



**Report of the Secretary-General on
Amendments to the Staff Regulations and Rules (A/70/746)**

**Mr. Victor Kisob
Officer-in-Charge, Office of Human Resources Management**

Mr. Chairman, Distinguished Delegates,

On behalf of Ms. Carole Wainaina, Assistant Secretary-General for Human Resources Management, it is my pleasure to introduce the Secretary-General's report on Amendments to the Staff Regulations and Rules (A/70/746).

The General Assembly, in its resolution 70/244 on the United Nations Common System, approved a number of changes to the compensation package of staff in the Professional and higher categories. In part III, paragraph 2 of the resolution, the General Assembly decided that, unless otherwise established, the provisions should come into force on 1 July 2016.

The changes to the compensation package that should come into force on 1 July 2016 include:

- The introduction of a threshold of five years of expatriate service as an eligibility requirement for repatriation grant;
- Changes to relocation elements including the discontinuance of the non-removal allowance, the replacement of the assignment grant with a settling-in grant and options for relocation shipment; and,
- Changes to field allowances and benefits including the adjustment of the hardship allowance rates, the replacement of the additional hardship allowance with the non-

family service allowance; the replacement of mobility allowance with a mobility incentive; and the discontinuance of the accelerated home leave travel except in category D and E duty stations that fall outside of the rest and recuperation framework.

Two of the changes to the compensation package require the approval of the General Assembly of the proposed amendments to the Staff Regulations relating to repatriation grant and the accelerated home leave in order to implement the changes as from 1 July 2016.

The report before you presents a proposed amendment to Staff Regulation 5.3 relating to accelerated home leave. The wording of the Staff Regulation is being amended to reflect the decision of the General Assembly in its resolution 70/244 to discontinue accelerated home leave travel except in D and E category duty stations that do not fall under the rest and recuperation framework. Following the approval by the General Assembly of the amendment to Staff Regulation 5.3, the detailed criteria for designating duty stations for accelerated home leave will be set out in a revised administrative instruction.

The report also presents proposed amendments to Annex IV of the Staff Regulations to implement the General Assembly's decision to introduce a five-year threshold of qualifying service to be eligible for repatriation grant. Subject to the approval of the General Assembly to the amendment to Annex IV of the Staff Regulations, the Secretary-General will provisionally issue an amendment to staff rule 3.19 on repatriation grant as well as amendments to the relevant administrative instruction. In addition, the Secretary-General will provisionally issue a new staff rule under Chapter XIII to reflect the transitional measure

for current staff to retain their eligibility under the current grant schedule up to the number of years of expatriate service accrued at the time of implementation of the revised scheme.

Mr. Chairman, Distinguished Delegates,

Regarding the remaining changes to the compensation package that should come into force as of 1 July 2016, as these do not require amendments to the Staff Regulations, the Secretary-General will issue provisional staff rules and amendments to administrative issuances to implement the changes effective 1 July 2016.

Thank you Mr. Chairman.