

WHEREAS :

Substantial obligations have been incurred by the Organization to carry out the purposes of this Agreement on behalf of the member States ;

THE ASSEMBLY RESOLVES :

That the said States be urged to pay such contributions in full forthwith.

XXXIX

PICAO SYSTEM OF STAFF CONTRIBUTIONS IN LIEU OF INCOME TAX

WHEREAS :

To equalize the salaries of employees not subject to national income tax with those who are subject to such tax, a system of deductions in lieu of income tax, known as the PICA system of contributions, has been established ; and

WHEREAS :

The tax liability of the staff of the Organization, both to their own government and to the Government of Canada, has not yet been finally determined ; and

WHEREAS :

The general purpose of the PICA system of contributions is the establishment of sound employee relations ;

THE ASSEMBLY RESOLVES THAT :

(a) Sums already collected under this system continue to be maintained in a separate fund until such time as all tax liability has been determined, when the amount thereof and subsequent collections shall be administered for the benefit of employees generally ;

(b) Deductions from employees' salaries as contributions in lieu of income tax shall, in no circumstances, be used to reduce the budget of the Organization during the fiscal years 1945-46 and 1946-47 ;

(c) The present PICA system of contributions shall in the discretion of the Council be maintained so long as necessary for the satisfaction of the objectives contained in the preamble herewith.

XL

PROVISIONS FOR STAFF WELFARE

WHEREAS :

The Staff and Travel Regulations, as presently drawn, include the general framework for personnel administration in the Organization, without comprehensive provision for certain aspects of staff welfare ; and

WHEREAS :

The staffing of international organizations presents particular problems which arise from dislocation of staff members from their normal places of residence ; and

WHEREAS :

It would seem desirable that this Assembly recognize these special problems in staffing the Secretariat ;

THE ASSEMBLY RESOLVES THAT :

The Council study the personnel administration of the Organization with a view to taking action on necessary amendment of Staff and Travel Regulations, as follows :—

(a) To permit authorization of a separate maintenance allowance for new regular employees incurring substantial additional financial obligations because of the necessity for maintaining themselves away from their established households during the probationary period (Doc. 66, Article VI) ;

(b) To provide for definite periods of sick leave with pay, and sick leave without pay, maternity leave, medical examination of new employees and retention of the services of a physician to report on absences due to illness (Doc. 66, Article VII) ;

(c) To provide for a five-day work week for the Organization, if administratively feasible and desirable (Doc. 66, Article V) ;