FINANCE COMMITTEE
Forty-fourth Meeting
Geneva - 24 May, 1962

TERMINATION INDEMNITIES - INDEFINITE APPOINTMENTS
(by Directorate Member for Administration)

The termination indemnities for indefinite appointments have recently been examined with a view to decreasing the gap which exists between the indemnity paid to a staff member whose appointment is terminated for unsuitability and the grant which the Director-General may make (at his discretion) in the case of a resignation. It is felt that the resignation terms are unduly poor compared with those for termination on unsuitability, and that this might present quite serious inconvenience in cases which it might be difficult or inappropriate to bring under the unsuitability procedure.

Under the present conditions, if a staff member on indefinite appointment resigns, the Director-General exceptionally may pay a grant of up to six months' salary. This amount is the same as that which would be given to someone who resigns his fixed-term appointment, as compared with grants on termination for unsuitability which vary according to age and length of service and may go up to a maximum of over four years' salary.

In view of possible future cases where the Organization might seriously consider "unsuitability" action but where a resignation could be arranged if conditions permitted, it is proposed that the Director-General be authorized to use his discretion exceptionally to make a grant of twelve months' basic salary (instead of now six months) to staff members who resign from an indefinite appointment when this resignation is considered to be in the interests of CERN.

Approval is requested to amend Annex II (paragraph C1) of the Staff Rules accordingly.