

STAFF REGULATIONS OF THE TRIBUNAL*

approved on 8 October 1998

The Tribunal,

Acting pursuant to article 38, paragraph 4, of the Rules of the Tribunal,

Approves the following Staff Regulations.

* These Regulations follow, as appropriate, the numbering of corresponding regulations of the United Nations Staff Regulations with the exception of regulations 4.5 and 10. Regulations 1.9, 3.5, 12.6 and 12.7 have no corresponding provision in the United Nations Staff Regulations.

Scope and purpose

The Staff Regulations embody the fundamental conditions of service and the basic rights, duties and obligations of the Registry. They represent the broad principles of human resources policy for the staffing and administration of the Registry. The Registrar, as the Chief Administrative Officer, shall establish and enforce such staff rules consistent with these principles as he or she considers necessary.

Article I

Duties, obligations and privileges

Regulation 1.1

Members of the Registry are international civil servants. Their responsibilities are not national but exclusively international. By accepting appointment, they pledge themselves to discharge their functions and to regulate their conduct with the interests of the Tribunal only in view.

Regulation 1.2

Staff members are subject to the authority of the Registrar and to assignment by the Registrar to any of the activities or offices of the Tribunal. They are responsible to the Registrar in the exercise of their functions. The whole time of staff members shall be at the disposal of the Registrar.

Regulation 1.3

In the performance of their duties members of the Registry shall neither seek nor accept instructions from any government or from any other entity external to the Tribunal.

Regulation 1.4

Members of the Registry shall conduct themselves at all times in a manner befitting their status as international civil servants. They shall not engage in any activity that is incompatible with the proper discharge of their duties with the Tribunal. They shall avoid any action and in particular any kind of public pronouncement which may adversely reflect on their status, or on the integrity, independence and impartiality which are required by that status. While they are not expected to give up their national sentiments or their political and religious convictions, they shall at all times bear in mind the reserve and tact incumbent upon them by reason of their international status.

Regulation 1.5

Staff members shall exercise the utmost discretion in regard to all matters of official business. They shall not communicate to any person any information coming to their knowledge by reason of their official position which has not been made public, except in the course of their duties or by authorization of the Registrar. Nor shall they at any time use such information to private advantage. These obligations do not cease upon separation from the Registry.

Regulation 1.6

No staff member shall accept any honour, decoration, favour, gift or remuneration from any government excepting for war service; nor shall a staff member accept any honour, decoration, favour, gift or remuneration from any source external to the Tribunal, without first obtaining the approval of the Registrar. Approval shall be granted only in exceptional cases and where such acceptance is not incompatible with the terms of regulation 1.2 and with the individual's status as an international civil servant.

Regulation 1.7

Staff members may exercise the right to vote but shall not engage in any political activity which is inconsistent with or might reflect upon the independence and impartiality required by their status as international civil servants.

Regulation 1.8

(a) The privileges and immunities deriving from the United Nations Convention on the Law of the Sea and the Agreement on the Privileges and Immunities of the International Tribunal for the Law of the Sea of 23 May 1997 are conferred in the interests of the Tribunal.

(b) The privileges and immunities deriving from any agreement between the International Tribunal for the Law of the Sea and the Federal Republic of Germany regarding the Headquarters of the Tribunal and any other agreement concerning privileges and immunities of the Tribunal are also conferred in the interests of the Tribunal.

(c) These privileges and immunities furnish no excuse to staff members who enjoy them for non-performance of their private obligations or failure to observe laws and police regulations. Whenever a question related to these privileges and immunities arises, the staff member shall immediately report to the Registrar.

Regulation 1.9

(a) The normal hours of work shall be from 9 a.m. to 6 p.m. from Monday to Friday, with a luncheon interval of one hour and a half.

(b) The Registry shall normally observe ten holidays in the year as selected by the Registrar, taking into account the public holidays at the seat of the Tribunal in Hamburg, Germany.

(c) Exceptions to the rules in the foregoing paragraphs may be made by the Registrar as the needs of the service require.

Article II
Classification of posts and staff

Regulation 2

In conformity with principles laid down by the General Assembly of the United Nations, the Registrar shall make appropriate provision for the classification of posts and staff according to the nature of the duties and responsibilities required.

Article III
Salaries and related allowances

Regulation 3.1

Salaries of staff members shall be fixed by the Registrar in accordance with the provisions of annex I.

Regulation 3.2

(a) The Registrar shall establish terms and conditions under which an education grant shall be available to a staff member residing and serving outside his or her recognized home country whose dependent child is in full-time attendance at a school, university or similar educational institution of a type that will, in the opinion of the Registrar, facilitate the child's reassimilation in the staff member's recognized home country. The grant shall be payable in respect of the child up to the end of the school year in which the child completes four years of post-secondary studies or attains a first post-secondary degree, whichever comes first, subject to the upper age limit of 25 years. Admissible expenses actually incurred, shall be reimbursed based on a sliding scale, subject to a maximum grant as approved by the General Assembly of the United Nations. Under conditions established by the Registrar consistent with those established by the United Nations travel costs for the child of a staff member in receipt of assistance with boarding expenses and attending school at the primary or secondary levels may also be paid for an outward and return journey once in each scholastic year between the educational institution and the duty station. Such travel shall be by a route approved by the Registrar, but not in an amount exceeding the cost of such a journey between the home country and the duty station.

(b) Under conditions established by the Registrar consistent with those established by the United Nations, assistance for boarding-related expenses shall be provided to staff members serving in duty stations other than those classified as headquarters duty stations and whose children are boarding to attend school outside the duty station at the primary and secondary levels, at an amount approved by the General Assembly of the United Nations. The Registrar may establish conditions under which boarding assistance may exceptionally

be granted to staff members serving at headquarters duty stations whose children are boarding to attend school outside the duty station at the primary and secondary level.

(c) The Registrar shall also establish terms and conditions under which an education grant shall be available to a staff member serving in a country whose language is different from his or her own and who is obliged to pay tuition for the teaching of the mother tongue to a dependent child attending a local school in which the instruction is given in a language other than his or her own.

(d) The Registrar shall also establish terms and conditions under which an education grant shall be available to a staff member whose child is unable, by reason of physical or mental disability, to attend a normal educational institution and therefore requires special teaching or training to prepare him or her for full integration into society or, while attending a normal educational institution, requires special teaching or training to assist him or her in overcoming the disability. The amount of this grant per year for each disabled child shall be equal to 100 per cent of the education expenses actually incurred, up to a maximum amount approved by the General Assembly of the United Nations.

Regulation 3.3

(a) An assessment at the rates and under the conditions specified below shall be applied to the salaries and such other emoluments of staff members as are computed on the basis of salary, excluding post adjustments, provided that the Registrar may, where he or she deems it advisable, exempt from the assessment the salaries and emoluments of staff members engaged at locality rates.

(b) (i) The assessment shall be calculated at the following rates for staff members whose salary rates are set forth in paragraphs 1 and 3 of annex I:

Assessment

Total assessable payments (United States dollars)	Staff assessment rates for purposes of pensionable remuneration and pensions (percentage)
Up to \$20 000 per year	11
\$20 001 to \$40 000 per year	18
\$40 001 to \$60 000 per year	25
\$60 001 and above per year	30

Staff assessment rates used in conjunction with gross base salaries
(effective 1 January 2017)

Assessable payments (United States dollars)	Staff assessment rates (percentage)
First 50,000 per year	17
Next 50,000 per year	24
Next 50,000 per year	30
Remaining assessable payments	34

- (ii) The assessment shall be calculated at the following rates for staff members whose salary rates are established under paragraph 6 of annex I:

Total assessable payments (United States dollars)	Assessment (percentage)
Up to \$20 000 per year	19
\$20 001 to \$40 000 per year	23
\$40 001 to \$60 000 per year	26
\$60 001 and above per year	31

- (iii) The Registrar shall determine which of the scales of assessment set out in subparagraphs (i) and (ii) above shall apply to each of the groups of personnel whose salary rates are established under paragraph 5 of annex I.
- (iv) In the case of staff members whose salary scales are established in currencies other than United States dollars, the relevant amounts to which the assessment applies shall be fixed at the local currency equivalent of the above-mentioned dollar amounts at the time the salary scales of the staff member concerned are approved.

(c) In the case of a person who is not employed by the Tribunal for the whole of a calendar year or in cases where there is a change in the annual rate of payments made to a staff member, the rate of assessment shall be governed by the annual rate of each such payment made to him or her.

(d) The assessment computed under the foregoing provisions of this regulation shall be collected by the Tribunal by withholding it from payments. No part of the assessment so collected shall be refunded because of cessation of employment during the calendar year.

(e) Revenue derived from staff assessment shall be credited to a tax equalization fund established by the Tribunal.

(f) Where a staff member is subject both to staff assessment under this plan and to national income taxation in respect of the salaries and emoluments paid to him or her by the Tribunal, the Registrar is authorized to refund to him or her the amount of staff assessment collected from him or her provided that:

- (i) The amount of such refund shall in no case exceed the amount of the staff

member's income taxes paid and payable in respect of his or her income from the Tribunal. The amount of such refund shall not include tax credits applied to income taxes paid and payable in respect of his or her Tribunal's income;

- (ii) If the amount of such income taxes exceeds the amount of staff assessment, the Registrar may also pay to the staff member the amount of such excess;
- (iii) Payments made in accordance with the provisions of this regulation shall be charged to a tax equalization fund;
- (iv) A payment under the conditions prescribed in the three preceding subparagraphs is authorized in respect of dependency benefits and post adjustments, which are not subject to staff assessment but may be subject to national income taxation.

Regulation 3.4

Staff members whose salary rates are set forth in paragraphs 1 and 3 of annex I shall be entitled to receive a dependent spouse allowance in the amount of 6 per cent of net base salary plus post adjustment, under conditions established by the Registrar consistent with those established by the United Nations.

Regulation 3.5

Staff members without a spouse whose salary rates are set forth in paragraphs 1 and 3 of annex I shall be entitled to a single parent allowance in respect of the first dependent child in the amount of 6 per cent of net base salary plus post adjustment, under conditions established by the Registrar consistent with those established by the United Nations.

Regulation 3.6

(a) Staff members whose salary rates are set forth in paragraphs 1 and 3 of annex I shall be entitled to receive dependency allowances for a dependent child, for a disabled child and for a secondary dependent at rates approved by the General Assembly of the United Nations as follows:

- (i) The staff member shall receive an allowance for each dependent child, except that the allowance shall not be paid in respect of the first dependent child if the staff member receives a single parent allowance under regulation 3.5;
- (ii) The staff member shall receive a special allowance for each disabled child. However, if the staff member is entitled to the single parent allowance under regulation 3.5 in respect of a disabled child, the allowance shall be the same as the allowance for a dependent child in (i) above;
- (iii) Where there is no dependent spouse, a single annual allowance shall be paid for a secondary dependent in respect of either a dependent parent, a dependent brother or a dependent sister.

(b) If both spouses are staff members, one may claim, for dependent children, under subparagraph (a) (i) and (ii) above, in which case the other may claim only under

subparagraph (a) (iii) above, if otherwise entitled.

(c) With a view to avoiding duplication of benefits and in order to achieve equality between staff members who receive dependency benefits under applicable laws in the form of governmental grants and staff members who do not receive such dependency benefits, the Registrar shall prescribe conditions under which the dependency allowance for a child specified in subparagraph (a) (i) above and regulation 3.5 shall be payable only to the extent that the dependency benefits enjoyed by the staff member or his or her spouse under applicable laws amount to less than such a dependency allowance.

(d) Staff members whose salary rates are set by the Registrar under paragraph 5 or paragraph 6 of annex I shall be entitled to receive dependency allowances at rates and under conditions determined by the Registrar, due regard being given to the circumstances in the locality in which the office is located.

(e) Claims for dependency allowances shall be submitted in writing and supported by evidence satisfactory to the Registrar. A separate claim for dependency allowances shall be made each year.

Regulation 3.7

(a) Staff members of the Registry in the General Service category shall be entitled to compensation for overtime work done on the instructions of the Registrar outside the normal hours or on other than working days. Such compensation shall take the form of either compensatory leave or a supplementary payment, on the terms stated in the Staff Rules.

(b) Staff members other than those in the General Service category may be given compensatory leave if they have worked considerable or frequent overtime periods.

Article IV *Appointment and promotion*

Regulation 4.1

(a) Staff members of the Registry shall be appointed by the Tribunal on proposals submitted by the Registrar.

(b) Appointments of staff members in the General Service category and of short-term staff shall, however, be made by the Registrar with the approval of the President of the Tribunal.

(c) On appointment, staff members shall receive a letter of appointment drawn up in accordance with annex II. Such letter of appointment shall contain expressly or by reference all the terms and conditions of employment.

Regulation 4.2

The paramount consideration in the appointment, transfer or promotion of the staff shall be the necessity for securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.

Regulation 4.3

Selection of staff members shall be made without distinction as to race, sex or religion. So far as practicable, selection shall be made on a competitive basis.

Regulation 4.4

Subject to the provisions of article 35, paragraph 2, of the Rules of the Tribunal, and without prejudice to the recruitment of fresh talent at all levels, the fullest regard shall be had, in filling vacancies, to the requisite qualifications and experience of persons already in the service of the Tribunal. This consideration shall also apply, on a reciprocal basis, to the United Nations, its specialized agencies and other organizations brought into relationship with the United Nations.

Regulation 4.5

The Registrar shall establish appropriate medical standards that staff members shall be required to meet before appointment.

Article V
Annual and special leave

Regulation 5.1

Staff members shall be allowed appropriate annual leave.

Regulation 5.2

Special leave may be authorized by the Registrar in exceptional cases.

Regulation 5.3

Eligible staff members shall be granted home leave once in every twenty-four months. A staff member whose home country is either the country of his or her official duty station or the country of his or her normal residence while in the service of the Tribunal shall not be eligible for home leave.

Article VI
Social security

Regulation 6.1

Provision shall be made for the participation of staff members in the United Nations Joint Staff Pension Fund in accordance with the regulations of that Fund.

Regulation 6.2

The Registrar shall establish a scheme of social security for the staff, including provisions for health protection, sick leave and maternity and paternity leave, and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the Tribunal.

Article VII
Travel and relocation expenses

Regulation 7.1

Subject to conditions and definitions prescribed by the Registrar, the Tribunal shall pay the travel expenses of staff members, their spouses and dependent children.

Regulation 7.2

Subject to conditions and definitions prescribed by the Registrar, the Tribunal shall pay relocation shipment for staff members.

Article VIII
Staff relations

Regulation 8

(a) A Staff Committee elected by the staff (other than short-term staff) shall be established; it shall consist of three staff members, of whom at least one shall be a staff member in the General Service category and at least one a staff member in the Professional and higher categories.

(b) The Staff Committee shall be entitled to make proposals to the Registrar and to be consulted on general problems of staff welfare, conditions of work and general human resources policies. General administrative instructions on such questions shall, except in cases of urgency, be shown in advance to the Committee for consideration and comment.

(c) Individual staff members shall remain entitled to approach the Registrar directly on any matter relating to their own rights and duties, and the Staff Committee shall not intervene in any such matter unless requested to do so by the staff member concerned.

(d) The Registrar shall afford facilities for meetings of the staff and of the Staff Committee, and shall allow members of the Staff Committee sufficient time for the performance of their functions, during office hours.

Article IX
Separation from service

Regulation 9.1

(a) The Registrar may terminate the appointment of a staff member who holds a permanent appointment and whose probationary period has been completed, if the necessities of the service require abolition of the post or reduction of the staff, if the services of the individual concerned prove unsatisfactory, or if he or she is, for reasons of health, incapacitated for further service.

The Registrar may also, giving reasons therefor, terminate the appointment of a staff member who holds a permanent appointment:

- (i) If the conduct of the staff member indicates that the staff member does not meet the highest standards of integrity required by article 35, paragraph 2, of the Rules of the Tribunal;
- (ii) If facts anterior to the appointment of the staff member and relevant to his or her suitability come to light that, if they had been known at the time of his or her appointment, should, under the standards established in the Rules of the Tribunal, have precluded his or her appointment.

Finally, the Registrar may terminate the appointment of a staff member who holds a permanent appointment if such action would be in the interest of the good administration of the Tribunal and in accordance with the standards of the Rules of the Tribunal, provided that the action is not contested by the staff member concerned.

(b) The Registrar may terminate the appointment of a staff member with a fixed-term appointment prior to the expiration date for any of the reasons specified in paragraph (a) or for such other reason as may be specified in the letter of appointment.

(c) In the case of all other staff members, including staff members serving a probationary period for a permanent appointment, the Registrar may at any time terminate the appointment if, in his or her opinion, such action would be in the interest of the Tribunal.

Regulation 9.2

Staff members may resign from the Registry upon giving the Registrar the notice required under the terms of their appointment.

Regulation 9.3

(a) If the Registrar terminates an appointment, the staff member shall be given such notice and such indemnity payment as may be applicable under these Regulations and the Staff Rules. Payments of termination indemnity shall be made by the Registrar in accordance with the rates and conditions specified in annex III.

(b) The Registrar may, where the circumstances warrant and he or she considers it justified, pay to a staff member terminated under the final paragraph of regulation 9.1 (a) a termination indemnity payment not more than 50 per cent higher than that which would otherwise be payable under these Regulations.

Regulation 9.4

The Registrar shall establish a scheme for the payment of repatriation grants within the maximum rates and under the conditions specified in annex IV.

Regulation 9.5

(a) The age limit for members of the staff shall be 65 years.

(b) The Tribunal may, however, on the proposal of the Registrar, decide to retain a staff member in the service beyond this age limit. For staff members in the General Service category and for short-term staff, the decision whether to grant an extension shall be taken by the Registrar, with the approval of the President of the Tribunal.

(c) Any such extension shall not exceed one year at a time.

Article X Disciplinary measures

Regulation 10

(a) The Registrar may impose disciplinary measures on staff members whose conduct is unsatisfactory. The Registrar may summarily dismiss a member of the staff for serious misconduct.

(b) Sexual abuse constitutes serious misconduct.

(c) The Registrar may establish an advisory machinery with staff participation for these purposes.

Article XI Appeals

Regulation 11.1

(a) There is hereby established a Conciliation Committee, consisting of three staff members of the Registry selected as follows:

(i) one member designated by the Registrar;

(ii) one member elected by the Staff Committee or, if it has proved impossible to form that Committee, one member elected by the staff as a whole, by simple majority; and

(iii) a chairman chosen by the above two members or, if there has been a failure of agreement between them, designated by the President of the Tribunal.

(b) Each member of the Conciliation Committee selected in accordance with paragraph (a) shall have an alternate selected in the same manner, who shall sit in the event of it being impossible for the full member to do so for the reasons set forth in paragraph (c) or for any other compelling reason, such as ill-health.

(c) Members of the Conciliation Committee and their alternates may not deal with any case in which they have previously taken part, in whatever capacity, or the decision of which could be of direct concern to them.

(d) The term of office of the members of the Conciliation Committee and their alternates shall be three years. In case of a casual vacancy, a member shall be selected as soon as practicable for the remainder of the predecessor's term; the selection shall be made in the manner prescribed above for the original selection. A member shall hold office until replaced but, though replaced, shall finish any case with which that member may have begun to deal before the replacement, provided that the member remains a staff member of the Registry.

(e) A staff member of the Registry may lodge a complaint with the Conciliation Committee:

(i) against an administrative decision alleging non-observance of that member's contract or of that member's terms of employment, the words "contract" and "terms of employment" comprising all provisions of these Regulations, and of the texts referred to therein, as may have been in force at the time of the alleged non-observance; or

(ii) against any disciplinary actions taken against that member.

(f) The Conciliation Committee shall hear the staff member and the Registrar and endeavour to settle the matter by way of conciliation in accordance with the applicable provisions of annex V.

(g) In case of failure to achieve conciliation, the administrative decision or disciplinary action may be the subject of an application to the Joint Appeals Board in accordance with the conditions set out in regulation 11.2 and the provisions of annex VI.

(h) In the event of difficulty in the application of this regulation and of annex V, the Tribunal will decide.

Regulation 11.2

- (a) There is hereby established a Joint Appeals Board (the "Board").
- (b) The function of the Board is to consider applications against
 - (i) an administrative decision that is alleged to be in non-compliance with the terms of appointment or the contract of employment. The terms "contract" and "terms of appointment" include all pertinent regulations and rules and all relevant administrative issuances in force at the time of alleged non-compliance;
 - (ii) an administrative decision imposing a disciplinary measure.
- (c) Such applications may be filed by:
 - (i) Any staff member of the Registry.
 - (ii) Any former staff member of the Registry.
 - (iii) Any person making claims in the name of an incapacitated or deceased staff member of the Registry.
- (d) Applications to the Board may only be made in case of failure to achieve conciliation through the Conciliation Committee.
- (e) The Board shall be composed of three members who are selected as follows:
 - (i) one staff member of the Registry designated by the Registrar;
 - (ii) one staff member of the Registry elected by the staff as a whole, by simple majority; and
 - (iii) one member who will serve as a Chairperson chosen by the above two members. The Chairperson need not be a staff member. In case of failure of agreement between the above two members, the Chairperson will be designated by the President of the Tribunal.
- (f) Each member of the Board selected in accordance with paragraph (e) shall have an alternate selected in the same manner. The alternate shall sit in cases where the member is unable under paragraph (g) or is absent for any other reason. The alternate of the Chairperson shall act as Chairperson in the absence of the latter.
- (g) Members of the Board and their alternates shall not serve in the Board in relation to any application in which they have previously been involved, in whatever capacity, or which is of direct concern to them or members of their families who are staff members.
- (h) The term of office of the members of the Board and their alternates shall be three years. Members may be re-selected.
 - (i) In case of a vacancy, a member shall be selected as soon as

practicable for the remainder of the predecessor's term; the selection shall be made in the manner prescribed above for the original selection.

(j) A member shall hold office until replaced. Though replaced, a member shall continue to fully participate in any case he or she had been involved during his tenure, provided that he or she remains a staff member of the Registry.

(k) The Registrar, in consultation with the Staff Committee, shall designate a Secretary of the Board, who shall be a staff member of the Registry. The Secretary shall assist the Board and prepare a written record of the proceedings which shall be subject to review and final approval by the Board.

(l) The Board shall

- (i) establish its own rules of procedure;
- (ii) hear the applicant and the Registrar in accordance with the applicable provisions of annex VI;
- (iii) adopt a report with its decision, in accordance with the applicable provisions of annex VI.

(m) If the Registrar or the applicant does not agree with the decision of the Board, either of them may submit an appeal to the United Nations Appeals Tribunal in accordance with its Statute within the time limit referred to in article 2, paragraph 4, of the agreement between the International Tribunal for the Law of the Sea and the United Nations extending the competence of the United Nations Appeals Tribunal to the International Tribunal for the Law of the Sea.

Article XII *General provisions*

Regulation 12.1

(a) These Regulations may be supplemented or amended by the Tribunal, without prejudice to the acquired rights of staff members.

(b) Staff members may suggest to the Registrar amendments to these Regulations.

Regulation 12.2

Such staff rules and amendments thereto as the Registrar may make to implement these Regulations shall be provisional until the requirements of regulations 12.3 and 12.4 have been met.

Regulation 12.3

The full text of provisional staff rules and amendments shall be reported annually to the Tribunal. Should the Tribunal find that a provisional rule or amendment is inconsistent with the intent and purpose of these Regulations, it may direct that the rule or amendment be

withdrawn or modified.

Regulation 12.4

The provisional staff rules and amendments reported by the Registrar, taking into account such modifications or deletions as may be directed by the Tribunal, shall enter into full force and effect on 1 January following the year in which the report is made to the Tribunal.

Regulation 12.5

Staff rules shall not give rise to acquired rights within the meaning of regulation 12.1 (a) while they are provisional.

Regulation 12.6

(a) Should the United Nations Staff Regulations be amended in such a way as to affect the United Nations Common System of Salaries, Allowances and Benefits, the Registrar shall promulgate, as soon as practicable, such amendments to these Regulations as are required to ensure compatibility with that system, with an indication of the date from which they take effect. These amendments apply provisionally pending a decision of the Tribunal under paragraph (b).

(b) The text of the provisional amendments referred to in paragraph (a) shall be communicated to the Tribunal as soon as promulgated. The Tribunal shall examine such amendments as soon as possible and take a decision whether or not to amend these Regulations under regulation 12.1.

(c) In exceptional cases, if the Registrar considers that an amendment to the United Nations Staff Regulations should be examined by the Tribunal before taking effect in the Registry, he or she may postpone promulgation of an amendment to these Regulations, and shall in such case report the matter forthwith to the Tribunal.

Regulation 12.7

(a) These Regulations apply to all staff members of the Registry, with the exception of regulations 4.1, 9.1, 9.2, 9.5, 10 and 11, which do not apply to the Registrar, the Deputy Registrar or the Assistant Registrar.

(b) Annexes I to VI form an integral part of these Regulations.

Annex I
Salary scales and related provisions
(see regulation 3.1)

1. The Registrar shall establish the salaries of officials in the Director category and above, in accordance with amounts determined by the General Assembly of the United Nations, subject to the staff assessment plan provided in regulation 3.3 and to post adjustments wherever applied. If otherwise eligible, they shall receive the allowances that are available to staff members generally.
2. The Registrar is authorized, on the basis of appropriate justification and/or reporting, to make additional payments to officials in the Director category and above to compensate for such special costs as may be reasonably incurred, in the interests of the Tribunal, in the performance of duties assigned to them by the Registrar. Similar additional payments in similar circumstances may be made to heads of offices when they are away from the seat of the Tribunal. The maximum total amount of such payments is to be determined in the budget by the Meeting of States Parties to the United Nations Convention on the Law of the Sea.
3. Except as provided in paragraph 5, the salary scales for staff members in the Professional and higher categories shall be as provided in this annex.
4. Subject to satisfactory service, salary increments within the Professional levels shall be awarded annually, except that any increments above step VII shall be preceded by two years at the previous step.
5. Salary increments at the D-1 level shall be awarded annually, except that any increments above step IV shall be preceded by two years at the previous step. Salary increments at the D-2 level shall be awarded biennially.
6. The Registrar shall determine the salary rates to be paid to personnel specifically engaged for short-term missions, conference and other short-term service, to consultants and to technical experts.
7. The Registrar shall fix the salary scales for staff members in the General Service and related categories, normally on the basis of the best prevailing conditions of employment in the locality of the Tribunal, provided that the Registrar may, where he or she deems it appropriate, establish rules and salary limits for payment of a non-resident allowance to General Service staff members recruited from outside the local area. The gross pensionable remuneration of such staff shall be determined in accordance with the methodology specified in article 51 (a) of the Regulations of the United Nations Joint Staff Pension Fund and are shown in the salary scales applicable to such staff.
8. The Registrar shall establish rules under which a language allowance may be paid to staff members in the General Service category who pass an appropriate test and demonstrate continued proficiency in the use of both of the official languages of the Tribunal.
9. The Registrar may adjust the basic salaries set forth in paragraphs 1 and 3 by the

application of non-pensionable post adjustments based on relative costs of living, standards of living and related factors at the office concerned as compared to New York. Such post adjustments shall not be subject to staff assessment.

10. No salary shall be paid to staff members in respect of periods of unauthorized absence from work unless such absence was caused by reasons beyond their control or duly certified medical reasons.

**Salary scale for the Professional and higher categories:
Annual gross salaries and net equivalents after application of staff assessment
in US dollars - effective 1 January 2022**

<i>Level</i>		<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>
USG	Gross	207,368												
	Net	152,363												
ASG	Gross	188,263												
	Net	139,747												
D-2	Gross	150,252	153,708	157,164	160,623	164,082	167,539	170,994	174,455	177,911	181,367	-	-	-
	Net	114,666	116,947	119,228	121,511	123,794	126,076	128,356	130,640	132,921	135,202	-	-	-
D-1	Gross	134,514	137,376	140,243	143,107	145,961	148,827	151,792	154,824	157,864	160,897	163,933	166,965	170,003
	Net	103,650	105,663	107,670	109,675	111,673	113,679	115,683	117,684	119,690	121,692	123,696	125,697	127,702
P-5	Gross	115,949	118,384	120,821	123,263	125,699	128,123	130,561	132,994	135,430	137,863	140,300	142,739	145,179
	Net	90,664	92,369	94,075	95,777	97,483	99,186	100,893	102,596	104,301	106,004	107,710	109,411	111,119
P-4	Gross	94,871	97,038	99,200	101,481	103,830	106,180	108,533	110,883	113,231	115,579	117,933	120,277	122,627
	Net	75,602	77,247	78,892	80,537	82,181	83,826	85,473	87,118	88,762	90,405	92,053	93,694	95,339
P-3	Gross	77,884	79,887	81,891	83,892	85,897	87,899	89,901	91,908	93,909	95,911	97,918	99,921	102,090
	Net	62,692	64,214	65,737	67,258	68,782	70,303	71,825	73,350	74,871	76,392	77,918	79,440	80,963
P-2	Gross	60,203	61,993	63,784	65,575	67,370	69,163	70,958	72,743	74,537	76,328	78,120	79,914	81,704
	Net	49,264	50,615	51,976	53,337	54,701	56,064	57,428	58,785	60,148	61,509	62,871	64,235	65,595
P-1	Gross	46,413	47,806	49,198	50,646	52,164	53,688	55,207	56,729	58,249	59,771	61,291	62,811	64,332
	Net	38,523	39,679	40,834	41,991	43,145	44,303	45,457	46,614	47,769	48,926	50,081	51,236	52,392

*/ Staff assessment to be used in conjunction with gross base salaries

Assessable income (United States dollars)	Assessment rate (percentage)
First 50,000	17
Next 50,000	24
Next 50,000	30
Remaining assessable amount	34

Note: Shaded steps will be granted biennially

**Pay points for staff beyond the maximum salaries on the unified salary scale
in US dollars - effective 1 January 2022**

<i>Level</i>	<i>PP1</i>	<i>PP2</i>
P-4	124,981	127,331
	96,987	98,632
P-3	104,263	106,437
	82,484	84,006
P-2	83,495	-
	66,956	-
P-1	65,861	-
	53,547	-

Annex II
Letters of appointment
(see regulation 4.1)

1. The letter of appointment of a staff member shall state:

(a) that the appointment is subject to the provisions of these Regulations applicable to the category of appointment in question and to changes which may be duly made in such Regulations from time to time;

(b) the nature of the appointment;

(c) the date at which the staff member is required to enter upon duties;

(d) the period of appointment, the notice required to terminate it and the period of probation, if any;

(e) the category, level, commencing rate of salary and, if increments are allowable, the scale of increments and the maximum attainable;

(f) any special conditions which may be applicable.

2. A copy of these Regulations shall be transmitted to the staff member with the letter of appointment. In accepting appointment the staff member shall state that he or she has been informed of the conditions laid down in these Regulations and accepts them.

Annex III
Termination indemnity
 (see regulation 9.3)

Staff members whose appointments are terminated shall be paid an indemnity in accordance with the following provisions:

(a) Except as provided in subparagraphs (b), (c) and (e) and in regulation 9.3 (b), the termination indemnity shall be paid in accordance with the following schedule:

Completed Years of Service	Months of gross salary less staff assessment, where applicable			
	Permanent appointments	Temporary appointments which are not for a fixed term	Temporary Appointments for a fixed term exceeding six months	
Less than 1	Not applicable	Nil)	One week for each month of uncompleted service subject to a minimum of six weeks' and a maximum of three months' indemnity pay	
1	Not applicable	1)		
2	3	1)		
3	3	2)		
4	4	3)		
5	5	4)		
6	6	5		3
7	7	6		5
8	8	7		7
9	9	9		9
10	9.5	9.5		9.5
11	10	10		10
12	10.5	10.5		10.5
13	11	11		11
14	11.5	11.5		11.5
15 or more	12	12	12	

(b) A staff member whose appointment is terminated for reasons of health shall receive an indemnity equal to the indemnity provided under subparagraph (a) reduced by the amount of any disability benefit that the staff member may receive under the Regulations of the United Nations Joint Staff Pension Fund for the number of months to which the indemnity rate corresponds.

(c) A staff member whose appointment is terminated for unsatisfactory services or who for disciplinary reasons is dismissed for misconduct other than by summary dismissal may be paid, at the discretion of the Registrar, an indemnity not exceeding one half of the indemnity provided under subparagraph (a).

(d) No indemnity payments shall be made to:

(i) A staff member who resigns, except where termination notice has been given and the termination date agreed upon;

(ii) A staff member who has a temporary appointment that is not for a fixed term and that is terminated during the first year of service;

(iii) A staff member who has a temporary appointment for a fixed term that is completed on the expiration date specified in the letter of appointment;

(iv) A staff member who is summarily dismissed;

(v) A staff member who abandons his or her post;

(vi) A staff member who is retired under the Regulations of the United Nations Joint Staff Pension Fund.

(e) Staff members specifically engaged for conference and other short-term service or for service with a mission, as consultants or as experts, may be paid termination indemnity if and as provided in their letters of appointment.

Annex IV
Repatriation grant
 (see regulation 9.4)

In principle, the repatriation grant shall be payable to staff members who have completed at least five years of qualifying service, whom the Tribunal is obligated to repatriate and who at the time of separation are residing, by virtue of their service with the Tribunal, outside their country of nationality. The repatriation grant shall not, however, be paid to a staff member who is summarily dismissed. Eligible staff members shall be entitled to a repatriation grant only upon relocation outside the country of the duty station. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Registrar.

Years of continuous service away from home country	Staff member with a spouse or dependent child at time of separation	Staff member with neither a spouse nor dependent child at time of separation	
		Professional and higher categories	General Service category
Weeks of gross salary less staff assessment, where applicable			
5	14	8	7
6	16	9	8
7	18	10	9
8	20	11	10
9	22	13	11
10	24	14	12
11	26	15	13
12 or more	28	16	14

Annex V
Proceedings before the Conciliation Committee
(see regulation 11.1)

1. A staff member of the Registry who wishes to lodge a complaint under regulation 11.1, paragraph (e), shall first address a letter to the Registrar requesting a review of the administrative decision or disciplinary action complained of. The letter must be sent within 30 days of the date on which the staff member received notification or became aware of the decision or action.

2. (a) The staff member may proceed with a complaint if the Registrar, in writing, rejects in whole or in part the request, or if no reply is received by the staff member within 30 days of the date on which the member's letter was received by the Registrar.

(b) The complaint shall be in writing and shall be lodged by the staff member with the Conciliation Committee within 30 days of receipt of the Registrar's reply, or, if there is no reply within 30 days of the date on which the staff member's letter was received by the Registrar, within the next 30 days.

3. In case of disciplinary action, the staff member may lodge a complaint with the Conciliation Committee either in conformity with paragraphs 1 and 2 or within 30 days of the date on which the member received notification or became aware of the action complained of.

4. When lodging a complaint the staff member shall send a copy to the Registrar. Within 30 days of receiving the copy, the Registrar shall send a reply in writing to the Conciliation Committee and, at the same time, a copy to the staff member. The Chairman of the Committee shall ensure that those copies have in fact been received by the addressees.

5. As soon as practicable after receiving the Registrar's reply, the Conciliation Committee shall endeavour to conciliate between the parties and shall hear them for that purpose. In the event of a successful conciliation, it shall record the agreement of the parties in a Minute. In the event of failure, it shall draw up a report summarizing the procedure followed, the arguments of the parties and the recommendations made by the Committee during the proceedings. That report shall be transmitted to the Registrar and to the staff member. By virtue of regulation 11.1, paragraph (g), and within the time-limit indicated in annex VI, the staff member shall be entitled to submit an application to the Joint Appeals Board.

Annex VI
Proceedings before the Joint Appeals Board
(see regulation 11.2)

1. A staff member of the Registry or any other individual referred to in staff regulation 11.2, paragraph (c), who wishes to make an application against an administrative decision or disciplinary action pursuant to staff regulation 11.2, paragraph (b), shall submit the application in writing to the Chairperson of the Joint Appeals Board (the "Board") within 60 days of the date on which the staff member received notification of the report of the Conciliation Committee prepared in accordance with annex V. The Chairperson of the Board shall within three working days following the filing of the application, transmit a copy of it to the Registrar and the members of the Board.
2. The Registrar shall submit a written reply to the Board within 30 days following the receipt of the copy of the application by him or her. The Chairperson of the Board shall within three working days transmit copies of the reply to the applicant and the members of the Board.
3. A complaint shall not be receivable by the Board unless the time-limit specified in paragraph 1 has been met or has been waived, in exceptional circumstances, by the Board.
4. The meetings of the Board shall be convened by its Chairperson. The Board itself shall decide on questions of its competence.
5. In case of termination of a contract or other action on grounds of unsatisfactory performance, the Board shall not consider the substantive question of performance but only whether the termination of the contract or other action taken on grounds of unsatisfactory performance has been motivated by prejudice or by some other extraneous factor.
6. The filing of an application under paragraph 1 shall not have the effect of suspending action on the contested decision. Pending the conclusion of the consideration of an application, the Board, under the circumstances of the case, may, upon request of the applicant, recommend to the Registrar the suspension of action on that decision. The Registrar's decision on the recommendation for suspension is not subject to appeal.
7. Proceedings before the Board shall be limited to the application and reply. Brief statements and rebuttals may be authorized by the Board, orally or in writing. Proceedings are carried out in any one of the working languages of the Tribunal.
8. An applicant may arrange to have his or her application presented to the Board on his or her behalf by any person of his or her choice.
9. The Board shall have authority to call members of the Registry who may be able to provide information concerning the issues before it and shall have access to all documents pertinent to the case.

10. Within seven working days following the conclusion of the proceedings, the Board shall, by majority vote, adopt its report. Within five working days from the adoption of the report, the Board shall communicate the report to the Registrar and to the applicant. The report shall include a statement of reasons, fact and law, and the decision of the Board. The report shall also include a record of the proceedings. Votes on the decision shall be recorded, and any member of the panel may have her or his dissenting opinion included in the report.