointment which is not for a fixed term and which is terminated during the first year of service;

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- A member of the Secretariat who has a temporary appointment for a fixed term which is completed on the expiration date specified in the letter of appointment;
- A member of the Secretariat who is summarily dismissed;
- A member of the Secretariat who for disciplinary reasons is dismissed for misconduct otherwise than by summary dismissal, provided that the Director-General may grant in such a case, at his discretion, a termination indemnity in any amount not exceeding the full indemnity provided under paragraphs (a), (b) or (e) of this Annex, whichever is applicable;
- A member of the Secretariat who abandons his post;
- A member of the Secretariat who is retired under the United Nations Joint Staff Pension Fund Regulations.

(e) Members of the Secretariat specifically engaged for conferences and other short-term service or for service with a mission, or as experts, and members of the Secretariat 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.

(f) A member of the Secretariat whose appointment is terminated for reasons of health shall receive the termination indemnity set out in this Annex, to the extent that the amount of the termination indemnity, when added to the annual amount of the disability benefit payable to him under the Regulations of the Joint Staff Pension Fund, does not exceed one year's salary.

ANNEX II

BASE SALARY SCALES (NET IN U.S. DOLLARS)

A. Professional Category and Above

Grade	Step I	Step II	Step III	Step IV	Step V	Step VI	Step VII	Step VIII	Step IX	Step X
Under Secretary*	\$12,500 fixed with a non-pensionable basic allowance of \$3,500									
Director (D.2)	\$12,500 fixed									
Principal Officer (D.1)	10,000	10,400	10,800	11,200	11,600	12,000				
Senior Officer (P.5)	8,750	9,000	9,250	9,500	9,800	10,100	10,400	10,700	11,000	
First Officer (P.4)	7,300	7,525	7,750	8,000	8,250	8,500	8,750	9,000	9,250	9,500
Second Officer (P.3)	6,000	6,200	6,400	6,625	6,850	7,075	7,300	7,525	7,750	8,000
Associate Officer (P.2)	4,800	5,000	5,200	5,400	5,600	5,800	6,000	6,200	6,400	
Assistant Officer (P.1)	3,600	3,800	4,000	4,200	4,400	4,600	4,800	5,000		

Notes:

- Salary increments within the scales set forth above will be awarded annually on the basis of satisfactory service, provided that the period of satisfactory service required for increments to any salary step above US \$11,000 net, shall be two years.
- The rate of pay and basic allowance for Under-Secretaries will be reviewed following a review of conditions at this level which is to be made by the United Nations General Assembly at its twelfth session in 1957.
- A representation allowance may, if the Board of Governors so decided, be paid at amounts determined by the Board, to officials of the rank of Director or Under-Secretary who have expenses of a representational nature. Alternatively, such officials may, subject to rules to be made by the Director General, be reimbursed for actual hospitality expenditure within limits fixed by the Board of Governors.

* It is assumed that Heads of Departments will be paid at this rate.

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B. General Service category or other categories which are mainly recruited locally in the area of the office concerned

(i) The salary scales for such categories shall be set by the Director-General, with the approval of the Board of Governors, and promulgated in the Staff Rules for the office concerned. The scales shall be determined on the basis of the best prevailing conditions of employment in the locality concerned provided that the Director-General may, where he deems it appropriate, establish rules and salary limits for payment of a non-resident's allowance to General Service staff members recruited from outside the local area. If the salaries of such categories of staff are subject to national income taxes the Director-General may, if the Board of Governors approve, set the scales in terms of gross taxable scales in which case no reimbursement of tax will be made.

(ii) The scales of pay will provide for annual increments subject to satisfactory service.

(iii) The Director-General shall establish rules by which an extra payment may be made to staff members in the General Service category who pass an appropriate test and demonstrate continued proficiency in the use of two or more official languages, or in the language of the host country and one official language. Such payment shall be equivalent to an additional step increment which would continue beyond the normal maximum of the grade of the staff member concerned.

(iv) Dependency allowances may be set under Regulation 5.03.

C. Other categories

The Director-General may determine the salary rates to be paid to personnel specifically engaged for conferences and other short-term service, to consultants, and to Technical Assistance experts.

ANNEX III

SCHEDULE OF POST ADJUSTMENTS (in U.S. Dollars)

(i) For areas where cost of living is higher than at the base^{a/}
Classification of Duty Stations

	Class 2		Class 3		Class 4		Class 5		Class 6		Class 7	
	S	D	S	D	S	D	S	D	S	D	S	D
P-1	170	250	335	500	500	750	650	975	800	1,200	935	1,400
P-2	200	300	400	600	600	900	785	1,175	950	1,425	1,100	1,650
P-3	235	350	465	700	700	1,050	915	1,375	1,100	1,650	1,265	1,900
P-4	270	400	535	800	785	1,175	1,015	1,525	1,215	1,825	1,400	2,100
P-5	300	450	600	900	865	1,300	1,100	1,650	1,315	1,975	1,515	2,275
D-1	335	500	650	975	950	1,425	1,215	1,825	1,450	2,175	1,635	2,450
D-2	365	550	715	1,075	1,065	1,600	1,385	2,075	1,650	2,475	1,865	2,800
Under-Sec.....	400	600	800	1,200	1,200	1,800	1,500	2,250	1,785	2,675	2,000	3,000

(ii) For areas where cost of living is lower than at the base
Classification of Duty Stations

	Class A	Class B	Class C	Class D	Class E	Class F
	S and D	S and D	S and D	S and D	S and D	S and D
P-1	160	320	480	640	800	960
P-2	200	400	600	800	1,000	1,200
P-3	260	525	785	1,050	1,300	1,570
P-4	315	630	945	1,260	1,575	1,890
P-5	370	740	1,110	1,480	1,850	2,220
D-1						
D-2						
Under-Sec.....						

S: rate of post adjustment applicable to staff members with no primary dependents.

D: rate of post adjustment applicable to staff members with one or more primary dependents.

a/ As at 1 January 1956 the base location Geneva, and any duty station with the same "post classification" as Geneva would be regarded as "Class 1", no post adjustment being made.

Post classifications of any office may be changed by the Board of Governors in the event of changes in the cost of living or dollar/local currency exchange rate at the locality concerned.

ANNEX IV

ASSIGNMENT ALLOWANCE

An assignment allowance shall be paid to members of the Secretariat who are assigned to a duty station other than their normal place of residence for a period of at least one, but less than five, years according to the following schedule:

	<u>Not having a recognized primary dependent</u>	<u>Having a recognized primary dependent</u>
P-1 and P-2	\$ 800	\$1,000
P-3 and P-4	950	1,200
P-5 and above	1,100	1,400

CONDITIONS

Assignment allowance shall be payable only in lieu of removal of household effects and shall be subject to detailed conditions to be promulgated by the Director-General.
