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**Amendments to the staff regulations of the African Centre
for Meteorological Applications for Development**

February 2021

Amendments to the ACMAD STAFF REGULATIONS

Report by the Director General

1. Amendments to the Staff Regulations are submitted by the Director General for adoption by the ACMAD Board of Governors in accordance with articles 33 and 62 of the Staff Regulations
2. The amendments presented below stem from the decisions and recommendations for the modernization of ACMAD management and standardization of related procedures
3. The proposed amendments to the staff regulations are set out in the section below.



AMENDMENT No 2021/001/ACMAD

Article 34 (new): Allowances and Compensation for performance

a) Housing allowance

The housing allowance is paid on a monthly basis to staff at a rate of 25% of basic salary.

f) Compensation for performance

The compensation is a variable pay to staff based on the concerned staff deliverables in projects. This compensation is paid based on the relevant available project's budget.

Article 35 (new) Other benefits

a) Settling in grant

The recruited professional staff member is entitled to one month of his monthly basic salary.

c) Education grant

The education grant is available to cover part of cost of educating children in full time attendance at an educational institution. The scale of the education grant is presented on the table in the annex

A staff member is entitled to travel expenses for the child for one round trip travel each academic year between the educational institution and the duty station, (provided that the educational institution is outside the country of the duty station).

Article 47 (new): Dependency benefits

The dependent spouse and children allowances are paid at a rate of three per cent (3%) of the basic salary to eligible staff members. The minimum payable amount is 10 000 F CFA per dependent per month.

These amendments repeal and replace any previous related or contrary provisions.

Signed on

Fetene TESHOME
Chairman of ACMAD Board of Governors

Annex: Education grant sliding scale

Claim amount bracket (in thousands of CFA Francs)	Reimbursement rate (percentage)
0-6182	85
6183-9274	70
9274- 15457	60
15458 and above	-