

**RESOLUTION**

**Subject:** Creation of an Interpol Pension Fund

The ICPO-Interpol General Assembly meeting in Cancún from 5 to 8 October 2004 at its 73rd session:

TAKING INTO ACCOUNT Report AG-2004-RAP-29 entitled “Creation of an Interpol Pension Fund”,

CONSIDERING the necessity for the Organization to move towards the establishment of its own internal pension scheme,

ALSO CONSIDERING the necessity that an interim solution be adopted for the officials of the Organization who are not nationals of the host country and who do not anticipate retiring in the host country, as they are regarded as being significantly disadvantaged by the current scheme,

DECIDES, in conformity with Article 20 of the Financial Regulations, to create a fund entitled Staff Pension Fund, for managing the Organization's and the officials' contributions for pensions provision during the employment of the official;

DECIDES that during the interim stage the Fund will be used to manage the reimbursement of any cash sum due on the departure of the official or any other payment of pensions or other indemnities, as defined under specific pension rules;

DECIDES that:

- the management of the Fund will be supported by actuarial expertise and funds/investment management expertise;
- any interest or other return on the funds held shall be credited to the Fund;
- related expenditure/fees may be paid from the Fund and/or the Organization may transfer from the general budget with the approval of the Executive Committee regarding these fees/charges as appropriate;

FURTHER DECIDES that, during the interim stage:

- the Fund can, if necessary, be used to provide social coverage, including the management of the Organization's and officials' contributions for social coverage, e.g. sickness, death benefits, etc., during the employment of the official;
- insurance premiums and specific settlements/benefits may be managed through the Fund as necessary;

DEMANDS that no contributions be transferred to the Fund until the Organization has confirmed arrangements for the provision of social coverage in compliance with the Organization's duty of care owed to its personnel;

DECIDES that the funds held in the Interpol Pension Fund are ring-fenced, i.e. cannot be utilized for any other purpose unless a full actuarial study confirms that there are excess funds in the Fund which are no longer required to cover the outstanding liabilities accrued;

DECIDES that any excess funds identified should be used for the provision of social coverage or other forms of support for officials e.g. the IUCS Fund, Staff Welfare Fund, Solidarity Fund, etc.; any such transfers from the Fund require General Assembly approval;

DECIDES that, at the closure of each financial year, the movements and balances on the Fund will be included in the Final Accounts.

**Adopted.**