



NORTH ATLANTIC MARINE MAMMAL COMMISSION

TWENTY FOURTH MEETING OF THE COUNCIL

10 - 11 February 2016, Grand Hotel, Oslo, Norway

DOCUMENT 21 PROPOSAL FOR AMENDMENT OF THE STAFF RULES

Submitted by: Finance and Administration Committee

The Finance and Administration Committee (FAC)

- **Considering** that some points in the Staff Rules may need clarifications
- **Recommends** therefore Council to
 - Propose amendments to the new text if desired,
 - Adopt the new text related to Staff Relocation,
 - Task FAC to review the Staff Rules with the aim of presenting amendments, if required, for adoption to the next Council meeting.

Background: There is in the present Staff Rules no text referring to the conditions for relocation. It is therefore proposed to incorporate the following text into the Staff Rules for the NAMMCO Secretariat.

PROPOSAL FOR AMENDMENT OF THE STAFF RULES

10. RELOCATION [NEW TEXT]

NAMMCO will pay the initial relocation costs of moving the Employee and dependants (defined as spouse and children under the age of 18 years) from the former country of residence (as defined in the Employee's contract) to Tromsø.

Relocation costs may include travel for the Employee, dependents and domestic pets but not include quarantine costs for domestic pets. They may also include transport for personal effects, household goods and one car as well as removal insurance. Personal goods limit is set at 40 m³ for an individual and an additional 10 m³ for a spouse /partner, and 2.5 m³ for each dependent child.

Importation of relocation goods will be tax-exempt under the Host Agreement with Norway. Employees have the right to import free of duty furniture and personal effects that they have owned, possessed or ordered before taking up their posts and that are intended for their personal use.

Member of the Secretariat, who are not of Norwegian nationality have the right once every three years to import one motor vehicle free of customs and excise, it being understood that no permission to sell or dispose of the vehicle in the open market shall normally be granted until three years after its importation. This privilege shall be subject to the same conditions governing the disposal of goods imported into Norway free of duty as are accorded to diplomatic agents accredited in Norway.

On termination of the contract the Employer will pay return relocation costs (as defined above) from Tromsø to the Employee's former country of residence or equivalent costs to another new place of residence within the limit of the cost of relocation to the former country of residence. Return relocation costs do not include any taxes liable on exportation of goods and/or a car from Norway or importation into the new country of residence, Norway including.

The Employee shall seek the most economical means possible of transporting goods at all times. Offers from three companies should be provided to the choice of the Secretariat.

The Employer will not pay return relocation costs should the Employee choose to terminate her/his contract before its end-date. In subsequent contracts, however, the Employee will be entitled to return relocation costs at any time.