



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



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AMENDMENTS TO THE PASB STAFF RULES

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 122nd Session.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its 103rd Session (Resolutions EB103.R15 and EB103.R16) and are in compliance with paragraph 2 of Resolution CE59.R19 adopted by the Executive Committee at its 59th Session (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 the Pan American Sanitary Bureau (PASB) and those of the World Health Organization (WHO).

The amendments presented result from decisions taken by the United Nations General Assembly at its fifty-third session on the basis of recommendations made by the International Civil Service Commission (ICSC), in accordance with United Nations common system arrangements.

The amendments implement the results of periodic updates by the Commission, based on established methodologies. The annex to this document contains the text of the amended Staff Rules. The effective dates of these changes are 1 January 1999 and 1 March 1999, as appropriate.

The budgetary implications of the amendments in the 1998-1999 biennium include a minimum additional cost under the regular budget, which will have to be met from the appropriate allocations established.

The Committee is invited to consider a draft resolution which confirms the amendments contained in this document, modifies the remuneration of staff in ungraded posts, and recommends to the 41st Directing Council modification of the remuneration of the Director.

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1. Schedule of Salaries for the Professional and Higher-graded Categories

The United Nations General Assembly approved, with effect from 1 March 1999, the revised base/floor salary scale for the professional and higher-graded categories, incorporating an increase of 2.48% through the consolidation of post adjustment classes into the net base salary, on a “no loss-no gain” basis. Changes will also be required to the schedule of staff assessment rates for professional and higher-graded staff.

Staff Rules 330.1.1 and 330.2 have been modified accordingly.

2. Salaries of the Deputy Director and Assistant Director, and of the Director

As a consequence of the revision of the base/floor salary scale for professional and higher-graded categories described above, modifications in the salaries of the posts of Deputy Director, Assistant 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 for the Deputy Director and Assistant Director shall be determined by the Director of the Bureau with the approval of the Executive Committee,” the Committee may wish to follow this practice and adjust the annual net salary of the Deputy Director to \$95,995 per annum at dependency rate and \$86,926 per annum at single rate, and that of the Assistant Director to \$94,995 per annum at dependency rate and \$85,926 per annum at single rate, effective 1 March 1999.

The 20th 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 recommendations to the Conference or the Directing Council concerning the appropriate level of the salary of the Director.”

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director at the USG level of the UN system salary scale, which in the past WHO structure corresponded to the WHO Deputy Director-General.

The Executive Committee, following this guide, may wish to recommend to the 41st Directing Council that it adjust the annual net salary of the Director to \$104,662 per annum at dependency rate and \$94,190 per annum at single rate, effective 1 March 1999.

The above changes are also on the basis of the “no loss-no gain” formula.

3. Dependents’ Allowances

With respect to the professional and higher-graded categories of staff, the children’s allowance has been increased from \$1,510 to \$1,730 and the secondary dependent’s allowance from \$540 to \$619. The allowance for disabled children, being double the children’s allowance, has been increased from \$3,020 to \$3,460, all increases coming into effect on 1 January 1999.

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

4. Education Grant

As a result of a proposed change in the method for computing the reimbursement of additional boarding costs at locations where educational facilities are not available, the International Civil Service Commission is recommending a change in the dollar amount as expressed in the Staff Rule and establishment of amounts in certain other currencies. Amended Rules 350.1 and 350.2.2 are shown in the Annex.

5. Budgetary Implications

The budgetary implications of the above changes, which are minimal for all sources, will be met, in the regular budget, from the allocations established for the biennium 1998-1999.

6. Action by the Executive Committee

In the light of these revisions the Committee may wish to consider the following:

Proposed Resolution

THE 124th SESSION 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 CE124/23;

Taking into account the actions of the Fifty-second World Health Assembly related to the remuneration of the Regional Directors and Senior Advisors and the Director-General;

Bearing in mind the provisions of Staff Rule 020 and Staff Regulation 3.1 of the Pan American Sanitary Bureau, and Resolution CD20.R20 of the 20th Directing Council;
and

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

RESOLVES:

1. To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE124/23:
 - (a) with effect from 1 January 1999 concerning the dependent's allowances for the professional and higher-graded categories of staff;
 - (b) with effect from the school year in force on 1 January 1999 concerning the education grant;
 - (c) with effect from 1 March 1999 concerning the salary scale and the rates of staff assessment for use in conjunction with gross base salaries applicable to staff in the professional and higher-graded categories.
2. To establish, effective 1 March 1999:
 - (a) the annual net salary of the Deputy Director at \$95,995 at dependency rate and \$86,926 at single rate;
 - (b) the annual net salary of the Assistant Director at \$94,995 at dependency rate and \$85,926 at single rate.
3. To recommend to the 41st Directing Council that it establish the annual net salary of the Director at \$104,662 at dependency rate and \$94,190 at single rate, effective 1 March 1999.

Annex

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>Amounts per year</u>	<u>Assessment percentage</u>	
	Rate with dependents* <small>(*as defined in Rules 310.5.1 and 310.5.2)</small>	Rate without dependents*
First US\$ 15,000	9.0	11.8
Next US\$ 5,000	18.1	24.4
Next US\$ 5,000	21.5	26.9
Next US\$ 5,000	24.9	31.4
Next US\$ 5,000	27.9	33.4
Next US\$ 10,000	30.1	35.6
Next US\$ 10,000	31.8	38.2
Next US\$ 10,000	33.5	38.8
Next US\$ 10,000	34.4	39.7
Next US\$ 15,000	35.3	40.7
Next US\$ 20,000	36.1	43.9
Remaining assessable payments	37.0	47.2

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

S T E P S

Level		I US\$	II US\$	III US\$	IV US\$	V US\$	VI US\$	VII US\$	VIII US\$	IX US\$	X US\$	XI US\$	XII US\$	XIII US\$	XIV US\$	XV US\$
P-1	Gross	36 422	37 791	39 157	40 525	41 891	43 258	44 627	46 018	47 418	48 820					
	Net D	30 044	31 001	31 956	32 912	33 867	34 822	35 779	36 734	37 689	38 645					
	Net S	28 341	29 222	30 102	30 983	31 863	32 743	33 625	34 494	35 359	36 226					
P-2	Gross	47 805	49 265	50 721	52 180	53 636	55 098	56 594	58 087	59 585	61 080	62 573	64 071			
	Net D	37 953	38 949	39 942	40 937	41 930	42 925	43 920	44 913	45 909	46 903	47 896	48 892			
	Net S	35 598	36 501	37 401	38 302	39 202	40 105	41 021	41 934	42 851	43 766	44 680	45 596			
P-3	Gross	59 386	61 057	62 731	64 400	66 088	67 782	69 477	71 174	72 867	74 564	76 275	77 994	79 711	81 430	83 148
	Net D	45 777	46 888	48 001	49 111	50 224	51 335	52 447	53 560	54 671	55 784	56 895	58 007	59 118	60 230	61 342
	Net S	42 730	43 752	44 776	45 798	46 821	47 843	48 865	49 888	50 909	51 932	52 951	53 970	54 989	56 008	57 027
P-4	Gross	72 631	74 438	76 257	78 085	79 917	81 743	83 573	85 403	87 232	89 060	90 898	92 756	94 606	96 459	98 311
	Net D	54 516	55 701	56 883	58 066	59 251	60 433	61 617	62 801	63 984	65 167	66 349	67 536	68 718	69 902	71 986
	Net S	50 767	51 856	52 940	54 024	55 111	56 194	57 279	58 364	59 448	60 533	61 594	62 636	63 674	64 713	65 753
P-5	Gross	88 099	89 975	91 875	93 775	95 674	97 571	99 471	101 371	103 269	105 169	107 067	108 966	110 878		
	Net D	64 545	65 759	66 973	68 187	69 401	70 613	71 827	73 041	74 254	75 468	76 681	77 894	79 108		
	Net S	59 963	61 075	62 142	63 208	64 273	65 337	66 403	67 469	68 534	69 600	70 665	71 730	72 773		
P-6/ D-1	Gross	99 848	101 948	104 047	106 142	108 243	110 346	112 476	114 605	116 732						
	Net D	72 068	73 410	74 751	76 090	77 432	78 773	80 115	81 456	82 796						
	Net S	66 615	67 793	68 970	70 146	71 324	72 493	73 617	74 741	75 864						
D-2	Gross	112 824	115 311	117 797	120 283	122 768	125 256									
	Net D	80 334	81 901	83 467	85 033	86 599	88 166									
	Net S	73 801	75 114	76 427	77 739	79 052	80 365									

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

A staff member in a post of professional or higher grade, except for short-term staff members appointed under Rule 1320 or consultants appointed under Rule 1330, is entitled to a dependent's allowance for dependents as defined in Rule 310.5, to be paid as follows:

- 340.1 **US\$ 1,730** 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\$ 3,460** 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 child, an allowance of **US\$ 1,730** shall be payable.
- 340.3 **US\$ 619** per year for a father, mother, brother or sister.

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350. EDUCATION GRANT

- 350.1 An internationally recruited staff member shall be entitled to an education grant, except as indicated in Rule 350.3. The amount of the grant payable under this Rule shall be 75% of the education expenses actually incurred and admissible under Rule 350.2. The maximum grant per child per year shall not exceed a total payment of US\$9,750 or, for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations, the amount of the grant in respect of primary and secondary education shall be increased by an additional amount corresponding to 100% of boarding costs up to **US\$ 4,746 per child per year or, for expenses incurred in certain local currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.**

350.2 This grant is payable for:

350.2.2 The cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of board if provided by the institution. Where board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be **US\$ 3,164** or, for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations the flat amount in respect of primary and secondary education is **US\$ 4,746, or for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.**