

The following is a summary of the benefits applicable to open-ended and term staff appointed locally in World Bank Group Country Offices. It is compiled from various governing sources such as the Staff Rules and the Staff Retirement Plan, which may be amended from time to time and which provisions are controlling in all cases. All issues regarding benefits must be resolved according to the applicable, governing source documents, notwithstanding anything written in this Summary. The term “Bank Group” refers to the World Bank, IFC, MIGA and GEF.

Dependency (Tax Equivalency) Allowances

A tax equivalency allowance may be payable to eligible staff only if the country’s tax code provides a benefit for taxpayers that have a dependent spouse and/or dependent children. Each Country Office has a different dependency allowance policy. Dependency allowances are not paid in many countries.

Tax Allowance

Staff members who are liable for the payment of national income taxes on the remuneration received from the Bank Group receive a tax allowance as determined by the Executive Directors.

Leave

Annual leave: 26 working days per year, increasing to 28 and 30 days per year after five and ten years’ service, respectively, accrued daily. Prior leave-accruing service generally applies towards the five and ten year service thresholds. Service as an extended term consultant or temporary does not apply towards the five and ten year service thresholds.

Sick Leave and Disability Insurance: 15 working days of sick leave per year, accrued daily. Sick leave and disability insurance provide income replacement if you become disabled while working at the Bank Group. In the event you are no longer able to work because of sickness or injury, you may receive a monthly benefit equal to 100 percent of your pay while using sick leave and 70 percent of your pay after your sick leave is exhausted. These benefits will be paid as long you remain disabled, and will discontinue on recovery, death, or attainment of age 62. The full cost of the disability program is paid by the Bank Group and enrollment in the program is automatic. Decisions regarding disability benefits and the duration of disability rest with our disability insurance administrator. Absences of 20 days or more must be reported by you, your leave coordinator or your manager to the Disability Administrator at (202) 473-0974 or via email to Disability Insurance. More information is available on the World Bank Intranet at <http://benefits>.

Maternity/Adoption Leave: Up to 60 working days for childbirth and/or adoption for staff with two or more years of service. For staff with less than two years of service; full parental leave is granted, but the staff member resigns prior to two years of service, the leave granted must be repaid on a prorated basis.

Paternity Leave: Up to five working days for childbirth or adoption where the staff member is not the primary caregiver.

Relocation Leave: Managers may authorize up to five working days of administrative leave to enable a staff member recruited from outside the duty station area to perform essential personal tasks associated with settling in the duty station area.

Overtime

Overtime is work performed in excess of the staff member's regular work week. Annual, sick, and emergency leave and official holidays are counted as time worked in computing the work week required before overtime payment is made. Only staff members holding positions in levels GA through GD are eligible to be paid for overtime work.

Staff Retirement Plan (SRP)

The Pension Plan is mandatory for all open-ended and term staff members. Restoration provisions exist for individuals who previously received benefits from the World Bank Staff Retirement Plan.

Employees Transferring from Other International Organizations

The World Bank Group currently has no pension transfer agreements with other international organizations. Such transfer arrangements are complicated due to the growing divergence among the plans of the different organizations. Pension is currently working with other organizations to develop new agreements that reflect the changes in the plans. The new agreements may ultimately contain transitional provisions that would provide transfer options to staff members who transfer between other organizations and the World Bank Group. In order to protect any possible transfer rights, you should *not* withdraw funds from the pension plan of your previous employer. Contact Pension at 1pension@worldbank.org or (202) 458-2977 for further information.

Medical Benefits Plan (MBP)

The MBP is a health plan operated by the Bank Group for locally recruited staff members in Country Offices, and their eligible dependents. The MBP assists participants in meeting medical expenses of certain treatments, services, facilities and supplies. The MBP covers between 70 and 100 percent of eligible medical, hospital and dental expenses, and is subsidized approximately 3:1 by the Bank Group. Except for staff members based in South Africa, the MBP is administered by GMC (La Garantie Medicale et Chirurgical), a French insurance vendor. (In South Africa, Multimed is the administrator.) GMC has three claims offices worldwide to handle MBP claims and provide customer services to the Bank Group's MBP members. See <http://www.henner.com/worldbank/mbp/english/index.html>.

Retiree Medical Benefits Plan (RMBP)

The Bank Group provides health care coverage (comprehensive medical, dental and prescription drug benefits) at retirement. To qualify for coverage, staff must have at least five years of pensionable service and their age plus pensionable service must equal 60 or more. Staff contributions are based on a cost sharing arrangement, with a subsidy from the Bank Group earned for each year of pensionable service and reduced for each year that RMIP coverage begins prior to age 62. The earliest age at which RMBP coverage can begin is age 50.

Life Insurance Plan

The Bank Group sponsors a life insurance plan. All eligible staff members automatically receive Bank-paid basic coverage of 300 percent of annual net salary at no cost to the staff member. Coverage is reduced after age 65.

Accident Insurance Plan

The Bank Group sponsors a Group Accident Insurance Plan, which pays in the event of accidental death or dismemberment. All eligible staff members automatically receive basic coverage of 300 percent of annual net annual salary. A spouse/domestic partner is covered at 50 percent of the staff member's coverage amount, and each eligible dependent child is covered at 25 percent of the staff member's coverage amount. Deaths from certain causes are excluded, including death during service with armed forces of any country, suicide, death from illness or infectious disease, or deaths in airplane accidents where the covered individual was part of the airplane crew. Deaths from certain other causes provide increased coverage, e.g., death in a commercial airline accident.

Bank-paid Group Accident Insurance may provide partial payments in the event of dismemberment, permanent and total paralysis, or loss of eye(s), speech or hearing.

Spouse Travel

The spouse of a staff member who travels extensively on operational missions outside the duty station country may accompany the staff member from time to time on subsequent missions. The Bank Group pays all or part of the spouse's travel and, in certain circumstances, subsistence. "Points" are earned by the staff member (one point for each night spent on official business outside the duty station country) and are used to "pay" for the spouse's travel and subsistence. A single, divorced, or widowed staff member's eligibility to earn points begins on the date of marriage or remarriage.

Financial Assistance

The Bank Group offers a several loan programs to staff, including general loans and housing loans. Each has different eligibility requirements, loan lengths and interest rates (which are generally market-rate). Repayment is made through payroll deduction.

Domestic Partners

The World Bank Group registers domestic partnerships that meet the following criteria:

- The parties are not related by blood to a degree that would bar marriage where the parties reside.
- The parties are not married to anyone else.
- The parties are each other's sole domestic partner and intend to remain so indefinitely.
- The parties are legally competent to contract and of lawful age to marry.
- The parties have resided together in the same residence for at least 12 months and intend to do so indefinitely.

- The parties have been jointly responsible to each other for basic living expenses and welfare for at least 12 months.

Registered domestic partners (and their children) receive full benefits and services as described above except Dependency (Tax Equivalency) Allowance, Tax Allowance and Spouse Travel.

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