

**Agreement on the transfer of pension rights of participants in the  
United Nations Joint Staff Pension Fund and of officials in the  
European Union Satellite Centre (SatCen)**

*Whereas*, pursuant to the policy of international intergovernmental organizations to facilitate the exchange of personnel, it is desirable to secure continuity of pension rights of staff members transferring between these organizations;

*Whereas* the Regulations of the United Nations Joint Staff Pension Fund and the Pension Scheme Rules of the European Union Satellite Centre authorize the conclusion of such agreements with other international organizations and with the Governments of member States for the transfer and continuity of such rights;

*It has been agreed* as follows:

**Article 1  
Definitions**

1.1 For the purposes of this Agreement:

- a) "Pension Fund" means the United Nations Joint Staff Pension Fund;
- b) "Fund participant" means a participant in the United Nations Joint Staff Pension Fund;
- c) "SatCen" means the European Union Satellite Centre;
- d) "SatCen Scheme" means the Pension Scheme applicable to officials of the SatCen;
- e) "Official" means a staff member of the SatCen affiliated to the SatCen Scheme.

**Article 2  
Transfers from the Pension Fund**

2.1 A former Fund participant who has not received a benefit under the Regulations of the Pension Fund may elect to be covered by the provisions of the present Agreement upon becoming affiliated to the SatCen Scheme within six months after participation in the Pension Fund has ceased, by electing within a further period of six months to transfer the accrued entitlements from the Pension Fund to the SatCen Scheme.

2.2 Upon such election, the Pension Fund shall pay to the SatCen, as soon as possible, an amount equal to the larger of:

- a) The equivalent actuarial value, calculated in accordance with articles 1, paragraph (a), and 11 of the Regulations of the Pension Fund, of the retirement benefit which the Fund participant had accrued in the Pension Fund based on the contributory service and final average remuneration up to the date participation in the Pension Fund ceased; or

b) The withdrawal settlement to which the former Fund participant would have been entitled under article 31 of the Regulations of the Pension Fund, upon separation from the service of a member organization of the Pension Fund.

2.3 On the basis of the amount determined in this way, the former Fund participant shall be credited with reckonable years of service in accordance with article 12, paragraph 1, of the Rules of the SatCen Scheme and its relevant implementing Instructions.

2.4 Upon such election, the former Fund participant shall cease to be entitled to any benefit under the Regulations of the Pension Fund.

### **Article 3**

#### **Transfers from the SatCen Scheme**

3.1 A former official of the SatCen who has not received a benefit under the SatCen Scheme may elect to be covered by the provisions of the present Agreement upon entering the service of a member organization of the Pension Fund and becoming a Fund participant within six months after separation from the service of the SatCen, by electing within a further period of six months to transfer the accrued entitlements from the SatCen Scheme to the Pension Fund.

3.2 Upon such election, the SatCen shall pay to the Pension Fund, as soon possible, an amount equal to:

a) The actuarial equivalent of the pension rights acquired by the former official in the SatCen Scheme, established in accordance with article 12, paragraph 2, of the Rules of the SatCen Scheme and its relevant implementing Instructions; or,

b) The total amount of the entitlement, under article 11 of the Rules of the SatCen Scheme, at the date the official left the service of the organization, whichever is applicable.

3.3 On the basis of the amount determined in this way, the former official shall be credited for purposes of the Pension Fund with contributory service equal to such period as the actuarial advisers to the Pension Fund shall determine as of the date of the election and in accordance with articles 1, paragraph (a), and 11 of the Regulations of the Pension Fund to be equal in value to the amount paid to the Pension Fund by the SatCen.

3.4 Upon such election, the former official shall cease to be entitled to any benefit under the SatCen Scheme.

### **Article 4**

#### **Transitional provisions**

4.1 Fund participants or officials of the SatCen at the date of entry into force of the present Agreement, who had been affiliated to the SatCen Scheme or Fund participants and who are not in receipt of any benefit from one of these schemes, may, on the same conditions and within

twelve months of the date of entry into force of the Agreement, elect to avail themselves of the provisions of this Agreement.

**Article 5  
Implementation of the Agreement**

5.1 In order to implement the provisions of this Agreement, the Parties shall keep each other informed of the precise modalities to effect transfers, and of any change in the applicable procedures.

**Article 6  
Consultations and settlement of disputes**

6.1 The Parties shall consult on any matter arising out of the present Agreement. The Parties shall use their best efforts to resolve any issue concerning the interpretation or implementation of the terms of the present Agreement.


6.2 Each Party shall report to the appropriate supervising authority or authorities on the operation of the present Agreement.

**Article 7  
Date of the Agreement**

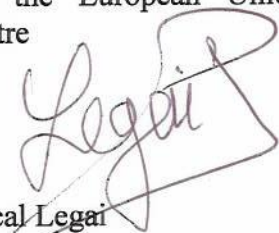
7.1 The present Agreement shall enter into force on 1 January 2015 and shall continue in effect until modified or terminated by the mutual consent in writing of the Parties hereto, or terminated unilaterally upon not less than one year's prior notice given in writing by either of them.

**IN WITNESS WHEREOF**, this agreement was signed

For the United Nations Joint Staff  
Pension Fund

  
Sergio B. Arvizú  
Chief Executive Officer  
Date: 8 JANUARY 2015  
New York, USA

For the European Union Satellite  
Centre

  
Pascal Legai  
Director  
Date:  
Torrejón de Ardoz, Madrid, Spain

**Accord de transfert entre  
la Caisse Commune des Pensions du personnel des Nations-Unies  
et le Centre Satellitaire de l'Union Européenne (SatCen)**

*Considérant* qu'en application de la politique des organisations internationales intergouvernementales visant à faciliter les échanges de personnel, il est souhaitable d'assurer la continuité des droits à pension des agents transférés entre ces organisations ;

*Considérant* que les Statuts de la Caisse Commune des Pensions du personnel des Nations-Unies et le Règlement des Régimes de pensions du Centre Satellitaire de l'Union Européenne permettent de souscrire de tels accords avec d'autres organisations internationales et avec les gouvernements des pays membres en vue d'assurer le transfert et la continuité de ces droits ;

*Il est convenu ce qui suit :*

**Article 1**

**Définitions**

1.1 Au sens du présent accord\* :

- a) l'expression « Caisse des pensions » vise la Caisse Commune des Pensions du personnel des Nations-Unies ;
- b) le terme « participant à la Caisse » désigne un participant à la Caisse Commune des Pensions du personnel des Nations-Unies ;
- c) le sigle « SatCen » désigne le Centre satellitaire de l'Union européenne ;
- d) l'expression « Régime SatCen » vise le Régime de pensions applicable à l'agent du SatCen ;
- e) le terme « agent » désigne le membre du personnel du SatCen, affilié au Régime SatCen.

**Article 2**

**Transfert depuis la Caisse des Pensions**

2.1 Un ancien participant à la Caisse, auquel il n'a pas été versé de prestation en vertu des Statuts de la Caisse des pensions, peut se prévaloir des dispositions du présent Accord s'il devient affilié au Régime SatCen dans les six mois qui suivent la date à laquelle sa participation à la Caisse des pensions a pris fin, et s'il opte, avant l'expiration d'un délai supplémentaire de six mois, pour le transfert de ses droits de la Caisse des pensions au Régime SatCen.

2.2 Lorsque l'intéressé exerce cette option, la Caisse des pensions verse au SatCen, aussi tôt que possible, un montant égal à la plus élevée des deux sommes ci-après :

- a) l'équivalent actuariel de la prestation de retraite accumulée par le participant à la Caisse, calculé conformément à l'alinéa a) de l'article premier et à l'article 11 des

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\* Dans la version française du présent accord, le masculin vise également les personnes de sexe féminin, sauf incompatibilité manifeste avec le contexte.

Statuts de la Caisse des pensions, sur la base de sa période d'affiliation et de son traitement moyen final à la date à laquelle sa participation à la Caisse a pris fin ; ou

- b) le versement de départ au titre de la liquidation des droits auquel l'ancien participant à la Caisse aurait pu prétendre en vertu de l'article 31 des Statuts de la Caisse des pensions, à sa cessation de service dans une organisation affiliée à la Caisse des pensions.

- 2.3 Sur la base de la somme ainsi déterminée, l'ancien participant à la Caisse est crédité d'annuités, calculées conformément à l'article 12, paragraphe 1 du Règlement du Régime SatCen et des Instructions d'application pertinentes.
- 2.4 Lorsque l'intéressé exerce cette option, l'ancien participant à la Caisse perd tout droit à prestations au titre des Statuts de la Caisse des pensions.

### **Article 3**

#### **Transfert depuis le Régime SatCen**

- 3.1 Un ancien agent du SatCen, qui n'a pas reçu de prestation au titre du Régime SatCen, peut se prévaloir des dispositions du présent Accord s'il entre au service d'une organisation affiliée à la Caisse des pensions et acquiert le statut de participant à la Caisse dans les six mois qui suivent la date à laquelle il a cessé ses services auprès du SatCen et s'il opte, avant un délai supplémentaire de six mois, pour le transfert de ses droits à pension du Régime SatCen à la Caisse des pensions.
- 3.2 Lorsque l'intéressé exerce cette option, le SatCen verse aussi tôt que possible à la Caisse des pensions un montant égal :
  - a) à l'équivalent actuariel des droits à pension d'ancienneté acquis par l'ancien agent dans le Régime SatCen, établi en application de l'Article 12, paragraphe 2 du Règlement du Régime SatCen et des Instructions d'application pertinentes ; ou,
  - b) au montant total auquel il a droit, en vertu de l'article 11 du Règlement du Régime SatCen, à la date de cessation de ses services auprès de l'Organisation, selon les cas.
- 3.3 Sur la base de la somme ainsi déterminée, l'ancien agent sera crédité, aux fins de la Caisse des pensions, d'une période d'affiliation égale à la période qui, de l'avis des actuaires-conseils de la Caisse des pensions, représente, à la date à laquelle il a opté pour le transfert de ses droits et conformément à l'alinéa a) de l'article premier et à l'article 11 des Statuts de la Caisse des pensions, une valeur équivalant au montant versé par le SatCen à la Caisse des pensions.
- 3.4 Lorsque l'intéressé exerce cette option, l'ancien agent perd tout droit à prestations au titre du Régime SatCen.

#### Article 4

##### Dispositions transitoires

- 4.1 Les participants à la Caisse des pensions ou agents du SatCen à la date d'entrée en vigueur du présent accord et qui étaient, auparavant, respectivement affiliés au Régime du SatCen ou participants à la Caisse des pensions, et qui ne reçoivent aucune prestation au titre d'un de ces régimes, peuvent se prévaloir des dispositions du présent Accord, aux mêmes conditions et dans un délai de douze mois à compter de la date de son entrée en vigueur.

#### Article 5

##### Exécution de l'Accord

- 5.1 Aux fins d'exécution du présent Accord, les Parties se tiendront informées des modalités précises d'exécution des transferts, ainsi que de tout amendement dans les procédures applicables.

#### Article 6

##### Consultations et Règlement des différends

- 6.1 Les Parties se consulteront sur toute question découlant du présent Accord. Les Parties mettront tout en œuvre pour résoudre tout différend se rapportant à l'interprétation ou à l'exécution des dispositions du présent Accord.
- 6.2 Chaque Partie rendra compte aux autorités compétentes de la mise en œuvre du présent Accord.

#### Article 7

##### Date de l'Accord

- 7.1 Le présent Accord entrera en vigueur le 1<sup>er</sup> janvier 2015 et demeurera en vigueur jusqu'à ce qu'il soit modifié ou qu'il y soit mis fin, par écrit, par consentement mutuel des Parties audit accord, ou qu'il y soit mis fin unilatéralement à l'expiration d'un préavis ne pouvant être inférieur à une année, donné par écrit par l'une ou l'autre des Parties.

**EN FOI DE QUOI**, le présent accord a été signé

À New-York, États-Unis  
le

Pour la Caisse Commune des Pensions  
du personnel des Nations-Unies

Sergio Arvizu  
Administrateur

À Torrejón de Ardoz, Espagne  
le

Pour le Centre satellitaire de l'Union  
européenne

Pascal Legai  
Directeur



## *The Director*

Torrejón de Ardoz 10/10/2019  
D-AA/SatCen-035/19L

To the Acting Chief Executive Officer

Dear Ms Janice DUNN LEE,

An agreement allowing the transfer of pension rights between the Pension Scheme Rules of the European Union Satellite Centre (SatCen) and the United Nations Joint Staff Pension Fund (UNJSPF) entered into force on 1<sup>st</sup> January 2015.

Contrary to the model agreement approved by the United Nations Pension Board in 2011, this transfer agreement does not cover officials on leave without pay, who are consequently excluded from the scope of the agreement and cannot benefit from a transfer of pension rights upon the end of their period of leave without pay.

In order to remedy this issue, and further to the exchanges between UNJSPF and the International Service for Remunerations and Pensions (ISRP) acting on behalf of the Pensions Administrative Committee of the Co-ordinated Organisations, I propose that the following provisions be mutually accepted as an extension of the scope of the transfer agreement between UNJSPF and SatCen:

### **Leave without pay (LWOP)**

Transfers of pension rights cannot be completed until formal separation from service and cessation of participation in the original Pension Scheme. Persons on secondment or loan are not considered separated and accordingly are not covered by the transfer agreement. Leave without pay status has to be terminated before pension rights are transferred.

If a person is on a leave without pay status for more than three consecutive years, during which no concurrent pension contributions are made, pension rights cannot be transferred under the framework stipulated below.

Transfer of pension rights is not permitted under the transfer agreement if the person contributes concurrently to both Pension Schemes during the LWOP period.

### **UNJSPF participant on LWOP**

If a UNJSPF participant becomes affiliated to the pension scheme of SatCen during a period of leave without pay from a UNJSPF member organization (not exceeding three consecutive years) and, upon the termination or expiration of such period, ceases to be affiliated to the pension SatCen and resumes contributory service in the UNJSPF without any break in participation, no benefit becomes payable but the provisions of Article 3 of the transfer agreement shall apply.



However, the Parties acknowledge that the UNJSPF participant's status, rights or obligations as a Participant in either Party's Pension Scheme shall be determined by each Party in accordance with their respective Pension Scheme. Such period shall not count for the UNJSPF participant as contributory service in the UNJSPF under article 22 (b).

The provisions of Article 2 of the transfer agreement shall apply if, upon the termination of LWOP period, the UNJSPF participant ceases to be a UNJSPF participant and continues to be affiliated to the pension scheme of SatCen and the former UNJSPF participant makes an election in writing to that effect within one year of the termination of LWOP period

#### **Affiliate to the pension scheme of SatCen on LWOP**

if an affiliate to the pension scheme of SatCen becomes a UNJSPF participant during a period of leave without pay from SatCen and, upon the termination or expiration of such period (not exceeding the maximum period for LWOP when no contributions are made) without any break in affiliation, ceases to be a UNJSPF participant and resumes contributory service in the pension scheme of SatCen, no benefit becomes payable but the provisions of Article 2 of the transfer agreement shall apply.

However, the Parties acknowledge that the pension scheme of the SatCen affiliate status, rights or obligations as a participant in either Party's Pension Scheme shall be determined by each Party in accordance with their respective Pension Scheme. Such period shall not count for the affiliate of the pension scheme of SatCen as periods of service in the pension scheme of SatCen under Article 7 of the Rules governing the pension scheme of SatCen.

The provisions of Article 3 of the transfer agreement shall apply if, upon the termination of LWOP period, the affiliate to the pension scheme of SatCen ceases to be a participant in the pension scheme of SatCen and continues to be a UNJSPF participant and the former affiliate to the pension scheme of SatCen makes an election in writing to that effect within one year of the termination of LWOP period.

#### **Transitional provisions**

UNJSPF participants or affiliates to the pension scheme of SatCen who had been on LWOP and later ceased to be UNJSPF participants or affiliates to the pension scheme of SatCen may, on the same conditions and within twelve months of the date of this exchange of letters, elect to avail themselves of the provisions of the transfer agreement.

I would appreciate your confirmation to regard the present exchange of letters as a binding agreement on the interpretation and application of the provisions to which it refers.

Sincerely yours,

  
SatCen Director

Sorin Ducaru



Mr. Sorin Ducaru  
SatCen Director  
European Union Satellite Centre  
Apdo. de Correos 511 E  
28850 Torrejón de Ardoz  
Madrid  
Spain

20 February 2020

**Subject: Exchange of Letters relating to the Agreement on the transfer of pension rights between SatCen and UNJSPF (D-AA/SatCen-035/19L)**

Dear. Mr. Ducaru,

I acknowledge receipt of your letter of 10 October 2019 concerning the “*Agreement on the transfer of pension rights of participants in the United Nations Joint Staff Pension Fund and of officials in the European Union Satellite Centre (SatCen)*”, which entered into force on 1 January 2015.

I confirm that the provisions set out in your 10 October 2019 letter, which extend the scope of the transfer agreement to include officials on leave without pay, are acceptable to the United Nations Joint Staff Pension Fund.

Your letter of 10 October 2019 and this reply shall constitute a binding agreement on the interpretation and application of the transfer agreement, which comes into effect on this day.

Sincerely yours,



Rosemarie McClean  
Chief Executive of Pension Administration