

CNL(14)18

Draft Decision of the Council concerning the NASCO Deferred Salary Scheme and Staff Fund

Having regard to the recommendations from Chiene + Tait and Davidson Chalmers concerning the NASCO Deferred Salary Scheme and the Staff Fund, established as a Special Fund in 2001 (Council documents CNL(01)49, CNL(02)42, CNL(04)52 and CNL(12)17), the Council has decided as follows:

- it should adopt the revised Staff Rules and Staff Fund Rules proposed by Chiene + Tait and Davidson Chalmers as contained in document FAC(14)5 subject to the following clarification:
 - that the wording in the Staff Fund Rules is reviewed to ensure that references to taxation are clear including, in particular, whether rule 4.3 should refer to ‘UK taxation’ rather than ‘taxation’;
 - the wording in Staff Rule 8.1 should refer to Rule 5 and not Rule 8;

The Secretary agreed to seek confirmation in writing that these changes were appropriate and that other references to taxation in the Staff Fund Rules be similarly clarified wherever appropriate. Once that input is provided then the Staff Fund Rules and Staff Rules will be revised accordingly and will be annexed to the Council Report.

- the financial statements should include a note in the audited accounts, commencing with the 2014 accounts, to disclose the total value of the Staff Fund and the associated obligation to Staff Fund members as of 31 December each year;
- the financial statements should include a note in the audited accounts, commencing with the 2014 accounts, to confirm that tax has been deducted from all remuneration paid to Secretariat members and retained by NASCO in accordance with the Staff Rules;
- the revised format for the payslips proposed by Chiene + Tait and Davidson Chalmers be used from 1 July 2014 for all Secretariat members;
- the Secretary should be asked to develop revised offers of appointment to Secretariat members to reflect the findings of the review by Chiene + Tait and Davidson Chalmers incorporating wording to reflect the changes made to the Staff Fund and Staff Fund Rules and to address the issue identified concerning temporary/part-time contracts.