**Death Benefit**

1. This section describes the death benefit that will be paid when a staff member dies and leaves a surviving spouse or a dependent child.

1. When a staff member dies and leaves a surviving spouse or a dependent child, a death benefit may be paid according to the following schedule:

| **Completed years of service** | **Months of pay** |
| --- | --- |
| 3 or less | 3 |
| 4 | 4 |
| 5 | 5 |
| 6 | 6 |
| 7 | 7 |
| 8 | 8 |
| 9 or more | 9 |

1. Credit toward the death benefit is not earned during full months of special leave with partial pay or without pay.

1. The death benefit may be made only to:
	1. The surviving spouse, whether dependent or not; or
	2. A dependent child or legal representative of such child

1. The death benefit may not be paid to the staff member's estate or to secondary dependents.

1. The payment shall be calculated as follows for:
	1. Local staff members, on the basis of the staff member's pensionable remuneration, including language allowance, if any, less staff assessment
	2. International staff members, on the basis of the staff member's gross salary, less staff assessment

1. The death benefit is made in a lump sum.

1. No pension contribution is made on the payment of a death benefit.