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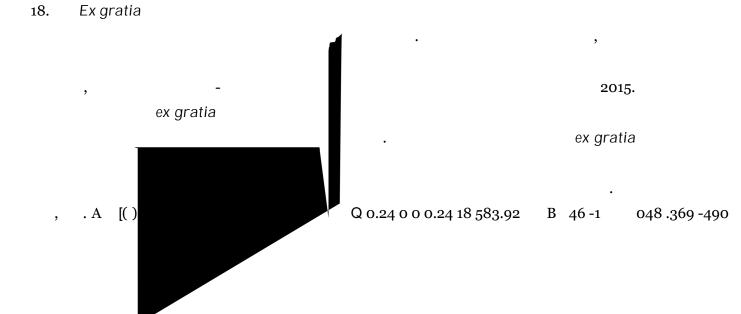
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2.2 Payment of an SPA is a discretionary grant, for which staff members may be considered when the conditions set out in staff rule 103.11 and section 4 below are met. Consideration for granting an SPA shall be given in accordance with the procedures set out in section 5 below.

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(b) Classification of the post, where this is a precondition for issuing a vacancy announcement in accordance with section 3.2 of ST/AI/1999/8 (ST/AI/2006/3/Rev.1, effective 11 January 2010 [
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or:

(c) Filling of the vacant post through the competitive examination process, where applicable.

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