

## b. Matrix of Suggested Amendments in CTI-CFF Staff Regulations

| Original texts from the SOM-15 approved CTI-CFF Staff Regulation  | Suggested Amendments<br>(The highlighted texts in yellow was suggested to be discussed during HCA meeting with Indonesia)   |
|---|---|
| <b>Regulation 2 Applicability</b><br><br>(3) If any part of these Regulations become contrary to the prevailing laws of the Host Country, or where they are silent, the prevailing laws of the Host Country will apply. | <b>Regulation 2 Applicability</b><br><br>(3) The prevailing laws of the Host Country shall prevail on matters which have not been regulated in any CTI-CFF Regulations.<br><br>(Note: The IRC in its meeting on 3 December 2020,) |

**Original texts from the SOM-15 approved CTI-CFF Staff Regulation**

**Suggested Amendment**

**Regulation 3 Definitions  
“Dependent”**

i. Any child of a Staff or his or her spouse who is below eighteen (18) years old and who is dependent on a Staff or her or his spouse for their main and continuing support;

ii. Any other child who is mentally or physically impaired and is dependent on a Staff or her or his spouse for their main and continuing support;

iii. Any other child who is given a home by, and is dependent on, a Staff or her or his spouse for their main and continuing support; and

**Regulation 3 Definitions**

i. Any child of a Staff or his or her spouse who is below eighteen (18) years old and one who is between eighteen (18) and twenty-five (25) years of age, and is attending school or university or vocational training and a dependent of the Staff or her or his spouse for their main and continuing support;

*(Note: In reference to revised draft SPPM Chapter 1, Article 1 (9) Bullet 1; IRC agreed to endorse at SOM 16 during the IRC meeting on 3 Dec 2020)*

ii. Any other child, regardless of age, who is mentally or physically impaired and is dependent on a Staff or her or his spouse for their main and continuing support;

*(Note: In reference to revised draft SPPM Chapter 1, Article 1 (9) Bullet 2.); IRC agreed to endorse during the IRC meeting on 3 Dec 2020)*

iii. Any other child, regardless of age, who is given a home by, and is dependent on, a Staff or her or his spouse for their main and continuing support; and

*(Note: In reference to revised draft SPPM Chapter 1, Article 1 (9) Bullet 3.); IRC agreed to endorse during the IRC meeting on 3 Dec 2020)*

**Original texts from the SOM-15 approved CTI-CFF Staff Regulation**

**Suggested Amendments**

**Regulation 5 Deputy Executive Directors**

Deputy Executive Director for Programs shall be responsible for developing and managing programs for the implementation of the Regional Plan of Action, including:  
iii. Manage public relations, outreach and marketing;

**Regulation 5 Deputy Executive Directors**

Deputy Executive Director for Programs shall be responsible for developing and managing programs for the implementation of the Regional Plan of Action, including:

**RS Suggestion:** Transfer ii. Manage public relations, outreach and marketing under Regulation 5 DED CS Paragraph (2) (b)  
*(Note: IRC agreed to endorse during the IRC meeting on 3 Dec 2020)*

**Regulation 13 Termination of Working Agreement**

g. At the conclusion of any period of probation specified in the Staff's letter of appointment, if in the view of the Executive Director and the Chair of CTI CSO as the case may be, the Staff's performance has not been satisfactory. This is only applicable for Staff from Host Country with working agreement for unspecified time.

**Regulation 13 Termination of Working Agreement**

g. At the conclusion of 3-month probationary period specified in the Staff's letter of appointment, if in the view of the Executive Director and the Chair of CTI CSO as the case may be, the Staff's performance has not been satisfactory. This applies to all the Staff of the Regional Secretariat over their working period only.

*(Note: IRC agreed to endorse during the IRC meeting on 3 Dec 2020)*

**Original texts from the SOM-15 approved CTI-CFF Staff Regulation**

**Suggested Amendments**

**Regulation 8  
Recruitment Policy of Professional and Support Staff**

10.  
a. The period of employment, including the start date and the completion date;

**Regulation 8**

**Recruitment Policy of Professional and Support Staff**

10.

a. The period of employment, including the start date and the completion date of employment including probation period.

*(Note: IRC agreed to endorse during the IRC meeting on 3 Dec 2020)*

**Regulation 23  
Professional Staff and Expatriate Allowances**

In addition to base salary, expatriate Professional Staff [based in the Headquarters] are entitled to receive the following allowances and benefits:  
d. Equivalent to two (2) week's salary, on completion of a contract, provided the contract is not extended or renewed.

**Suggested titles for Article 47**

**(1) SEPARATION PAYMENT (2) COMPENSATION (3) SEVERANCE PAYMENT]  
(4) REMUNERATION UPON TERMINATION OF WORKING AGREEMENT  
(5) TERMINATION OF EMPLOYMENT COMPENSATION**

Staff are entitled for Termination of Employment Compensation that apply to the extent that they are eligible.

The amount of the Separation compensation for Staff upon ending Working Agreement is determined as follows:

a. Work period under three (3) years: one (1) month latest salary;

b. Work period of three (3) years or more but less than six (6) years: one and a half (1.5) months of latest salary;

c. Work period of 6 (six) years or more but less than 9 (nine) years: 2 (two) months of PH latest salary;

d. Work period of 9 (nine) years or more: 3 (three) months latest salary.

*(Note: During the 7 September 2021 IRC meeting, IRC noted that the highlighted texts in yellow is for CSO deliberation)*

**Original texts from the SOM-15 approved  
CTI-CFF Staff Regulation**

**Suggested Amendments**

**Regulation 20 – Salaries, Paragraph 4,**  
....“This is applicable only with working  
agreement for unspecified time. “

RS suggests to omit the said sentence in Regulation 20, Para 4 – last  
sentence.