

Appendix I

PAYMENT OF INDEMNITIES FOR MANDATORY SEPARATION FROM SERVICE					
(Articles 57-63 of the General Standards and Chapter X of the Staff Rules)					
<i>Type of contract/Benefits</i>	<i>Trust appointments</i>	<i>Career service personnel</i>	<i>Personnel with continuing contracts</i>	<i>Personnel with fixed-term appointments - Series B (long-term)</i>	<i>Personnel with fixed-term appointments - Series A (short-term)</i>
<i>Advance notice/notification period</i>	Minimum notice of 7 days and maximum of 60 days or salary days + benefits	Minimum notice period of 60 days or salary days + benefits	Minimum notice period of 60 days or salary days + benefits	Minimum notice of 7 days and maximum of 60 days or complete salary days + benefits. Note: If the person received a long-term contract before January 1, 2000, payment is the same as for a Career Service or Continuing Contract.	Minimum notice of 7 days and maximum of 60 days or salary days + benefits.
<i>Indemnity for separation from service</i>	N/A See art. 64(d) General Standards and Staff Rule 110.7 (d)(iii).	One month of basic salary for each year of service, up to a maximum of 9 months.	One month of basic salary for each year of service, up to a maximum of 9 months.	Only for staff with more than 3 years of service. One week of basic salary for each year of service. Note: If the person received a long-term contract before January 1, 2000, one month of salary is paid for each year of service up to a maximum of 8 months.	Only for staff with more than 3 years of service. One week of basic salary for each year of service.
<i>Repatriation Grant</i>	Only for professional category staff with a G4 visa and more than one year of service. Weeks of basic salary according to years of service and whether or not the staff member has dependents See Staff Rule 110.8.				
<i>Repatriation Travel Allowance</i>	Only for professional category staff with a G4 visa and more than one year of service. Weeks of basic salary according to years of service and whether or not the staff member has dependents See Staff Rule 110.8. For staff members with more than one year of service-- but less than two: Lump sum of \$4,350 (without dependents), \$5,800 (with one dependent), \$7,250 (with two or more dependents) For staff members with more than 2 years of service: Lump sum of \$6,000 (without dependents),				

	<p>\$8,000 (with one dependent), and \$10,000 (with two or more dependents). See Staff Rule 103.22.</p> <p style="text-align: center;">Note:</p> <p>If a staff member began service prior to 04/01/2003, he or she may choose between a lump sum or transportation of household goods, air fare, one day's per diem and terminal expenses. At least \$20,000 is estimated for staff members who choose the latter option.</p>
<i>Last day of work</i>	Only for professional category staff with a G4 visa and more than one year of service. One day of salary + benefits
<i>Accumulated leave</i>	Accumulated hours of leave not taken Salary + benefits
<i>Merit award</i>	<p>Staff who joined before January 1, 1971 and who had accumulated hours of sick leave at that date.</p> <p style="text-align: center;">Weeks of salary + benefits</p>
<i>Final compensation</i>	<p style="text-align: center;">Staff joining the Organization before January 1, 1971</p> <p style="text-align: center;">One week of basic salary for each year of service prior to January 1, 1971</p> <p style="text-align: center;">If a repatriation grant is applicable, the larger of the two benefits is paid, but not both.</p>