

**INTERNATIONAL  
ATOMIC ENERGY AGENCY**

Distr.  
GENERAL  
INFCIRC/6  
22 June 1959  
Original: ENGLISH

---

THE PROVISIONAL STAFF REGULATIONS OF THE AGENCY

1. In accordance with Article VII. E of the Statute and of the general principles approved by the General Conference in resolution GC.1(S)/RES/13, the Board of Governors has established "the terms and conditions on which the Agency's staff shall be appointed, remunerated and dismissed."
2. The Provisional Staff Regulations thus approved and amended by the Board up to 15 January 1959 are reproduced in this document for the information of all Members of the Agency.

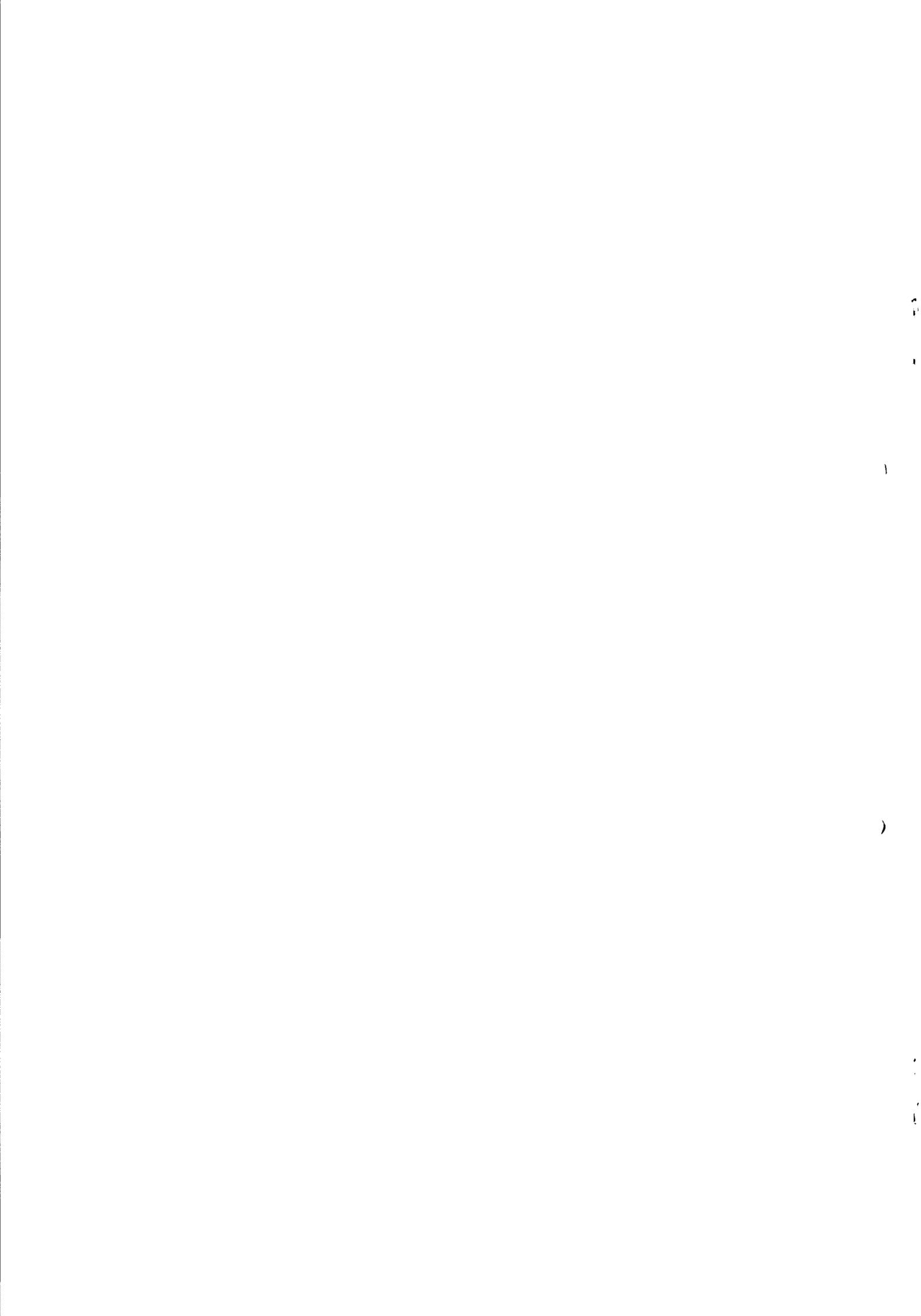


TABLE OF CONTENTS

	<u>Regulation</u>	<u>Page</u>
PREAMBLE		5
ARTICLE I		
DUTIES, OBLIGATIONS AND PRIVILEGES	1.01 - 1.12	5- 7
ARTICLE II		
CLASSIFICATION OF POSTS AND STAFF	2.01	8
ARTICLE III		
APPOINTMENTS AND PROMOTIONS	3.01 - 3.06	9-10
ARTICLE IV		
SEPARATION FROM SERVICE	4.01 - 4.05	11-12
Termination of appointments	4.01	11
Notice of termination	4.02	11
Termination indemnities	4.03	12
Resignation	4.04	12
Retirement	4.05	12
ARTICLE V		
SALARIES AND ALLOWANCES	5.01 - 5.04	13-14
Salaries	5.01	13
National income taxes and staff assessment plan	5.02	13
Dependency benefits	5.03	13
Education grants	5.04	14
ARTICLE VI		
LUMP SUMS PAYABLE ON SEPARATION FROM SERVICE	6.01 - 6.02	15
Repatriation grant	6.01	15
Service benefits	6.02	15
ARTICLE VII		
LEAVE AND SICK LEAVE	7.01 - 7.04	16
ARTICLE VIII		
SOCIAL SECURITY	8.01 - 8.04	17
Pension scheme	8.01 - 8.02	17
Health insurance	8.03	17
Compensation for accident, illness or death attributable to the performance of official duties	8.04	17

	<u>Regulation</u>	<u>Page</u>
ARTICLE IX		
TRAVEL AND REMOVAL EXPENSES	9.01 - 9.03	18
Travel expenses	9.01	18
Removal of household effects	9.02 - 9.03	18
ARTICLE X		
STAFF RELATIONS	10.01 - 10.02	19
ARTICLE XI		
DISCIPLINARY MEASURES	11.01	20
ARTICLE XII		
APPEALS	12.01 - 12.02	21
ARTICLE XIII		
GENERAL PROVISIONS	13.01 - 13.02	22
ARTICLE XIV		
DEFINITIONS	14.01 - 14.03	23
ARTICLE XV		
SERVICE WITH THE PREPARATORY COMMISSION	15.01	24
ANNEX I		
TERMINATION INDEMNITIES		
ANNEX II		
BASE SALARY SCALES		
A. Professional category and above		
B. General Service category or other categories which are mainly recruited locally in the area of the office concerned		
C. Other categories		
ANNEX III		
SCHEDULE OF POST ADJUSTMENTS		
Classification of duty stations		
1. For areas where the cost of living is higher than at the base		
2. For areas where the cost of living is lower than at the base		
ANNEX IV		
ASSIGNMENT ALLOWANCE		
ANNEX V		
REPATRIATION GRANT		

PROVISIONAL STAFF REGULATIONS

PREAMBLE

These 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 Regulations as he may consider necessary.

ARTICLE I

DUTIES, OBLIGATIONS AND PRIVILEGES

Regulation 1.01

Members of the Secretariat are international civil servants. As such, 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 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.

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 which 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, including, without limitation, all copyrights and patents, in and to any material produced and invention developed 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 would not be 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 privileges and immunities granted to the Agency or to members of its Secretariat are conferred in the interests of the Agency. Such privileges and immunities shall not excuse members of the Secretariat who enjoy them from performance of their private obligations or from the observance of 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, in consultation where appropriate with the Board of Governors, 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, and shall be responsible for the appointment of the staff. The paramount consideration in the recruitment, employment and promotion 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 Member States and to the importance of recruiting the staff on as wide a geographical basis as possible. Staff members shall be selected without distinction as to race, sex or religion.

Regulation 3.02

The Director General may appoint staff by direct appointment and on a secondment basis.

Regulation 3.03

- (a) The Agency shall be guided by the principle that its permanent staff shall be kept to the minimum compatible with the efficient operation of the Agency.
- (b) Appointments of officials of the rank of Deputy Director General or equivalent shall normally be for a period of not more than five years, subject to extension 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 extended or renewed at the discretion of the Director General, if the staff member is willing to accept such extension or renewal. At no time, however, shall such an appointment be deemed to carry any expectation of, or right to extension, renewal or conversion to another type of appointment.
- (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; provided, however, that 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, and that, in the case of staff members transferred to the Agency from the United Nations or a specialized agency, the Director General may grant a permanent appointment with retention of seniority, pension and other staff rights without any probationary period.
- (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 prospective 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:

- (a) That the appointment is subject to the provisions of these Regulations and of the rules applicable to the category of the appointment in question, and to changes which may be duly made in such Regulations and rules from time to time;
- (b) The nature of the appointment;
- (c) The date on which the staff member is required to enter upon his duties;
- (d) The period of appointment, the notice required to terminate it and period of probation, if any;
- (e) The terms of remuneration; and
- (f) Any special conditions which may be warranted to cover exceptional circumstances.

A copy of these Regulations and of the relevant 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 such rules.

Regulation 3.06

Subject to the provisions of Regulations 3.01 and 3.03, and without prejudice to the recruitment of fresh talent at all levels, 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.

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 or reduction of the staff or, if the staff member is, for reasons of health, incapacitated for further service.
- (b) The Director General may also, giving his reasons therefor, terminate the appointment of a staff member who holds a permanent appointment:
  - (i) If the services of the individual concerned prove unsatisfactory;
  - (ii) If the conduct of the individual indicates that he does not meet the standards of integrity required by the Statute; or
  - (iii) If facts anterior to the individual's appointment and relevant to his suitability for employment in the Agency come to light which he was obliged to disclose at the time of his appointment, which he deliberately withheld or incorrectly or incompletely disclosed and which, had they been disclosed, would have precluded his appointment.
- (c) No termination under paragraphs (a) and (b) above shall take place in respect of staff of the rank of Head of Division or above without prior consultation with the Board of Governors. No termination under paragraphs (a) and (b) above shall take place in respect of other staff without prior consultation with the Deputy Directors General and the Head of the unit of the staff member concerned. In addition, no termination under sub-paragraphs (b) (ii) and (iii) shall take effect until the matter has been considered and reported on by a special advisory board appointed for that purpose by the Director General.
- (d) The Director General may terminate the appointment of a staff member holding a fixed-term appointment before the expiration date thereof for any of the reasons specified in paragraphs (a) and (b) above, or for such other reason as may be specified in the letter of appointment.
- (e) 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 opinion, such action would be in the interest of the Agency.

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:

- (a) If he holds a confirmed permanent appointment, and
  - (i) If his service is less than six years, at least three months' notice of termination or pay in lieu thereof;

- (ii) If his service is more than six years, at least six months' notice of termination or pay in lieu thereof;
- (b) If he holds a fixed-term appointment of over two years, at least three months' notice of termination or pay in lieu thereof; or
- (c) In all other instances, except for conference short-term appointments, 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, conference or other short-term appointment.

#### Termination indemnities

##### Regulation 4.03

Except as otherwise provided in these Regulations, a staff member 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.

#### 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.

#### 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 scale for each grade in the Secretariat, in the Professional category or above, shall be that set forth in Annex II to these Regulations. The salary scale for each grade in the General Service category or any other category which is locally recruited shall be promulgated by the Director General with the approval of the Board of Governors.
- (b) The base salary scales for the Professional category or above are related to rates of exchange and the costs of living for international officials at Geneva on 1 January 1956. When, at any office of the Agency, the cost of living measured on an appropriate index differs from that to which the base salary scales are related, the scales may be increased or decreased by a post adjustment at the rates set forth 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 his appointment.

National income taxes and staff assessment plan

Regulation 5.02

- (a) The salaries provided for in the scales set forth in Annex II, and the post adjustments set forth in Annex III, are deemed to be exempt from national income taxes. Should such taxes be levied 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 made subject to deductions, i. e., staff assessment by the Agency in lieu of national income taxation. The salaries of staff members seconded to the Agency and consultants shall not, however, be subject to any staff assessment plan, unless otherwise specified in the letter of appointment.

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 sub-paragraph (i) above, in which case the other may claim only under sub-paragraph (ii) above if otherwise so entitled.
- (c) 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.

Education grants

Regulation 5.04

- (a) The Director General shall establish terms and conditions under which an education grant shall be available to a staff member serving outside his recognized home country, with respect to each dependent child under the age of twenty-one who 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 each 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 an outward and return journey between the home country and the duty station.
- (b) The Director General shall also establish terms and conditions under which an education grant shall be available to a staff member serving in a country whose language is different from his own and who is obliged to pay tuition fees 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 staff member 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 staff member who has been appointed on a fixed-term basis, and who has served for at least one year, shall receive upon separation a service benefit at the rate of four per cent of salary during service in his home country and at the rate of eight per cent of his salary during service outside his home country, for each year of service.
- (b) Should such a staff member, 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 a 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 rules promulgated by the Director General. 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.

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 governing the grant of sick leave and maternity leave.

ARTICLE VIII

SOCIAL SECURITY

Pension scheme

Regulation 8.01

Provision shall be made for the participation of eligible members of the Secretariat in the United Nations Joint Staff Pension Fund in accordance with the Regulations of that Fund. The Director General shall determine which categories of locally-recruited staff shall participate in the Austrian social security system and the terms of such participation.

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 employer from whom a member of the Secretariat has been seconded pursuant to Regulation 3.02. Members of the Secretariat who choose this alternative will be ineligible to participate in the United Nations Joint Staff Pension Fund.

Health insurance

Regulation 8.03

The Director General may, with the approval of the Board of Governors, establish, either by a fund financed by the Agency or by contracting with a commercial organization, 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 all or part of its cost.

Compensation for accident, illness or death attributable  
to the performance of official duties

Regulation 8.04

The Director General shall, with the approval of the Board of Governors, draw up a scheme for the 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 Secretariat, will be covered through standard commercial insurance with respect to accidental death and dismemberment and medical expenses.

ARTICLE IX

TRAVEL AND REMOVAL EXPENSES

Travel expenses

Regulation 9.01

Subject to rules promulgated by the Director General, with the approval of the Board of Governors, the Agency shall, in appropriate cases, pay the travel expenses of staff members on appointment, change of duty station, official business and separation from the service, and, in appropriate cases and in accordance with rules to be promulgated by the Director General, with the approval of the Board of Governors, shall also pay the travel expenses of their dependants.

Removal of household effects

Regulation 9.02

A staff member 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 his 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, a staff member whose removal expenses have been paid by the Agency on appointment, and whom the Agency is obliged to repatriate, shall be entitled to the cost of removal of his household effects, subject to rules promulgated by the Director General.

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 members 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 staff member for serious misconduct.

ARTICLE XII

APPEALS

Regulation 12.01

The Director General shall establish administrative machinery with staff participation to advise him in case of any appeal by a staff member against an administrative decision in which the staff member alleges the non-observance of the terms of his appointment, including all pertinent Regulations and rules, or of appeals against disciplinary action.

Regulation 12.02

The Board of Governors shall make arrangements for the hearing by an independent tribunal of an appeal by a staff member against any administrative decision directly affecting him taken pursuant to Regulations 4.01 or 12.01.

ARTICLE XIII

GENERAL PROVISIONS

Regulation 13.01

These Staff Regulations may be supplemented or amended by the Board of Governors without prejudice to the acquired rights of members of the Secretariat.

Regulation 13.02

The Board of Governors shall report annually to the General Conferences 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.

ARTICLE XV

SERVICE WITH THE PREPARATORY COMMISSION

Regulation 15.01

For the purposes of these Regulations, the Director General may, in appropriate cases, treat service with the Preparatory Commission of the International Atomic Energy Agency as if it were service with the Agency.

ANNEX I

Termination indemnities

1. Staff members whose appointments are terminated shall be entitled to an indemnity at the rate and under the conditions set forth in this Annex.
2. (a) Any such indemnity shall be paid at the following rates:

Completed years of service in the Secretariat	Amount of indemnity in terms of months of base salary or wage	
	Confirmed permanent appointments	Temporary appointments 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 paragraphs 3 and 4 below, a staff member who has an appointment for a fixed term of over six months which is terminated before 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 staff member's base salary or wages at the time of the termination.
  - (d) Persons specifically engaged for conferences and other short-term service, for service with a mission, as consultants or as technical assistance experts, and staff members who are locally recruited for service in established offices away from Headquarters, may be paid a termination indemnity if and as provided in their letters of appointment.
3. No indemnity payments shall be made to:
    - (a) A staff member who resigns, except where termination notice has previously been given and the termination date agreed upon;
    - (b) A staff member who has a temporary appointment which is terminated during the first year of service;

- (c) A staff member who has a fixed-term appointment which is completed on the expiration date specified in the letter of appointment;
- (d) A staff member who is summarily dismissed;
- (e) A staff member 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 sub-paragraphs 2 (a), (b) or (d) of this Annex, whichever is applicable;
- (f) A staff member who abandons his post;
- (g) A staff member who is retired under any permanent pension scheme in which the Agency participates.

4. A member of the Secretariat whose appointment is terminated for reasons of health shall receive the termination indemnity set forth 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 from any permanent pension scheme in which the Agency participates, does not exceed one year's salary.

ANNEX II

BASE SALARY SCALES

(Shown 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
Deputy Director General or equivalent....	15 000	Fixed								
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:

1. A Principal Officer (D-1) shall, for the purposes of the Agency, be considered to be at the Director level.
2. 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 U. S. \$11 000 net, shall be two years.
3. A representation allowance may, if the Board of Governors so decides, be paid in amounts determined by the Board to officials of the Director level or above, who have expenses of a representational nature. Alternatively, such officials may, subject to rules to be promulgated by the Director General, be reimbursed for actual hospitality expenditure within limits fixed by the Board of Governors.

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

1. The salary scales for staff in these categories shall be set by the Director General, with the approval of the Board of Governors, and promulgated in the rules applicable to 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 locality.

2. If the salaries of staff in these categories are subject to national income taxes, the Director General may, with the approval of the Board of Governors, set the scales in terms of gross taxable salaries, in which case no reimbursement of tax shall be made.

3. The scales of pay of staff in these categories shall provide for annual increments subject to satisfactory service.

4. The Director General shall establish rules by which an extra payment may be made to a staff member in the General Service category who passes an appropriate test and demonstrates continued proficiency in the use of two or more official languages, or in a language of the country in which his duty station is located and one official language. Such payment shall be equivalent to an additional step increment and may extend beyond the maximum salary of the grade of the staff member concerned.

5. Dependency allowances may be set for staff members in the General Service category at rates and under conditions to be determined by the Director General, due regard being given to the circumstances of the staff member's duty station.

C. Other categories

The Director General shall determine the salary rates for persons specifically engaged for conferences and other short-term service, for consultants, and for technical assistance experts.

ANNEX III

SCHEDULE OF POST ADJUSTMENTS

(Shown net in U. S. Dollars)

Classification of duty stations

1. For areas where the cost of living is higher than at the base <sup>a/</sup>

	Class 2		Class 3		Class 4		Class 5		Class 6		Class 7	
	S <sup>b/</sup>	D <sup>c/</sup>	S	D	S	D	S	D	S	D	S	D
P-1 .....	170	250	335	500	500	750	650	975	800	1200	935	1400
P-2 .....	200	300	400	600	600	900	785	1175	950	1425	1100	1650
P-3 .....	235	350	465	700	700	1050	915	1375	1100	1650	1265	1900
P-4 .....	270	400	535	800	785	1175	1015	1525	1215	1825	1400	2100
P-5 .....	300	450	600	900	865	1300	1100	1650	1315	1975	1515	2275
D-1 .....	335	500	650	975	950	1425	1215	1825	1450	2175	1635	2450
D-2 .....	365	550	715	1075	1065	1600	1385	2075	1650	2475	1865	2800
Deputy Director General or equivalent .....	400	600	800	1200	1200	1800	1500	2250	1785	2675	2000	3000

<sup>a/</sup> 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. The post classification of any office may be changed by the Board of Governors in the event of changes in the cost of living or in the dollar/local currency exchange rate at the locality concerned.

<sup>b/</sup> S: rate of post adjustment applicable to staff members with no recognized primary dependants.

<sup>c/</sup> D: rate of post adjustment applicable to staff members with one or more recognized primary dependants.

2. For areas where the cost of living is lower than at the base<sup>a/</sup>

	Class A	Class B	Class C	Class D	Class E	Class F
	S <sup>b/</sup> and D <sup>c/</sup>	S and D				
P-1 .....	160	320	480	640	800	960
P-2 .....	200	400	600	800	1000	1200
P-3 .....	260	525	785	1050	1300	1570
P-4 .....	315	530	945	1260	1575	1890
P-5 .....	370	740	1110	1480	1850	2220
D-1 .....	410	825	1235	1650	2050	2480
D-2 .....	470	940	1410	1880	2350	2820
Deputy Director General or equivalent...	525	1050	1575	2100	2625	3150

<sup>a/</sup> 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. The post classification of any office may be changed by the Board of Governors in the event of changes in the cost of living or in the dollar/local currency exchange rate at the locality concerned.

<sup>b/</sup> S: rate of post adjustment applicable to staff members with no recognized primary dependants.

<sup>c/</sup> D: rate of post adjustment applicable to staff members with one or more recognized primary dependants.

ANNEX IV

ASSIGNMENT ALLOWANCE

1. The assignment allowance provided for in Regulation 9.02 shall be paid according to the following scale:

	Staff member not having a recognized primary dependant (shown net in US dollars)	Staff member having a recognized primary dependant (shown net in US dollars)
P-1 and P-2 .....	800	1 000
P-3 and P-4 .....	950	1 200
P-5 and above.....	1 100	1 400

2. Assignment allowances shall be paid only when the Agency does not pay the cost of removal of household effects, and may be paid only to staff members appointed to a duty station other than their normal place of residence or transferred to another duty station for a period which, at the time of appointment or transfer, is expected to last for at least one year but less than five years.



ANNEX V

REPATRIATION GRANT

1. In principle, a repatriation grant shall be payable to staff members whom the Agency is obliged to repatriate, except to staff members on appointment for a fixed term who are entitled to a service benefit. Neither a repatriation grant nor a service benefit shall be paid to a staff member who is summarily dismissed. Rules governing the payment of repatriation grants shall be promulgated by the Director General. The amount of the grant shall vary with the length of service with the Agency.

2. Repatriation grants shall be paid at the following rates:

Years of continuous service away from home country	Amount of repatriation grant in terms of weeks of base salary or wage	
	Staff member with no recognized primary dependant at time of separation	Staff member with a recognized primary dependant at time of separation
2	4	8
3	5	10
4	6	12
5	7	14
6	8	16
7	9	18
8	10	20
9	11	22
10	12	24
11	13	26
12	14	28

3. The maximum grant payable shall be US \$2 500 net (or equivalent) for a staff member without recognized primary dependants and US \$5 000 net (or equivalent) for a staff member with recognized primary dependants.