

Proposed Amendments to the Staff Regulations

Reg	Subject	Recommendation	Current provision	Proposed amendment	Justification and financial implications
2	"dependent child"	to increase the age of tertiary-level dependents from 22 to 25 years of age	<i>"dependent child" means an employee's unmarried, legally and financially dependent, natural or legally adopted child who is:</i> (iii) under the age of <u>22</u> years if enrolled and undertaking full-time study at a university or other tertiary institution; or	(iii) under the age of 25 years if enrolled and undertaking full-time study at a university or other tertiary institution; or	To better reflect and accommodate the situation and culture in the Pacific where children often remain dependent on their parents until they are married. Increasing the ceiling to 25 is in line with age-limits in place by some CROP and international organizations.
16(a)	Entitlements	To redefine the scope of outside recruitment	SPREP shall meet the following appointment and termination expenses of <u>professional staff recruited from outside the Greater Apia Area.</u>	SPREP shall meet the following appointment and termination expenses of all staff recruited from outside Samoa.	To better reflect the current recruitment market and SPREP practices
16 (a)(ii) (b)	Removal expenses	To amend excess baggage entitlement from 20kgs per family to 20kgs per family member	b) up to 20 kilos of excess baggage per staff member for all professional staff recruited....	b) up to 20 kilos of excess baggage per staff member and individual family members of all professional staff...	To improve terms and conditions for relocation and repatriation of expatriate staff
23(1)(c)	Repatriation Allowance	to increase certainty regarding eligibility for the repatriation allowance	<i>In addition to base salary, expatriate professional staff are entitled to receive the following allowances and benefits:</i> (c) A repatriation allowance equivalent to two week's salary, on completion of <u>a contract providing the contract is not extended or renewed.</u>	(c) A repatriation allowance equivalent to two week's salary on completion of the first term of a fixed term contract however where a subsequent contract of 12 months or more duration is entered into, payment of the repatriation allowance is subject to the completion of at least 12 months of that subsequent contract.	To assist staff repatriation after having completed at least one term of their contracts.
27(a)	Maternity leave	to do away with the one-year eligibility criterion for maternity leave	(a) A staff member <u>with at least one year's continuous service at the expected date of confinement</u> is entitled to 60 working days' maternity leave on full pay.	(a) A staff member is entitled to 60 working days' maternity leave on full pay.	To improve terms and conditions for all permanent staff without discrimination due to any medical condition.
27(b)	Family Leave	To include brothers and sisters as part of "immediate family members".	(b)"....This leave will normally only apply to a bereavement in respect of immediate family members, such as spouse, children or parents..."	(b)"....This leave will normally only apply to a bereavement in respect of immediate family members, such as spouse, children, parents and brothers and sisters..."	In the Pacific context, brothers and sisters are considered immediate family.