FINANCE COMMITTEE

Forty-fourth Meeting


STAFF RULE C3/1
(by Head of Administrative Services)
Included in the present Staff Rule 03/1 b) (Residential Category) is a note to the effect that the residential position of married staff members who are not recognized as head of family would be reviewed.

Such staff members include wives of:

1) CERN staff members before or after the latter joined CERN,
2) staff members of other international organizations,
3) non-members of an organization domiciled in Geneva or elsewhere.

Depending on their domicile at the time of recruitment and into which of the above situations they fall, they might be considered as belonging variously to residential categories A, B or C. To avoid the anomalies that can arise in these circumstances, it is proposed to give all such staff members either Resident Category B or C facilities (with allowances at single rates) according to their designated home station at the time of recruitment. This will allow those staff members with home stations outside the local area to retain their home leave and repatriation rights but will ensure that they do not receive the full non-resident allowance which it is felt should be paid only to heads of family.

At the time of writing, 46 married staff members in CERN were not recognized as head of family. Of these, 26 were considered as locally employed: under the proposed rule they will, with one exception, remain so. The remaining 20 are receiving either the old rate non-resident allowance (7%) or the new Category A single rate (9%); these will, in due course, receive the Category B single rate (43%), but to avoid actual loss, it is proposed to apply the three-year period of grace (from 1st January 1961) under Staff Rule D1/7 b).

The immediate financial effects are therefore negligible, but in the long term the new rule will produce a certain economy of the order of 7 000 Swiss francs a year.

The proposed measures are acceptable to the Staff Association.

The approval of the Finance Committee is requested for the attached amendments to the Staff Rules.
STAFF RULES

Rule C3/1, paragraph b) Residential Category B

add under subparagraph 2):

"- any married staff member of Grade 5 or above who is not recognized as head of family and whose designated home station is located outside the local radius. Staff under this heading shall receive allowances at the rates applicable to unmarried staff."

Rule F2/3 Home Leave

add new subparagraph d):

"When husband and wife are both staff members entitled to home leave at different home stations, the staff member who is not recognized as head of family may take home leave

1) either at the home station of the head of family as his dependant with travel time allowable,

2) or at her home station.

The children of such staff members shall take home leave at the home station of the head of family."

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