

CONTENTS

I.	INTR	RODUCTION	2
II.	PREI	PARING FOR THE FELLOWSHIP	2
III.	FINA	ANCIAL CONSIDERATIONS	3
	III.1	TRAVEL	3
	III.2	ALLOWANCES	4
	III.3	PAYMENT	5
	III.4	EMPLOYMENT AND SUPPLEMENTAL GRANTS	5
IV.	ARR	IVAL IN THE HOST COUNTRY	5
V.	THE	TRAINING PERIOD	5
VI.	RETU	URN HOME	7
ANN	EX I: R	REPORTING TO THE IAEA BY FELLOWS	8
ANN	EX II:	CIGNA MEDICAL CLAIM FORM	13
ANN	EX III:	NOTE TO FEMALE IAEA FELLOWS	14
ANN	EX IV:	MEDICAL REPORT	15

I. INTRODUCTION

- 1. The purpose of this Guide is to provide International Atomic Energy Agency (IAEA) fellows with information concerning administrative, financial, travel and reporting matters regarding IAEA fellowships. IAEA fellows should read this guide carefully and refer to it whenever questions arise regarding such matters as visas, travel, stipends and other allowances, insurance and hospitalization, and reporting.
- 2. All communication relating to a fellowship should be addressed to the **relevant** IAEA Division:

IAEA Divisions
Division for Africa
Division for Asia and the Pacific
Division for Europe
Division for Latin America

Mailing Address	Telecontacts
Department of Technical Cooperation	Tel: +43 1 2600
International Atomic Energy Agency	Fax: +43 1 26007
PO Box 100, 1400 Vienna, Austria	E-mail: Official.Mail@iaea.org

- 3. Regular correspondence should be addressed to the relevant Programme Management Assistant and should always include the fellow's full name and fellowship code number.
- 4. IAEA fellowships usually form an integral part of the implementation of a technical cooperation project in a developmental field of high national priority. They provide either practical, guided, on-the-job training; or long term academic training; or specialized qualifications in the use of nuclear techniques in a relevant field. The main objective of an IAEA fellowship is to help fellows to improve their professional competence so that they can solve scientific and technical problems related to their country's development.
- 5. IAEA fellowships are awarded, in general, for training at one single institute in only one country. The IAEA has found that more thorough training is obtained when fellows concentrate their efforts at only one place of study.
- 6. When applying for an IAEA fellowship, **fellows agree to return to their home institute after the completion of their training** and to work in the field of peaceful nuclear applications for at least two years.

II. PREPARING FOR THE FELLOWSHIP

- 7. **Acceptance**. Together with this Guide IAEA fellows receive a letter of appointment that describes the training programme prepared for them, the training grant they will receive, and a proposed starting date. The fellow's governmental authorities also receive this information, and both the fellow and his/her Government have to confirm acceptance of the appointment and its related conditions. Final arrangements for the fellowship programme can only be completed after the relevant IAEA Programme Management Assistant has been notified of the acceptance of the fellowship.
- 8. **Passports and visas**. Fellows are responsible for obtaining their own passport and whatever visas required, including transit visas if necessary. Visa applications should be made well in advance of departure as visa processing often takes several weeks. If difficulties arise regarding the issue of the fellow's visas(s), the host should be informed immediately, and the fellow's passport number, name and date of birth as shown on the passport, its date of issue and date of expiry and the date of the visa application should be provided. The host will then try to expedite the visa process through its own or host country channels.

- 9. It is important that the fellow's name is spelled as it appears in the passport in all documents. Otherwise, there will be transaction difficulties, e.g. when obtaining visa, air ticket and money. When a fellow applies for a visa to train or study in a host country, his/her passport must be valid for at least several months beyond the expected duration of the fellowship.
- 10. No allowances are granted by the IAEA for passport and visa expenses. Member State governments agree to cover these expenses when they endorse a fellowship application.
- 11. In case a problem is encountered when obtaining a visa due to health insurance coverage, the fellow should send an e-mail to TC-Cigna.Contact-Point@iaea.org to obtain an **insurance certificate** from Cigna International Health Services BVBA. The certificate will prove that the fellow is covered by health insurance during the period of travel and training.
- 12. Fellows are encouraged to successfully complete the course "Basic Security in the Field" and/or "Advanced Security in the Field" before undertaking their fellowship. For certain host countries, the completion of the courses will be required and fellows will be informed accordingly. Link to the courses: https://training.dss.un.org/courses/login/index.php.
- 13. **Host country**. Before leaving home, fellows are encouraged to learn as much as possible about the host country in which they will be trained, its customs, culture, climate, currency regulations, etc. Many countries provide information for prospective visitors. It may be useful to apply to the public information or cultural affairs office of the prospective host country's embassy or consulate for information.
- 14. **Clothing**. Fellows are encouraged to make adequate preparations in advance to acquire clothing suitable for the climate of the host country. Failure to obtain suitable clothing may create difficulties later, as the stipend paid in the country of study is not intended to cover such extra expenses.
- 15. **Delayed arrival**. Delayed arrival can cause many difficulties. The host institute will have made special arrangements to accept the fellow and to help him/her get settled in and started on the training. Late arrival could seriously compromise its goodwill. Fellows must show host institutions due respect by keeping their part of the agreement, including adhering strictly to the approved arrival date. Postponement of arrival could lead to additional costs (e.g. payment for unused hotel accommodation or cancellation fees, shortened duration of programme and reduction of stipend).
- 16. **Medical Report**. If the medical report on the nomination form is more than a year old at the time of the fellow's departure, the fellow should undergo a medical examination one to three months prior to the start of the fellowship and send the medical report to the IAEA before departure. The fellowship is subject to receipt of the medical report and its clearance by the IAEA. (see Annex IV)
- 17. **Postponement of the fellowship due to pregnancy**. Any woman engaged by the IAEA for a fellowship should notify the IAEA on becoming aware that she is pregnant. It is strongly encouraged that female fellows postpone their fellowship if they are pregnant (see Annex III).

III. FINANCIAL CONSIDERATIONS

III.1 TRAVEL

- 18. **International travel by air.** IAEA fellows are provided with economy-class air tickets for the travel from their home country to the training institution in the host country, and for their return home. The tickets are provided either by the IAEA or the local UNDP office. On an exceptional basis, a lump sum travel grant can be offered to the fellow. It should be noted, however, that upon receipt of a lump sum travel grant, the fellow will be responsible for all travel arrangements, including stopovers, as well as any costs incurred as a result of changes in itinerary, cancellation, postponement of training, etc. It is therefore recommend that the fellow would purchase a fully refundable and endorsable air ticket.
- 19. When a fellow has been issued with a round trip or return ticket, s/he must start his/her return travel before the ticket expires. The fellow is requested to inform the IAEA immediately if s/he cannot travel on time due to visa

problems. In the case of a fellowship extension by the IAEA beyond the validity of the return ticket, a replacement ticket will be issued at no expense to the fellow. However, should the fellow delay his/her travel beyond the validity of the air ticket for personal reasons, the fellow must pay the additional cost to have the ticket extended.

- 20. **Travel by rail/bus:** If a fellow prefers to travel by rail/bus, second class train tickets or bus tickets will be reimbursed by the IAEA upon submission of original used tickets and after the fellowship has taken place.
- 21. **Travel by car**. Fellows who undertake any IAEA-financed international or local travel by private car in connection with their training programmes will be reimbursed, within approved limits, at the IAEA rate¹ for the shortest route. However, this reimbursement will never exceed the economy class air fare for long journeys and the second-class rail fare for shorter trips. If, for personal reasons, a fellow chooses to travel by a route which is not the most direct, the fellow must pay the additional fare him-/herself. Reimbursement will be made only *after* the fellowship has taken place. Travel by private car will only be authorized if the travel distance does not exceed 500 km.
- 22. **Local travel**. The cost of commuting every day from the living quarters to the training site is included in the fellow's stipend.

III.2 ALLOWANCES

- 23. **Stipend rates**. Fellows receive a stipend to cover their living costs either from the IAEA or from the host government. The stipend is not a salary, but an allowance to cover the fellow's own expenses for accommodation, meals, local travel and incidentals while being trained. The stipend is paid in the local currency. The stipend is based on the stipend rate established by the United Nations Development Programme (UNDP) for each country. The rate depends on the costs of accommodation, meals, local transportation, and other incidentals in the country. The first month's stipend is higher than that for subsequent months to allow for settling-in costs.
- 24. **Book allowance.** A monthly book allowance is included in the stipend rate. It is to be used for the purchase of books, technical publications, calculators and supplies related to the field of training.
- 25. **Contingency Allowance**. A contingency allowance is included in the first month's stipend to provide for airport transport, taxis and other travel expenses for arrival and departure, e.g. shipment of materials home at the end of the fellowship.
- 26. **IAEA publications**. Fellows may request a reasonable number of IAEA publications in their field of training that will be sent to them cost free while being trained. The IAEA will determine what 'a reasonable number' is in each case. Fellows may also purchase additional IAEA publications at half price. Requests for such publications must be made through the relevant IAEA Division, at the address given in Section I.
- 27. **Thesis expenses**. Should a fellow incur financial expenses for the preparation and binding of a thesis, dissertation, memoir or other paper required for completion of a degree programme, the IAEA will reimburse the actual expenses up to an amount not exceeding ϵ 750, provided that the relevant receipts (originals, not photocopies) are submitted to the IAEA. Charges for thesis translation will not be covered, nor will page charges for publication in scientific journals.
- 28. Fellows are strongly discouraged from taking any family members to stay with them during the period of the fellowship. Many of the institutes in the various countries that accept fellows are reluctant to welcome families as they lack the facilities to provide appropriate living conditions. In all cases, the host authority and host institute must confirm their agreement before arrangements are made to take any family members along.
- 29. Fellows' stipend is not adequate to support family members in the host country. If the fellow is accompanied by members of his/her family, proof of additional funds for their travel and subsistence as well as of the purchase of local medical insurance for them must be provided. The fellow is the only person who will be covered by a medical insurance policy during the period of the fellowship. The IAEA will neither assume any responsibility for dependants, nor will it cover them under its own medical scheme. The fellow's **insurance will not cover private extensions or interruptions of the fellow's stay in the host country** (see paragraph 37 and Annex II for more information).

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¹ The current rate is €0.25 per kilometer.

III.3 PAYMENT

- 30. A few weeks before their departure fellows will receive their travel and payment instructions (TPI), which will contain details of the respective stipend payment.
- 31. Fellows are expected to honour the commitments they accepted for the whole period assigned for training or study. Any overpayment resulting from premature termination must be refunded to the IAEA.

III.4 EMPLOYMENT AND SUPPLEMENTAL GRANTS

32. Fellows may not accept paid employment or a supplementary grant, fellowship, stipend or honorarium while on an IAEA fellowship in the host country. This restriction does not apply to the normal salary paid to the fellow by his/her own Government or institution, which is expected to be paid to the fellow while he/she is being trained.

IV. ARRIVAL IN THE HOST COUNTRY

- 33. **Notification of arrival**. Fellows must notify the organizing authority of the host country of the exact date and time of their arrival. Upon arrival at the host institution, the fellow must notify the IAEA of the actual date of arrival in the host country. If the IAEA is informed of the fellow's arrival with delay, the next stipend payments may be delayed. In addition, the fellow may not be insured by the health insurance provider, Cigna International Health Services BVBA, if the date of arrival is not recorded properly.
- 34. **Accommodation**. Fellows are advised to contact the organizing authorities of the host country or the institute providing training for assistance in finding suitable, moderately priced accommodation. Each fellow is responsible for paying their own hotel bills, rent, telephone bills, etc. The IAEA should be notified of the fellow's mailing address and contact information (telephone, fax and/or e-mail) to facilitate correspondence (see paragraph 35). The IAEA strongly urges fellows to stay at the accommodation arranged by the host and not to change their address. Delayed arrival can result in cancellation fees which may be deducted from the stipend. Therefore fellows are advised to notify the host contact and the IAEA immediately in case of postponed arrival.
- 35. If requested, the IAEA may assist fellows coming to Vienna in finding accommodation.

V. THE TRAINING PERIOD

- 36. **Reporting to the IAEA**. The schedule of reporting and the report templates are included in Annex I. Upon arrival, fellows must immediately notify the IAEA and provide their mailing address and, if relevant, banking details of their account in the host country.
- 37. Fellows should send their first technical report to the IAEA not later than one month after the beginning of their fellowship. It should include a detailed training plan, prepared by the fellow in collaboration with his/her supervisor for the duration of the fellowship, with comments on the availability of necessary equipment and facilities needed for the training. This report will be carefully reviewed by the IAEA to make sure the training programme corresponds to the one approved by the IAEA when the award was made. Technical progress reports are also required, as well as a final report. The first technical report and any progress reports must be countersigned by the fellow's supervisor, but not, the final one. All technical reports will be evaluated, but only the first and final ones will be acknowledged.
- 38. **Medical insurance**. All fellows are provided with medical insurance by the IAEA at its own expense, under a policy with Cigna International Health Services BVBA. This insurance should cover most of the fellow's personal medical expenses in the event of accident or illness, but does **not**, however, cover medical expenses of members of the fellow's family. **According to the terms of this insurance policy, fellows must pay their medical bills themselves, and then submit the original bills with proof of payment to Cigna International Health Services BVBA in Belgium.** They will be reimbursed promptly. In case of an in-patient hospitalization, i.e. a hospital admission including at least one overnight stay, Cigna International Health Services BVBA can arrange direct billing

with the care providers. Medical bills must not be sent to or via the IAEA. Details can be found in the <u>Guide for Cigna</u> Group Medical Insurance Scheme. A sample Medical Claim Form is attached as Annex II.

- 39. **Stipends during hospitalization**. In the event that a fellow is hospitalized, and if the training grant is paid by the IAEA, the stipend will be reduced to 70% of the normal payment, because bed and board are provided by the hospital. This reduction of stipend does not apply to the first seven days of any period of hospitalization.
- 40. **Liability.** The IAEA holds a Public Liability Policy. This policy covers legal liability which the assured [the IAEA] shall become liable to pay in respect of claims made against the assured for compensation for loss or damage to property or bodily injury or illness (fatal or non-fatal) to persons caused by a negligent act, error or omission of the assured or any person or persons for whose acts, error, or omission they may be responsible. In addition, the policy also provides that indemnity will be granted to cover [the IAEA's] liability for training scientists at the laboratories of Member States including the liability of trainees.
- 41. **Publication of scientific papers**. The importance of prompt publications of the results of scientific investigations or development projects cannot be overemphasized. No prior approval of the IAEA is required for publication of a scientific paper resulting from research done while on an IAEA fellowship. However, fellows should acknowledge the IAEA in their papers as having provided support for the fellowship, and send a copy of the printed article to the IAEA for information.
- 42. **Vacation**. An IAEA fellowship is awarded for the purpose of providing a period of intensive training abroad. It is not intended that part of the fellowship be used to support a vacation period.
- 43. **Technical visits and meetings** may be considered if integrated into the programme prepared by the host institute at the time of acceptance. However, funds for special purposes such as attendance at meetings and symposia, inspection trips and visits to other institutes are extremely limited. Moreover, it is generally considered that a continuous period of training or research at one and the same institute is the most effective way to provide fellows with the experience they require. Fellows are therefore discouraged from planning unforeseen trips.
- 44. If a trip is approved, the IAEA will meet the costs of economy class air, second class rail or bus fares upon the fellow's submission of the exact itinerary countersigned by the supervisor and used travel tickets (and registration receipts in the case of formal meetings). The fellow will also be provided with an extra allowance to cover additional subsistence during the trip. Trips which have not been approved by the IAEA will not be reimbursed. Travel to such meetings during the fellowship which involves a transoceanic journey or a major distance in one continent will not be approved owing to budgetary considerations.
- 45. **Fellowship extensions**. The IAEA grants fellowships of a duration considered sufficient to cover the training requirements of a fellow. It is emphasized that fellows should endeavour to complete their study and training programmes within the period specified in their letter of appointment. It is the responsibility of the fellow and his/her supervisor to design a training programme that can be completed in the allotted time. Failure to complete the work or study within the duration of the fellowship does not justify an extension. In some exceptional cases the fellow may apply for an extension provided his/her current programme is such as to justify a prolongation of the original award.
- 46. Before applying for an extension, the fellow should check with the host authorities that it will be possible to have his/her visa extended. Requests for an extension will only be considered if the following conditions are met:
 - (a) Submission of fellowship report(s) according to reporting schedule;
 - (b) Request submitted by the fellow at least three months (or several weeks in the case of short-term fellowships) before the expiration of the initial fellowship period, containing reasons for the request;
 - (c) Recommendation by the fellow's supervisor, whose communication should be sent directly to the IAEA as a separate document;
 - (d) Notification by the fellow to his/her own Government, indicating that a request for extension is being submitted and that the IAEA will require a recommendation by the Government.
 - (e) Approval by the host and the nominating Government.

47. The IAEA will make the final decision and notify the fellow accordingly.

VI. RETURN HOME

- 48. **Travel home**. Fellows are provided with an excursion or economy-class air ticket home if they were not issued a round-trip or return ticket initially. Travel by rail/bus/car will be reimbursed only after their return home and upon submission of original used tickets. A contingency allowance is included in the first stipend payment (see paragraph 25) to cover the final expenses (including shipping excess baggage). No additional funds will be provided to cover the costs of sending excess baggage home.
- 49. In line with the commitment made in the original application for an IAEA fellowship, fellows are requested to return home upon completion of their fellowship, to apply the knowledge gained during the training and to work in the field of peaceful nuclear applications for at least two years.

ANNEX I: REPORTING TO THE IAEA BY FELLOWS

It is vital that fellows give their name and fellowship code number on all reports. Reports should be sent by electronic mail, if possible.

Notification of arrival	On arrival, with the <i>actual</i> date of arrival in the host country.					
Administrative communication	Within two weeks of arrival, containing the fellow's address in the host country and, if the fellowship is for more than three months, the name and address of the fellow's bank and account number.					
First technical report	To be completed four weeks after the start of training or study.					
Mid-term technical report	To be completed halfway through the training period for all fellowships lasting between three and six months.					
Trimester technical reports	To be completed every three months for all fellowships lasting more than six months.					
Final technical report	To be completed by all fellows not later than two months after the completion of training or study.					

Fellowships lasting less than three months require only the first and final reports. The formats of the technical reports are specified on the following pages.

FIRST TECHNICAL REPORT

1.	Name of fellow:	Click here	to enter text.
2.	Fellowship code number:	Click here	to enter text.
3.	Address in host country:	Click here	to enter text.
4.	Start date of training:	Click here	to enter text.
5.	Anticipated end date of training:	Click here	to enter text.
6.	IAEA TC project number:	Click here	to enter text.
7.	TC project counterpart:	Click here	to enter text.
8.	Name and full address of institution where the training takes place:	Click here	to enter text.
9.	Name and position of training supervisor at the training institution:		to enter text.
10.	Detailed description (300-500 words) the training supervisor:	of the trai	ning programme established in cooperation with
11.	are important facilities or equipment	t that you b ing site, inc	you will be able to use during your training. If there believe would be useful to have access to but which licate what they are, their importance to your
	Click here to enter text.		
12.	required by the TC project; or, if the	e fellowship	me will provide you with the skills and experience takes place within a human resource TC project, le you with the skills and experience required at
	Click here to enter text.		
Dat	e: Click here to er	nter text.	
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	Fellow's signature		Fellow supervisor's signature

MID-TERM OR TRIMESTER TECHNICAL REPORT

1.	Name of fellow:	Click here to enter text.
2.	Fellowship code number:	Click here to enter text.
3.	Address in host country:	Click here to enter text.
4.	IAEA TC project number:	Click here to enter text.
5.	TC project counterpart:	Click here to enter text.
6.	Please review the progress of your tr new skills acquired (300-500 words):	raining to date. Indicate the major activities carried out and the
	Click here to enter text.	
7.	training programme that you initiall	dified or new activities, dates etc.) that have occurred in the ly established with your training supervisor. Explain each such hat were established for your training:
	Click here to enter text.	
8.		a preliminary nature, of the training received so far. Please o which the training has prepared you to contribute to the TC astitute, if applicable):
	Click here to enter text.	
9.	Do you have any other comments that	at you would like the IAEA to consider?
	Click here to enter text.	
To	be signed and dated by the fellow an	d his/her supervisor
Da	te: Click here to enter text.	
Sig	gnature of fellow	Signature of fellow's supervisor

FINAL TECHNICAL REPORT

1.	Name of fellow:	Click here to enter text.
2.	Fellowship code number:	Click here to enter text.
3.	Address in host country:	Click here to enter text.
4.	Start date of training:	Click here to enter text.
5.	End date of training:	Click here to enter text.
6.	IAEA TC project number:	Click here to enter text.
7.	TC Project counterpart:	Click here to enter text.
8.	Name and full address of the institution where the training took place:	Click here to enter text.

9. Describe the major elements of the training programme:

Click here to enter text.

10. Provide a description of the training results (500 words or longer if desired) and any research work undertaken:

Click here to enter text.

11. If, during your training, you produced any publications, unpublished works or reports, or received any degrees, certificates or awards, please list them and provide copies:

Click here to enter text.

12. Give your assessment of the quality and impact on your professional career of the training you have received. If this training has provided you with new skills and capabilities, how do you anticipate utilizing them in your home country?

Click here to enter text.

13. Please comment specifically on the extent to which the training has prepared you to contribute to the TC project (or to your institute, if applicable):

Click here to enter text.

14. What is your present position? Briefly describe your present duties and responsibilities.

Click here to enter text.

- 15. In order to improve the administration of the IAEA's fellowship programme, please provide your comments and suggestions on the following points:
 - (i) Suitability of the host institution chosen for your training:

Click here to enter text.

(ii) Suitability of the training programme undertaken and quality of the guidance received:

Click here to enter text.

(iii) Quality and adequacy of the facilities made available to you:

Click here to enter text.

(iv) Living arrangements:

Guide for IAEA Fellow

Click here to enter text.									
(v) Assistance received from the IAEA:									
Click here to enter text.									
(vi) Assistance received from home an	nd/or host authorities:								
Click here to enter text.									
(vii)Other comments.									
Click here to enter text.									
To be signed and dated by the fellow.									
Date: Click here to enter text.	Fellow's signature								

ANNEX II: CIGNA MEDICAL CLAIM FORM

			MEDICAL CLAIM FORM																						
🍅 🗥	FELLOWS / TRAINEES					Please write clearly in black ink and BLOCK CAPITALS.																			
* Cig						This claim form contains personal data. Please don't share this with members outside your family.																			
			Please complete a separate claim form for each patient and for each currency. Return this form with original invoices (no staples) to:																						
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ANNEX III: NOTE TO FEMALE IAEA FELLOWS

Any woman engaged by the IAEA for work or training should notify the IAEA on becoming aware that she is pregnant.

The Board of Governors of the IAEA approved International Basic Safety Standards for Protection against Ionizing Radiation and for the Safety of Radiation Sources. The Standards deal specifically with the occupational exposure conditions of female workers by requiring, inter alia, that a female worker should, on becoming aware that she is pregnant, notify her employer in order that her working conditions may be modified, if necessary. This notification shall not be considered a reason to exclude her from work; however, her working conditions, with respect to occupational exposure, shall be adapted with a view to ensuring that her embryo or foetus be afforded the same broad level of protection as required for members of the public.

ANNEX IV: MEDICAL REPORT

MEDICAL REPORT											
INSTRUCTION: To be completed in duplicate by a registered medical practitioner after a thorough clinical a laboratory examination; a chest X-ray should be included only if clinically indicated. The International Atomic Ene Agency reserves the right to require the applicant to undergo a further medical examination before he/she takes up his/fellowship.											
Name of applicant:											
Date	of birth (year-month-day)	□Female	□Male	Height (cm):	Weight (kg):						
	If the applicant has been under treatment duri the present status of the disease(s):	ng the last three ye	ars, please	describe the cond	ition, the treatme	ent and					
2. V	What medications are regularly taken by the a	pplicant and what i	s the reason	n for each?							
3. V	What is the applicant's normal blood pressure's	?									
4. 1	Is the applicant in good health and able to wor	k at full capacity?									
5. 1	Is the applicant able physically and mentally to	o carry on intensive	training aw	ay from his/her h	ome?						
	Is the applicant free from infectious diseases the applicant or people with whom he/she will				could present ris	sks for					
7. I	Does the applicant have any medical condition	ı which might requi	re treatmen	t during his/her pe	eriod of training?						
8. ((If applicable) Are there any abnormalities inc	licated by the chest	X-ray?								
Full	Full name and address of examining physician (printed or typed)										
Date	e Signatu	ire and stamp of the	e examining	physician							