



**REGULATIONS AND RULES OF THE
UNITED NATIONS JOINT STAFF PENSION FUND**

By resolution 2887 (XXVI), the General Assembly adopted the following amendments to the Regulations, effective 1 January 1972:

1. Article 1 (Definitions):

Replace the present text of paragraph (h) by the following:

“(h) ‘Final average remuneration’ shall mean the average annual pensionable remuneration of a participant during:

“(i) The thirty-six completed calendar months of highest pensionable remuneration within the last five years of his contributory service, or

“(ii) If his contributory service was less than five years, the thirty-six completed calendar months of highest pensionable remuneration within the actual period of such service, or

“(iii) If his contributory service contained less than thirty-six completed calendar months, the actual number of such months within his contributory service, or

“(iv) If his contributory service contained no completed calendar month, the actual period of such service.”

2. Article 22 (Contributory service):

Replace the present text of paragraph (b) by the following:

“(b) Contributory service may accrue in respect of leave without pay if contributions are received by the Fund in accordance with article 25 (b).”

3. Article 25 (Contributions):

Replace the present text of paragraph (b) by the following:

“(b) Contributions for the purpose of article 22 (b) in respect of a period of leave without pay shall be at the rate of 21 per cent of the pensionable remuneration of the participant, with interest, payable by the participant in full or by the organization in full, or in part by the

participant and in part by the organization, within twelve months of the resumption of participation in pay status."

4. Article 29 (*Retirement benefit*):

Replace the present text of paragraphs (b), (c) and (d) by the following, and insert new paragraph (e):

"(b) The benefit shall, subject to (c) below, be payable either:

"(i) At the standard annual rate which is obtained by multiplying the years of the participant's contributory service, not exceeding thirty, by 1/50 of his final average remuneration, or

"(ii) At the minimum annual rate which is obtained by multiplying the years of the participant's contributory service, not exceeding ten, by the smaller of 180 dollars or 1/30 of his final average remuneration, if the benefit so calculated would be greater than the amount under (i) above.

"(c) The annual rate of the benefit shall nevertheless not be less, when no other benefit is payable on the account of the participant under these Regulations, than the smaller of 300 dollars or the final average remuneration of the participant.

"(d) A benefit payable at the standard annual rate may be commuted by the participant into a lump sum:

"(i) If the rate is 300 dollars or more, to the extent of one third of its actuarial equivalent or the amount of his own contributions, whichever is greater, or

"(ii) If the rate is less than 300 dollars, to the extent of its full actuarial equivalent; if a male participant is married, the prospective benefit payable to his spouse may also be commuted at the standard annual rate of such benefit.

"(e) A benefit payable at the minimum annual rate or at the rate under (c) above may be commuted into a lump sum as in (d) above, if the participant elects to receive it instead at the standard annual rate."

5. Article 30 (*Early retirement benefit*):

Replace the present text of paragraphs (b) and (c) by the following:

"(b) The benefit shall be payable

"(i) At a rate equal in actuarial value, at the age of the participant on separation, to the standard annual rate for a retirement benefit, or

"(ii) If the contributory service of the participant was twenty-five years or longer, at the standard annual rate for a retirement

benefit reduced, for each year or part thereof by which the age of the participant on separation was less than sixty, at the rate of 2 per cent per year.

“(c) The benefit may be commuted by the participant into a lump sum to the extent specified in article 29 (d) for a retirement benefit.”

6. Article 34 (Disability benefit):

Insert new paragraph (d) and renumber paragraphs (d) and (e) as paragraphs (e) and (f):

“(d) The annual rate of the benefit shall, notwithstanding (c) above, not be less, when no other benefit is payable on the account of the participant under these Regulations, than the smaller of 300 dollars or the final average remuneration of the participant.

“(e) (as in present (d)).

“(f) (as in present (e)).”

7. Article 35 (Widow's benefit):

Replace the present text of paragraphs (d), (e), (f) and (g) by the following, and insert new paragraph (h):

“(d) The annual rate of the benefit shall, notwithstanding (c) above, not be less, when no other benefit is payable on the account of the participant under these Regulations, than the smaller of 300 dollars or the final average remuneration of the participant.

“(e) The benefit shall, if the participant died after the commencement of a deferred retirement benefit which had not been commuted under Article 31 (c), be payable at half the annual rate of such benefit and, if he died before its commencement, at the rate of half the actuarial equivalent at the date of his death of the annual rate of the benefit at age sixty.

“(f) The benefit shall be payable at periodic intervals for life or until remarriage, provided that a benefit payable at an annual rate of less than 200 dollars may be commuted by the widow into a lump sum which is the actuarial equivalent of the benefit at the standard annual rate under (c) above, or the annual rate under (e) above, as the case may be.

“(g) The benefit shall, where there is more than one surviving spouse, be divided equally between the spouses, and upon the death or remarriage of each such spouse shall be equally divided among the remainder.

“(h) A lump sum in the amount of twice the annual rate of the benefit shall, unless (g) above applies, be payable to a surviving spouse upon remarriage.”

8. Article 36 (*Widower's benefit*):

Replace the present text of Article 36 by the following:

“A widower’s benefit, at the rates and under the conditions applicable in article 35 to a widow’s benefit save that it shall not cease upon remarriage, shall be payable to the surviving male spouse of a participant:

“(a) If he satisfies the Board that he is without means to support himself and is unable, by reason of age or infirmity, to engage in substantial gainful employment; or

“(b) If his deceased spouse had elected on separation to receive a retirement, early retirement or deferred retirement benefit reduced by an amount equal in actuarial value to a benefit payable under this article.”

9. Article 38 (*Secondary dependant's benefit*):

Replace the present text of sub-paragraph (c) (i) by the following:

“(c) . . .

“(i) In the case of a mother or father, at the rates and under the conditions applicable in article 35 (b), (c), (d), (f) and (h) to a widow’s benefit, save that the Board may, in the event of remarriage, decide in its discretion to continue the benefit;

10. Article 40 (*Limitation of entitlements during leave without pay*):

Replace the present text of paragraphs (a) and (b) by the following:

“(a) Entitlement to a disability benefit or to a benefit payable in case of death, during a period of leave without pay granted for the performance of military service, shall instead be to a withdrawal settlement calculated as of the day immediately preceding the commencement of such leave, in accordance with article 32.

“(b) In the event that a participant becomes entitled to a retirement, early retirement or deferred retirement benefit on separation during a period of leave without pay, a widow’s, widower’s, child’s or secondary dependant’s benefit shall not be payable unless entitlement thereto would have existed had the participant died on the day immediately preceding the commencement of such leave.”

Amendments to the Administrative Rules of the Fund

Effective 1 January 1972

SECTION G

LEAVE WITHOUT PAY

Delete the present text of paragraphs G.1 through G.7 and substitute the following:

"G.1 A participant who resumes pay status after a period of leave without pay shall, if he wishes contributory service to accrue to him in terms of article 22 (b) of the Regulations in respect of such period, give notice thereof in writing to the secretary of the committee, not later than nine months after the resumption of his participation in pay status; the notice shall include a statement of the extent, if any, to which the organization has agreed to contribute to the Fund on his behalf in respect of such period.

"G.2 The secretary of the committee shall notify the participant in writing of the amount of the contributions due from him under article 22 (b), with interest to the date of the notice in rule G.1 above.

"G.3 The participant shall remit the amount notified to him under rule G.2 above, to the organization, within 90 days of the date of the notification, or prior to his separation if earlier, failing which his right to contribute in respect of the period of leave without pay shall be deemed to be cancelled.

"G.4 A participant who is separated while on leave without pay, and wishes contributory service to accrue to him in respect of such leave, shall give notice in like manner to the secretary of the committee, on or before the date of his separation; he shall be notified of the amount due by him in accordance with rule G.2 above, and shall remit such amount to the organization within 90 days of the date of the notification, failing which his right to contribute in respect of the leave without pay shall be deemed to be cancelled."

SECTION J

COMPUTATION AND PAYMENT OF BENEFITS

Replace the present text of paragraphs J.2 (b) and J.5 by the following:

"J.2 (b) In the case of a periodic benefit, payment may at the option of the participant be made monthly in advance or quarterly in arrear without interest on the arrears;

"J.5 The contributory service of a participant which is used to determine his eligibility for a benefit shall be calculated according to the actual years, months and days comprised therein; for the purpose of determining his final average remuneration, incomplete months shall be disregarded except as provided in article 1 (*h*)."