



directing council

PAN AMERICAN
SANITARY
ORGANIZATION

X Meeting

regional committee

WORLD
HEALTH
ORGANIZATION



IX Meeting

Washington, D. C.
September 1957

CD10/14 (Eng.)
26 July 1957
ORIGINAL: ENGLISH

Topic 19: PROGRESS REPORT ON STUDY OF SALARIES AND CONDITIONS OF
EMPLOYMENT

The IX Meeting of the Directing Council adopted Resolution XVII on the subject "Conditions of Employment of Regular and Project Personnel." Part 3 of this resolution instructed the Director

"to undertake a comprehensive study of the salaries and other compensations offered to public health workers in the Americas and to present a report on this matter, together with recommendations."

A progress report was submitted to the 31st Meeting of the Executive Committee in June 1957, which took note thereof in Resolution XV. This report stated:

"In accordance with this resolution, a study has been initiated which will cover key positions in the public health professions in the medical, sanitary engineering, and nursing fields. Information on salaries and other compensation provided will be collected from the following types of employers:

1. The national ministries of health in Latin America
2. International commercial companies with large operations in Latin America
3. U. S. Government agencies in Washington
4. U. S. Government agencies carrying on public health programs in Latin America
5. State health departments in the U. S. A.

The PASB/WHO Zone Offices will serve as the channel for collecting the necessary information from the organizations listed in 1 and 2 above. Forms for recording the data have been designed and were sent to the Zone Offices in April for distribution.

The U. S. Public Health Service has just completed a survey of salaries paid by state health departments in the United States. The results of this study, and of other more limited studies by other organizations, will be available for analysis. Data on salaries paid by U. S. Government agencies will be secured by personal contact with the personnel offices in Washington.

If the information to be collected by questionnaire from the national ministries of health and commercial companies in Latin America is received on time, it is expected that a final report can be made to the X Meeting of the Directing Council in September. This report will also include a recommended pay scale for professional positions in the PASB/WHO Organization."

By 15 July 1957, completed questionnaires had been returned from five of the Member Governments and several of the non-self-governing territories. It is believed that the size of this return, about 25 per cent, is not sufficient to justify the drawing of any conclusions or the submission of a formal report at this time to the Directing Council.

If more information is secured during the next few months, it may be possible to submit to the 34th Meeting of the Executive Committee a complete study on this subject.

In view of the foregoing, the Directing Council may wish to consider a resolution along the following lines:

Proposed Resolution

The Directing Council,

Having seen the report of the Director on the status of the survey of salaries and other compensations of public health workers in the Americas, which has been undertaken in accordance with Resolution XVII (par. 3) of the IX Meeting of the Directing Council; and

Considering that only a portion of the data has been received from the Member Countries, so that a definitive report cannot be rendered at this time,

RESOLVES:

1. To take note of the report of the Director on the progress of the survey of salaries and other compensations offered to public health workers in the Americas.
2. To request the Director to report further on the results of this survey to a future meeting of the Executive Committee.