

Executive committee of
the directing council

**PAN AMERICAN
HEALTH
ORGANIZATION**

working group of
the regional committee

**WORLD
HEALTH
ORGANIZATION**

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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 116th Meeting.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its Ninety-ninth Session (Resolution EB99.R11) and are in compliance with paragraph 2 of Resolution CE59.R19 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 Section 1 result from decisions taken by the United Nations General Assembly at its fifty-first session on the basis of recommendations made by the International Civil Service Commission (ICSC).

The Annex to this document contains the text of the amended Staff Rules, the purpose of which is briefly explained below. The effective date of these changes is 1 January 1997.

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1. Amendments Considered Necessary in Light of Decisions Taken by the United Nations General Assembly at its Fifty-first Session on the Basis of Recommendations of the International Civil Service Commission

1.1 *Schedule of Salaries for the Professional Category and Directors' Posts*

The United Nations General Assembly approved, with effect from 1 January 1997, a revised basefloor salary scale for the professional and higher categories reflecting an increase of 5.68%, of which 5.26% constitutes a consolidation of post adjustment on a "no loss-no gain" basis and 0.4% constitutes a real salary increase. Changes will also be required to the schedule of staff assessment rates for professional and higher-graded staff with and without dependents.

Amendments to Staff Rules 330.1.1 and 330.2 have been prepared accordingly.

1.2 *Salaries of Ungraded Posts*

As a consequence of the revision of the basefloor salary scale for professional and higher categories described in the preceding paragraph, modifications in the salaries of the posts of the Assistant Director, Deputy Director, and Director should also be made.

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 3.1 states, "the salaries of the Deputy Director and 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 previous practice and adjust the annual net salary of the Deputy Director to \$90,855 per annum at dependency rate and \$82,245 per annum at single rate, and that of the Assistant Director to \$89,855 per annum at dependency rate and \$81,245 per annum at single rate, effective 1 January 1997.

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director 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 CD20.R20, requested "the Executive Committee, in case of any future adjustments in respect of professional and ungraded categories of posts, to make recommendation 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 XL Directing Council that it adjust the annual net salary of the Director to \$99,059 per annum at dependency rate and \$89,069 per annum at single rate, effective 1 January 1997.

The above changes are on the basis of the “no loss-no gain” formula plus 0.4% real salary increase.

1.3 Dependent’s Allowance

With respect to the professional and higher categories, the children’s allowance has been increased from \$1,400 to \$1,510 and the secondary dependents’ allowance from \$500 to \$540. The allowance for disabled children, being double the children’s allowance, has been increased from \$2,800 to \$3,020, all increases coming into effect on 1 January 1997.

Rules 340.1, 340.2, and 340.3 have been amended accordingly.

1.4 Non-removal Element of the Mobility and Hardship Allowance

The United Nations General Assembly decided to limit the payment of the non-removal element of the mobility and hardship allowance to a period of five years at the same duty station, with possibility of an extension up to a maximum of seven years.

Rule 360.1.3 has been amended accordingly and a new Rule 360.1.4 has been introduced.

2. Budgetary Implications

The budgetary implications of the above changes are estimated additional costs of \$180,000 in funds from all sources and of \$150,000 from the regular budget. These additional costs will be met from the allocations established for the biennium 1996-1997.

3. Action by the Executive Committee

In consequence of these revisions the Committee may wish to consider the following draft resolutions, which would (i) confirm the amendments to the Staff Rules as reproduced in the Annex to this document, and (ii) modify the gross and net salaries for the ungraded posts.

Proposed Resolution

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

THE 120th 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 CE12024,

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 CE12024, with effect from 1 January 1997, concerning the primary and secondary dependents' allowances for professional and higher categories of staff, the non-removal element of the mobility and hardship allowance, the salary scale applicable to staff in the professional category and directors' posts, and the rates of staff assessment for the professional and higher-graded staff.

Proposed Resolution

SALARIES FOR UNGRADED POSTS

THE 120th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the basefloor salary scale for the professional and higher categories, effective 1 January 1997;

Taking into account the recommendation of the Ninety-ninth Session of the WHO Executive Board to the Fiftieth World Health Assembly related to the remuneration of the Assistant Directors General and Regional Directors, the Deputy Director-General, and the Director-General; and

Bearing in mind Staff Regulation 3.1 of the Pan American Sanitary Bureau and Resolution CD20.R20 of the XX Meeting of the Directing Council,

RESOLVES:

1. Effective 1 January 1997 to:
 - (a) Establish the annual net salary of the Deputy Director at \$90,855 at dependency rate and \$82,245 at single rate.
 - (b) Establish the annual net salary of the Assistant Director at \$89,855 at dependency rate and \$81,245 at single rate.
2. To recommend to the XL Directing Council that it establish the annual net salary of the Director at \$99,059 at dependency rate and \$89,069 at single rate, effective 1 January 1997.

**ANNEX: AMENDMENTS TO THE STAFF RULES OF THE PAN
AMERICAN SANITARY BUREAU:
Text of the Amended Staff Rules**

330 SALARIES

330.1 Gross base salaries shall be subject to the following assessments:

330.1.1 For professional and higher-graded staff:

	<u>Assessment percent</u>	
<u>Amounts per year</u>	<u>Rate with</u>	<u>Rate without</u>
(*as defined in Rules 310.5.1 and 310.5.2)	<u>dependents*</u>	<u>dependents *</u>

First US\$ 15,000	9.0	11.8
Next US\$ 5,000	18.1	24.6
Next US\$ 5,000	21.5	27.1
Next US\$ 5,000	24.9	31.7
Next US\$ 5,000	27.5	33.4
Next US\$ 10,000	30.1	35.8
Next US\$ 10,000	31.8	38.2
Next US\$ 10,000	33.5	38.8
Next US\$ 10,000	34.4	40.0
Next US\$ 15,000	35.3	41.3
Next US\$ 20,000	36.1	44.5
Remaining assessable payments	37.0	47.6

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:

340 DEPENDENT'S ALLOWANCE

340.1 US\$ 1,510 per annum for a child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.

340.2 US\$ 3,020 per annum for a child who is physically or mentally incapacitated subject to the conditions defined in Rule 340.1 except that if the staff member has no dependent spouse and receives the "with dependent" rate of net salary by virtue of such a child, an allowance of US\$ 1,510 shall be payable.

340.3 US\$ 540 per year for a father, mother, brother or sister.

360 MOBILITY AND HARDSHIP ALLOWANCE

360.1.3 The non-removal element of the allowance is payable at official stations in categories A to E ~~as long as the staff member is not entitled to a removal of household goods under Rule 855.1,~~ irrespective of the staff member's length of service with the Bureau or the World Health Organization; it shall not be payable on initial appointment in the country of place of residence.

360.1.4 The non-removal element shall cease when a staff member has been in receipt of it for five consecutive years at the same official station. The Organization may authorize extension of the period of entitlement to the non-removal element for a further period not exceeding two years. No further extension shall be granted.