



**Organization for Security and Co-operation in Europe
Permanent Council**

PC.DEC/689
6 October 2005

Original: ENGLISH

571st Plenary Meeting

PC Journal No. 571, Agenda item 4

**DECISION No. 689
AMENDED OSCE STAFF REGULATIONS AND RULES**

The Permanent Council,

Acting in accordance with the relevant provisions of the Staff Regulation 11.01,

Taking note of SEC.GAL/134/05,

Approves the attached amendments to the OSCE Staff Regulations and Rules and budgetary implications thereof.

AMENDED STAFF REGULATIONS AND RULES

| Old Regulation/Rule | Amended Regulation/Rule |
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| <p>Regulation 4.04 Termination Indemnity</p> <p>(b) The termination indemnity shall amount to one month's net base salary for each completed year of service or for each year remaining until the expiry of the appointment, whichever is higher. For fractions of a year, the indemnity shall be prorated.</p> | <p>Regulation 4.04 Termination Indemnity</p> <p>(b) The termination indemnity shall amount to one month's net base salary for each completed year of service or for each month remaining until the expiry of the appointment, whichever is lower. For fractions of a year/month, the indemnity shall be prorated.</p> |
| <p>Rule 5.02.2 — Family members</p> <p>(d) Dependent Child</p> <p>A child under the age of eighteen years or, if the child is in full attendance at an educational institution, under the age of twenty years, for whom the OSCE official provides main and continuing support. This age limit shall not be applicable to children incapacitated for substantial gainful employment owing to physical or mental disability of a permanent or long-term nature.</p> | <p>Rule 5.02.2 — Family members</p> <p>(d) Dependent Child</p> <p>A child under the age of eighteen years or, if the child is in full attendance at an educational institution, under the age of twenty-one, for whom the OSCE official provides main and continuing support. This age limit shall not be applicable to children incapacitated for substantial gainful employment owing to physical or mental disability of a permanent or long-term nature.</p> |
| <p>Rule 5.13.1 — Payment of Board and Lodging Allowance</p> | <p>Rule 5.13.1 — Payment of Board and Lodging Allowance</p> <p>New (e) For duty stations where for security or other reasons the OSCE provides accommodation for international mission members, the applicable charges for such accommodation shall be deducted from the payment of the applicable BLA rate. In such cases the amount deducted shall not exceed 50 per cent of the BLA.</p> |

| Old Regulation/Rule | Amended Regulation/Rule |
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| <p>Regulation 6.06 OSCE Contributions to Social Security Schemes other than the OSCE Scheme</p> <p>(a) For contracted OSCE officials participating in the national social security scheme of the host country, the OSCE shall contribute the share of the contributions which, in accordance with the scheme, is payable by the employer in respect of the employee, normally for each branch to which the OSCE contributes in accordance with this Article.</p> <p>(b) For contracted OSCE officials who are authorized to continue participation in another scheme, the OSCE shall reimburse upon submission of documentary evidence proving payment, the employer's contribution for the corresponding scheme up to an amount equivalent to the lower of the two employer's contributions within the following limits:</p> <p>(i) For health insurance, up to 6.5 per cent of their monthly net salary, including post adjustment, if applicable;</p> <p>(ii) For pension insurance, up to 15 per cent of their monthly net salary, including post adjustment, if applicable.</p> | <p>Regulation 6.06 OSCE Contributions to Social Security Schemes other than the OSCE Scheme</p> <p>(a) No change</p> <p>(b) For contracted OSCE officials who are authorized to continue participation in another scheme, the OSCE shall reimburse, upon submission of documentary evidence proving payment, the employer's contribution for the corresponding scheme up to an amount equivalent to the lower of the two employer's contributions within the following limits:</p> <p>(i) For health insurance, 50 per cent of the total cost, up to a limit corresponding to 50 per cent of the total cost of the OSCE Health Insurance Scheme;</p> <p>(ii) For pension insurance, up to 15 per cent of their monthly net salary, including post adjustment, if applicable.</p> |
| <p>Rule 6.06.2 — Contributions to Other Social Security Schemes</p> <p>(a) Contracted OSCE officials who have been authorized by the Secretary General to participate in a social security scheme other than the OSCE scheme or the national social security scheme of the host country, shall pay the full contributions thereto.</p> <p>(b) The OSCE shall reimburse:</p> <p>(i) Half of the cost of health</p> | <p>Rule 6.06.2 — Contribution to other Social Security Schemes.</p> <p>(a) Contracted OSCE officials who have been authorized by the Secretary General to participate in a social security scheme other than the OSCE scheme or the national social security scheme of the host country, shall pay the full contributions thereto.</p> <p>(b) The OSCE shall reimburse:</p> <p>(i) 50 per cent of the total cost of health</p> |

| Old Regulation/Rule | Amended Regulation/Rule |
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| <p>insurance within the limit of 6.5 per cent of their monthly net salary, including post adjustment if applicable;</p> <p>(ii) Two-thirds of the cost of pension insurance within the limit of 15 per cent of their monthly net salary, including post adjustment if applicable.</p> | <p>insurance up to a limit corresponding to 50 per cent of the total cost of the OSCE health insurance scheme;</p> <p>(ii) Two-thirds of the cost of pension insurance within the limit of 15 per cent of their monthly net salary, including post adjustment if applicable.</p> |