



FOR INFORMATION

SEVENTH ITEM ON THE AGENDA

Exceptions to the Staff Regulations

1. The circumstances surrounding the temporary relocation of the Regional Office for Africa from Abidjan to Addis Ababa and the temporary relocation of the Subregional Office from Abidjan to Dakar warranted the payment of amounts over and above the statutory provisions foreseen for separation or relocation.
2. The present document summarizes action taken in respect of local staff previously assigned to the Offices in Abidjan, and sets out the financial implications of payments made in excess of those foreseen under the Staff Regulations (notably, articles 11.4 and 11.16).
3. Of a total of 45 local staff members assigned to Abidjan:
 - 16 were retained in Abidjan;
 - 12 were reassigned to other duty stations in Africa; and
 - 17 were terminated.
4. In the case of the 12 staff reassigned to other duty stations, travel, DSA and limited shipping costs were paid. In the case of the 17 staff whose contracts were terminated, indemnities in addition to those foreseen in the Staff Regulations were paid for humanitarian reasons.
5. The additional cost of the measures set out in paragraph 4 above, in excess of payments made under the provisions of the Staff Regulations, was as follows:

– Travel, DSA and shipping:	US\$217,992
– Additional indemnities	US\$ 78,973
Total:	US\$296,965

6. In addition to the above one-time costs, in the case of three of the 12 local staff reassigned to other duty stations, it was agreed that the salary conditions in the different duty stations warranted the payment of a personal transitional allowance (PTA) during the period of the temporary relocation. The total annual cost of these PTAs amounts to approximately US\$40,000.

Geneva, 27 January 2006.

Submitted for information.