



SEVENTEENTH ITEM ON THE AGENDA

Amendments to the Staff Regulations**Term of office of the Director-General**

1. At its 304th Session (March 2009), the Governing Body decided, on the recommendation of its Officers,¹ that there should be a limitation in the number of terms of office of the Director-General and instructed the Office to submit to the present session of the Governing Body a draft amendment to the Staff Regulations of the ILO to this effect.
2. To that end, the text of article 4.6(a) of the Staff Regulations governing the period of appointment of the Director-General could be modified as follows:
 - (a) The Director-General shall be appointed for a period of five years. ~~The appointment may be renewed for such further period of periods as the Governing Body may decide renew the appointment once. The possible~~ No single extension shall not exceed five years.

Compensation in the event of illness, injury or death attributable to the performance of official duties (Annex II of the Staff Regulations)

3. Unlike other organizations and agencies within the United Nations system, the ILO does not participate in the UN Malicious Acts Insurance Policy, which provides increased benefits in the event of death or permanent total disability resulting from a malicious act or act of terrorism. The Office considers that death or permanent total disability benefits should not vary according to cause (i.e. malicious act, disease contracted while on assignment, road accident, natural disaster), as the effect and consequences for the official or the official's surviving dependants do not vary.
4. In order to align the amount of benefits paid by the ILO in the event of an official's service-incurred death or permanent total disability to benefits paid under the UN Malicious Acts Insurance Policy, it is proposed to modify the benefits payable under Annex II of the Staff Regulations by including additional death and permanent total disability benefits which would be paid regardless of the cause of the service-incurred death or permanent total disability, as is the case for other benefits payable under Annex II.

¹ GB.304/15/1 and GB.304/PV, para. 271.

5. The UN Malicious Acts Insurance Policy also provides a scaled lump-sum benefit for permanent partial disability. However, since partial disability does not result in work incapacity, as do permanent total disability or death, no change of Annex II is proposed in respect of permanent partial disability.
6. To reflect the proposed additional benefits, the following amendments are proposed to paragraphs 8 and 16 of Annex II of the Staff Regulations:
8. In case of continuing total invalidity –
- (a) an official shall be entitled, as from the date on which salary and allowances cease to be payable under paragraph 7, to a sum, not subject to deductions under paragraph 4, equal to ten times the official's annual pensionable remuneration at the date of cessation of service up to a maximum of US\$500,000;
- (b) an official shall be entitled, as from the date on which salary and allowances cease to be payable under paragraph 7, to an annual invalidity pension equal to two-thirds of the official's annual pensionable remuneration;
- ...
16. If an official dies as a result of illness or injury which is within the scope of this annex, the Organization shall, without prejudice to the provisions of article 9.8 (Expenses on death), pay –
- (a) all reasonable medical, hospital and directly related costs;
- (b) reasonable funeral expenses;
- (c) to a surviving spouse or to the surviving dependent children if the official was widowed or divorced at the time of death, a sum, not subject to deductions under paragraph 4, equal to ten times the official's annual pensionable remuneration up to a maximum of US\$500,000.
7. The proposed additional death and permanent total disability benefits will be included in the ILO's Staff Compensation insurance coverage. The corresponding annual premium (based on 2008 data) will be US\$177,000. This additional premium will be incorporated in the standard cost for staff.
8. ***The Committee may wish to recommend that the Governing Body approve the proposed amendments to the Staff Regulations contained in paragraphs 2 and 6 above.***

Geneva, 30 September 2009.

Point for decision: Paragraph 8.