

**XXIII PAN AMERICAN SANITARY CONFERENCE****XLII REGIONAL COMMITTEE MEETING****WASHINGTON, D.C.****SEPTEMBER 1990**Provisional Agenda Item 6.3

CSP23/5 (Eng.)

25 July 1990

ORIGINAL: ENGLISH

**SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU**

The Forty-third World Health Assembly of WHO, upon the recommendation of the Executive Board and in keeping with the decision of the General Assembly of the United Nations to revise the schedule of salaries for staff in the professional and higher categories, established the annual salary of the Deputy Director-General of WHO at \$73,942 at the dependency rate or \$65,370 at the single rate (Resolution WHA43.7).

It should be pointed out that the recommendation of the Executive Board approved by the World Health Assembly was based on the review carried out by the International Civil Service Commission concerning the professional salary system. The purpose of the revision was the consolidation of 12 points of post adjustment into base salary, following the principle of "no gain/no loss," and an average of 5% across-the-board increase, with effect from 1 July 1990.

The Staff Rules provide, in Rule 330.3, that the salary of the Director will be fixed by the Pan American Sanitary Conference or the Directing Council.

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director of PASB at the same level as that of the Deputy Director-General of WHO.

In accordance with Resolution XX of the XX Meeting of the Directing Council (1971), which requested the Executive Committee, in cases of any future salary adjustments in respect of professional and ungraded categories of posts, to make recommendations to the Conference or the Directing Council concerning the appropriate level of the salary of the Director, the Executive Committee at its 105th Meeting dealt with the subject as set forth in Document CE105/5 (see Annex I), and adopted Resolution X (Annex II).

After considering the matter, the Conference may wish to adopt a resolution along the following lines:

Proposed Resolution

THE XXIII PAN AMERICAN SANITARY CONFERENCE,

Considering the revision made to the schedule of salaries for the professional and higher categories of staff in graded posts, effective 1 July 1990;

Taking into account the decision by the Executive Committee at its 105th Meeting to adjust the salaries of the Deputy Director and the Assistant Director (Resolution CE105.R10);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution CE105.R10); and

Bearing in mind the provisions of Staff Rule 330.3,

RESOLVES:

To establish the annual net salary of the Director of the Pan American Sanitary Bureau at \$73,942 (dependency rate) or \$65,370 (single rate), effective 1 July 1990.

Annexes

*executive committee of  
the directing council*



# PAN AMERICAN HEALTH ORGANIZATION

*working party of  
the regional committee*

# WORLD HEALTH ORGANIZATION



105th Meeting  
Washington, D.C.  
June 1990

## Provisional Agenda Item 5.3

CE105/5 (Eng.)  
20 March 1990  
ORIGINAL: ENGLISH

### AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

In accordance with the provisions of Staff Rule 020, the Director submits to the Executive Committee, as Annex to this document, for confirmation, the amendments to the Staff Rules he has made since the 103rd Meeting.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its Eighty-fifth Session (Resolutions EB85.R9 and 10) and are in compliance with paragraph 2 of Resolution XIX adopted by the Executive Committee at its 59th Meeting (1968), which requested the Director to continue to introduce changes as he deems necessary to maintain close similarity between the provisions of the Staff Rules of PASB and those of WHO.

The amendments presented in this document result from decisions taken by the United Nations General Assembly at its forty-fourth session, based on the recommendations of the International Civil Service Commission (ICSC).

Other recommendations adopted by the General Assembly at its forty-fourth session will be reviewed by the Consultative Committee on Administrative Questions at its February/March 1990 session. The resulting amendments to the Staff Rules will therefore be submitted to the Executive Board at its Eighty-sixth session in May 1990 and, thereafter, to the Executive Committee as an addendum to this document. The pending amendments concern, inter alia, determination of salary on promotion; revision of staff assessment rates; post adjustment; certain Staff Rules related to payments and deductions; increase in reimbursement of expenses for boarding of children at primary and secondary levels at designated duty stations; changes in some of the definitions under Staff Rule 310; certain entitlements related to the removal of household goods; and replacement of Staff Rules on assignment allowance, financial incentive and installation allowance by the new entitlements related to mobility and hardship.

The Annex to this document contains the texts of the amended Staff Rules, the purpose of which is briefly explained below. The effective dates of these changes are 1 January 1990 and 1 July 1990, as appropriate.

1. Amendments considered necessary in the light of decisions taken by the United Nations General Assembly at its forty-fourth session on the basis of recommendations of the International Civil Service Commission

1.1 Schedule of salaries for the professional and higher categories

In response to the United Nations General Assembly's resolution 43/226 the International Civil Service Commission addressed the issues related to staff recruitment and retention. While recognizing that no single measure could resolve the problems inherent in these issues, it recommended that 12 points of post adjustment be consolidated into net base salary, that an average 5% across the board increase in the base salaries of professional and higher categories of staff be granted in 1990, and that the salary scale structure be improved. The Commission also recommended that the scale thus amended constitute the floor salary scale for staff irrespective of the duty station, in line with the concept applied by the comparator civil service to its employees stationed abroad.

The General Assembly approved all the above recommendations, to be implemented as from 1 July 1990.

Staff Rule 330.2 has been amended accordingly.

1.2 Salaries of ungraded posts

As a consequence of the revision of the schedule of salaries for the professional and higher categories described in the preceding paragraphs, adjustments to the remuneration of the Assistant Director, the Deputy Director and the Director should also be considered.

Since 1962, it has been the policy of the Executive Committee to set the salary of the Deputy Director at the level of other WHO Regional Directors and that of the Assistant Director at \$1,000 less.

Considering that PASB Staff Regulation Article 3.1 states, "The salaries for the Deputy Director and the Assistant Director shall be determined by the Director of the Bureau with the approval of the Executive Committee," this Body may wish to follow the same practice and adjust the annual net salary of the Deputy Director to \$67,000 at dependency rate and \$60,485 at single rate, and that of the Assistant Director to \$66,000 at dependency rate and \$59,485 at single rate, effective 1 July 1990.

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director of PASB at the same level as that of the Deputy Director-General of WHO.

The XX Meeting of the Directing Council, in operative paragraph 2 of Resolution Xx, requested "the Executive Committee, in case of any

future salary adjustments in respect of professional and ungraded categories of posts, to make recommendations to the Conference or the Directing Council concerning the appropriate level of the salary of the Director."

The Executive Committee, following this guide, may wish to recommend to the XXIII Pan American Sanitary Conference that it adjust the annual net salary of the Director to \$73,942 at dependency rate and \$65,370 at single rate, effective 1 July 1990.

1.3 Dependents' allowances in respect of disabled children of staff in the professional and higher categories

The United Nations General Assembly has accepted the ICSC's recommendation to double the amount of the children's allowance in respect of a disabled child. This revised allowance is to become effective from 1 July 1990. A new subsection of Staff Rule 340 (Rule 340.2) has been introduced to reflect this change, and the present Rule 340.2 has accordingly been renumbered 340.3.

1.4 Within-grade increase

A number of steps have been added at the top of levels P-2 to D-2 as a result of the structural improvements introduced in the salary scale for staff in the professional and higher categories. Within-grade increases at these additional steps will be granted every two years. Staff Rules 550.2.1 and 550.2.2 have been amended accordingly.

1.5 Home leave

The United Nations General Assembly noted the ICSC's comments on home leave cycles and agreed to its recommendation to discontinue the 18-month cycle. Staff Rules 640.2, 640.5.2 and 640.6.1 have been amended accordingly.

1.6 Measures to restore the actuarial balance of the United Nations Joint Staff Pension Fund

In order to help restore the actuarial balance of the United Nations Joint Staff Pension Fund the United Nations General Assembly agreed to the ICSC's recommendation to extend the normal age of retirement to 62 years for participants who enter or re-enter the Pension Fund on or after 1 January 1990. As of this date there will be an increase in the rate of contribution from 22.5% to 23.7% of pensionable remuneration, of which the Bureau will pay 15.8% and the participant 7.9%. Amendments have been made to Rules 1020.1 and 1020.2 accordingly.

2. Budgetary implications

2.1 The budgetary implications of the above changes for 1990-1991 are estimated at \$1,700,000 for funds from all sources. These additional costs will be met during 1990-1991 from within the allocations established.

3. Draft resolutions

The Executive Committee is invited to consider two proposed resolutions: the first confirms the amendments reproduced in the Annex to this document; the second concerns the revision of the remuneration levels of staff in the ungraded posts.

Proposed Resolution

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

THE 105th MEETING OF THE EXECUTIVE COMMITTEE,

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE105/5;

Recognizing the need for uniformity of conditions of employment of PASB and WHO staff; and

Bearing in mind the provisions of Staff Rule 020,

RESOLVES:

To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE105/5, with effect from 1 January 1990 concerning the retirement age, and with effect from 1 July 1990 concerning a) the salary scale applicable to staff in the professional and higher categories' posts; b) the amount of dependents' allowances for disabled children; c) the requirements regarding service time to qualify for additional steps in the salary scale; and d) the discontinuation of the 18-month home leave cycle.

Proposed Resolution

SALARIES FOR UNGRADED POSTS

THE 105th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the schedule of salaries for the professional and higher categories in graded posts, effective 1 July 1990:

Taking into account the recommendation of the Eighty-fifth Session of the WHO Executive Board to the Forty-third World Health Assembly related to the remuneration of the Regional Director, the Deputy Director-General and the Director-General; and

Bearing in mind Staff Regulation 3.1 of the Pan American Sanitary Bureau and Resolution XX of the XX Meeting of the Directing Council,

RESOLVES:

1. To approve the proposal of the Director, effective 1 July 1990, to:

a) Establish the annual net salary of the Deputy Director at \$67,000 at dependency rate and \$60,485 at single rate;

b) Establish the annual net salary of the Assistant Director at \$66,000 at dependency rate and \$59,485 at single rate.

2. To recommend to the XXIII Pan American Sanitary Conference that it establish the annual net salary of the Director at \$73,942 at dependency rate and \$65,370 at single rate, effective 1 July 1990.

Annex

## AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

Texts of the Amended Staff Rules

## 330. SALARIES

330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply to all professional category and directors' posts:

Level	STEPS														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$
P-1	Gross 26857	27916	28975	30034	31128	32221	33315	34408	35519	36649					
	Net D 20970	21637	22304	22971	23638	24305	24972	25639	26306	26973					
	Net S 19779	20394	21009	21624	22238	22851	23465	24078	24689	25296					
P-2	Gross 35831	37007	38183	39359	40536	41712	42888	44064	45249	46467	47684	48902			
	Net D 26490	27184	27878	28572	29266	29960	30654	31348	32042	32736	33430	34124			
	Net S 24856	25488	26119	26751	27383	28014	28646	29277	29908	30537	31165	31793			
P-3	Gross 45088	46449	47811	49172	50533	51895	53256	54618	56015	57425	58836	60247	61658	63069	64480
	Net D 31950	32726	33502	34278	35054	35830	36606	37382	38158	38934	39710	40486	41262	42038	42814
	Net S 29825	30528	31230	31933	32635	33338	34040	34743	35443	36143	36843	37543	38242	38942	39642
P-4	Gross 55818	57320	58822	60324	61825	63327	64829	66356	67885	69415	70944	72474	74004	75533	77063
	Net D 38050	38876	39702	40528	41354	42180	43006	43832	44658	45484	46310	47136	47962	48788	49614
	Net S 35346	36091	36836	37581	38325	39070	39815	40560	41305	42050	42795	43540	44285	45030	45775
P-5	Gross 68611	70180	71748	73317	74885	76454	78022	79591	81181	82779	84377	85975	87574		
	Net D 45050	45897	46744	47591	48438	49285	50132	50979	51826	52673	53520	54367	55214		
	Net S 41659	42423	43186	43950	44714	45478	46242	47006	47747	48481	49214	49948	50681		
P-6/ D-1	Gross 78333	80068	81834	83600	85366	87132	88898	90664	92430						
	Net D 50300	51236	52172	53108	54044	54980	55916	56852	57788						
	Net S 46393	47236	48047	48857	49668	50479	51289	52100	52910						
D-2	Gross 89189	91251	93313	95375	97438	99500									
	Net D 56070	57163	58256	59349	60442	61535									
	Net S 51423	52369	53316	54262	55209	56156									

D = Rate applicable to staff members with a dependent spouse or dependent child.  
S = Rate applicable to staff members with no dependent spouse or dependent child.



## 340. DEPENDENTS' ALLOWANCES

## 340.2 (New subsection of Rule 340)

US\$2,100 per annum for a child who is physically or mentally incapacitated, subject to the conditions defined in Rule 340.1 except that the basic amount of the allowance will be the equivalent in local currency of US\$2,100 in certain designated official stations as determined by the Director.

(Former Rule 340.2 becomes Rule 340.3. The text remains unchanged).

## 550. WITHIN-GRADE INCREASE

550.2.1 one year of full-time service at all levels and steps except at those in Rule 550.2.2;

550.2.2 two years of full-time service at levels: P-2 step XI, P-3 steps XIII and XIV, P-4 step XII to step XIV, P-5 step X to step XII, P-6/D-1 step V to step VIII, and D-2 step I to step V;

## 640. HOME LEAVE

640.2 The date of eligibility for home leave shall be the date on which the staff member has completed 24 months of qualifying service, except at those official stations designated by the Director as having difficult conditions of life and work. At the designated official stations, the date of eligibility shall be the date on which the staff member has completed 12 months of qualifying service; however, the date may be determined according to criteria established by the Director in cases of reassignment or reclassification of official stations. All official stations are classified for this purpose, according to their home leave cycle, as "24-month stations" or "12-month stations."

.....

640.5.2 at 12-month stations, travel shall be as under Rule 640.5.1, except that every second travel may be between the official station and a country other than that of the recognized place of residence, in which case a reasonable period of time must be spent away from the official station.

640.6 Home leave may be granted subject to the following conditions:

640.6.1 the date of departure on home leave may be at any time during the eligibility period specified below:

## Official station

## Eligibility period

24 month

6 months before and after  
eligibility date

12 month

3 months before and after  
eligibility date

When the date of departure is after the end of the eligibility period, qualifying service towards the next home leave shall accrue from the date of departure, unless the leave has been postponed at the request of the Bureau;

## 1020. RETIREMENT

1020.1 Staff members shall retire on the last day of the month in which they reach the age of 60. However, staff members who have become participants in the United Nations Joint Staff Pension Fund on or after 1 January 1990 shall retire on the last day of the month in which they reach the age of 62. In exceptional circumstances the Director may, in the interests of the Bureau, extend the retirement age, provided that not more than a one-year extension shall be granted at a time and that in no case shall any extension be granted beyond the staff member's sixty-fifth birthday.

1020.2 A staff member whose years of service and age qualify him for receipt upon separation of an early retirement benefit under the United Nations Joint Staff Pension Fund regulations may retire before the normal retirement age, subject to the conditions stated in Rule 1010.



EXECUTIVE COMMITTEE OF  
THE DIRECTING COUNCIL

PAN AMERICAN  
HEALTH  
ORGANIZATION

WORKING PARTY OF  
THE REGIONAL COMMITTEE

WORLD  
HEALTH  
ORGANIZATION



## RESOLUTION

X

CSP23/5 (Eng.)  
ANNEX II

### SALARIES FOR UNGRADED POSTS

THE 105th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the schedule of salaries for the professional and higher categories in graded posts, effective 1 July 1990.

Taking into account the recommendation of the Eighty-fifth Session of the WHO Executive Board to the Forty-third World Health Assembly related to the remuneration of the Regional Director, the Deputy Director-General and the Director-General; and

Bearing in mind Staff Regulation 3.1 of the Pan American Sanitary Bureau and Resolution XX of the XX Meeting of the Directing Council,

#### RESOLVES:

1. To approve the proposal of the Director, effective 1 July 1990, to:

- a) Establish the annual net salary of the Deputy Director at \$67,000 at dependency rate and \$60,485 at single rate;
- b) Establish the annual net salary of the Assistant Director at \$66,000 at dependency rate and \$59,485 at single rate.

2. To recommend to the XXIII Pan American Sanitary Conference that it establish the annual net salary of the Director at \$73,942 at dependency rate and \$65,370 at single rate, effective 1 July 1990.

(Adopted at the eighth plenary session,  
28 June 1990)