

*directing council*



PAN AMERICAN  
HEALTH  
ORGANIZATION

XXXI Meeting

*regional committee*

WORLD  
HEALTH  
ORGANIZATION

XXXVII Meeting



INDEXED

Washington, D.C.  
September-October 1985

Provisional Agenda Item 33

CD31/15 (Eng.)  
15 July 1985  
ORIGINAL: ENGLISH

SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU

Introduction

The Thirty-eighth 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 net salary of the Deputy Director-General of WHO at \$65,320 at the dependency rate or \$58,918 at the single rate (Resolution WHA38.10).

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 to consolidate 20 points of post adjustment into base salary, following the principle of "no gain/no loss," with effect from 1 January 1985.

Salary of the Director

The PASB Staff Rules provide (Rule 330.3) that the salary of the Director will be fixed by the Pan American Sanitary Conference or the Directing Council and that the salaries of the Deputy Director and the Assistant Director are fixed by the Director with the approval of the Executive Committee.

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 95th Meeting dealt with the subject as set forth in Document CE95/10, attached as annex to this document, and adopted Resolution IV, which reads as follows:

## SALARIES FOR UNGRADED POSTS

THE 95th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the schedule of salaries of the professional and higher categories of staff in graded posts, effective 1 January 1985;

Taking into account the recommendation of the Seventy-fifth Session of the WHO Executive Board to the Thirty-eighth World Health Assembly related to the salaries of the 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 XX of the XX Meeting of the Directing Council,

## RESOLVES:

1. To approve the proposal of the Director, effective 1 January 1985, to:

- a) Establish the net salary of the Deputy Director at \$59,203 (dependency rate) or \$53,866 (single rate) per annum;
- b) Establish the net salary of the Assistant Director at \$58,203 (dependency rate) or \$52,866 (single rate) per annum.

2. To note that, consequent upon the revision of salaries for these officials, appropriate reduction will be made in the post adjustment rates.

3. To recommend to the Directing Council at its XXXI Meeting that it establish the net salary of the Director at \$65,320 (dependency rate) or \$58,918 (single rate) per annum, effective 1 January 1985, and that, consequent upon the adjustment of salary, appropriate reduction be made of the post adjustment rate.

After considering the matter, the Directing Council may wish to approve a resolution along the following lines:

Proposed Resolution

SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU

THE XXXI MEETING OF THE DIRECTING COUNCIL,

Considering the revision made to the schedule of salaries of the professional and higher categories of staff in graded posts, effective 1 January 1985;

Taking into account the decision by the Executive Committee at its 95th Meeting to adjust the salaries of the Deputy Director and the Assistant Director (Resolution CE95.R4);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution CE95.R4); and

Bearing in mind the provisions of Staff Rule 330.3,

RESOLVES:

1. To establish the net salary of the Director of the Pan American Sanitary Bureau at \$65,320 (dependency rate) or \$58,918 (single rate) per annum, effective 1 January 1985.

2. To note that, consequent upon the salary adjustment for the Director, appropriate reduction will be made in the post adjustment rate.

Annex

*executive committee of  
the directing council*

PAN AMERICAN  
HEALTH  
ORGANIZATION



*working party of  
the regional committee*

WORLD  
HEALTH  
ORGANIZATION



95th Meeting  
Washington, D.C.  
June-July 1985

Provisional Agenda Item 9

CE95/10 (Eng.)  
29 April 1985  
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 92nd Meeting.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its Seventy-fifth Session (Resolution EB75.R9) 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.

Some of these amendments result from the decisions taken by the United Nations General Assembly at its thirty-ninth (1984) session on the recommendations of the International Civil Service Commission (ICSC) concerning the consolidation of 20 points of post adjustment into the net base salaries for staff in the professional and higher categories. A consequential modification in the salaries and post adjustment rates for ungraded posts is likewise proposed. Others arise from the decision of ICSC regarding a financial incentive at designated official stations.

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 salaries and post adjustment for ungraded posts.

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

Amendments considered necessary in the light of decisions taken by the United Nations General Assembly at its thirty-ninth session on the basis of recommendations of the International Civil Service Commission (ICSC)

1. Incorporation of 20 points of post adjustment into net base salary

In order to meet the shortfall in the amount required from staff assessment income to finance the United Nations Tax Equalization Fund, the United Nations requested that consideration be given to consolidating a part of post adjustment into net base salary. To this end, ICSC recommended that on the basis of the "no loss-no gain" formula, 20 points of post adjustment should be consolidated into net base salary with effect from 1 January 1985. The General Assembly agreed to this recommendation.

As a result, changes are required to the schedules of a) staff assessment rates for professional and higher graded staff; b) gross and net base salaries for staff in the professional and higher categories; c) positive post adjustment rates; and d) negative post adjustment rates appearing in the Staff Rules. Accordingly, amendments have been made to Rules 330.1.1, 330.2, 335.3 and 335.4.

2. Salaries for ungraded posts

The technical adjustments to salaries described in the preceding paragraphs call for similar adjustments to the salaries of the Assistant Director, the Deputy Director and the Director.

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 \$59,203 and that of the Assistant Director to \$58,203, effective 1 January 1985. The post adjustment rates for these officials would be proportionately changed.

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 XXXI Meeting of the Directing Council that it adjust the net salary of the Director to \$65,320 per annum, effective 1 January 1985, and that consequent upon the adjustment of salary appropriate revision be made of the post adjustment rate.

Amendments considered necessary in the light of decisions taken by the International Civil Service Commission under Article 11 of its Statute

Increase in the basic level of financial incentive and introduction of a second level of the incentive

The payment of financial incentive to staff members serving at certain designated official stations was introduced by ICSC with effect from 1 January 1981. The Commission decided at its nineteenth session to increase the amount of the incentive from US\$1,200 per annum for staff without dependents and \$2,400 per annum for staff with dependents to \$1,800 per annum and \$3,600 per annum respectively. Staff Rules 360.4.1 and 360.4.2 have been amended accordingly. The effective date of these amendments is 1 July 1984. At the same session the Commission decided to introduce a second, higher level of financial incentive to be paid to staff serving at a restricted number of very difficult official stations. The higher levels are \$2,400 per annum for staff without dependents and \$4,800 per annum for staff with dependents. Accordingly, new Staff Rules 360.4.3 and 360.4.4 have been added. The effective date of these amendments is 1 January 1985.

Budgetary implications

As the consolidation is based on a "no loss-no gain" formula, there are no real budgetary implications. The revision of Staff Rules related to the payment of financial incentive has minimal budgetary significance and will therefore be absorbed within the averages established for staff costs.

Proposed Resolution

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

THE 95th 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 CE95/10;

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 CE95/10, with effect from 1 July 1984, concerning the increase in the basic level of financial incentive, and with effect from 1 January 1985 concerning the introduction of a second level of the financial incentive and the consolidation of 20 points of post adjustment into net base salary.

Proposed Resolution

SALARIES FOR THE UNGRADED POSTS

THE 95th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the schedule of salaries of the professional and higher categories of staff in graded posts, effective 1 January 1985;

Taking into account the recommendation of the Seventy-fifth Session of the WHO Executive Board to the Thirty-eighth World Health Assembly related to the salaries 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 January 1985, to:

a) Establish the salary of the Deputy Director at \$59,203 (dependency rate) or \$53,866 (single rate) per annum;

b) Establish the salary of the Assistant Director at \$58,203 (dependency rate) or \$52,866 (single rate) per annum.

2. To note that, consequent upon the revision of salaries for these officials, appropriate reduction will be made in the post adjustment rates.

3. To recommend to the Directing Council at its XXXI Meeting that it establish the salary of the Director at \$65,320 (dependency rate) or \$58,918 (single rate) per annum, effective 1 January 1985, and that, consequent upon the adjustment of salary, appropriate reduction be made of the post adjustment rate.

Annex



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

Texts of the Amended Staff Rules

## 330. SALARIES

330.1 Gross base salaries, and terminal remuneration figures used for computation of separation payments under Rule 380.2, shall be subject to the following assessments:

330.1.1 For professional and higher graded staff:

Amounts per year	Assessment per cent	
	Rate with dependents*	Rate without dependents*
First US \$ 16 000	14.7	19.2
Next US \$ 4 000	31.0	36.0
Next US \$ 4 000	34.0	39.0
Next US \$ 4 000	37.0	42.0
Next US \$ 5 000	39.0	44.2
Next US \$ 5 000	42.0	47.2
Next US \$ 5 000	44.0	49.4
Next US \$ 6 000	47.0	52.1
Next US \$ 6 000	50.0	55.0
Next US \$ 6 000	52.0	57.0
Next US \$ 7 000	53.5	58.1
Next US \$ 7 000	55.0	59.4
Next US \$ 7 000	56.0	60.4
Next US \$ 8 000	57.0	62.1
Next US \$ 10 000	59.0	64.5
Next US \$ 10 000	60.5	66.5
Next US \$ 10 000	62.0	68.5
Over US \$ 120 000	63.5	71.0
.....		

\*as defined in Rules 310.5.1 and 310.5.2

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 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 \$
P-1	Gross	22 315	23 257	24 220	25 194	26 184	27 173	28 191	29 182	30 156	31 098			
	Net D	17 936	18 557	19 187	19 800	20 424	21 047	21 684	22 289	22 883	23 458			
	Net S	16 900	17 475	18 056	18 621	19 195	19 768	20 354	20 908	21 451	21 976			
P-2	Gross	29 815	30 878	31 930	32 987	34 105	35 215	36 336	37 439	38 575	39 731	40 868		
	Net D	22 675	23 323	23 965	24 610	25 259	25 903	26 553	27 193	27 840	28 487	29 124		
	Net S	21 261	21 854	22 441	23 031	23 622	24 208	24 799	25 382	25 969	26 554	27 129		
P-3	Gross	37 613	38 980	40 329	41 639	42 983	44 431	45 878	47 295	48 586	49 910	51 278	52 623	53 997
	Net D	27 294	28 067	28 822	29 556	30 309	31 077	31 843	32 594	33 279	33 953	34 637	35 310	35 997
	Net S	25 474	26 174	26 857	27 519	28 200	28 894	29 587	30 265	30 884	31 491	32 107	32 713	33 331
P-4	Gross	47 315	48 833	50 433	52 033	53 665	55 216	56 815	58 416	60 096	61 825	63 518	65 151	
	Net D	32 605	33 409	34 215	35 014	35 830	36 602	37 369	38 138	38 944	39 761	40 549	41 308	
	Net S	30 275	31 002	31 727	32 447	33 181	33 875	34 563	35 251	35 973	36 708	37 417	38 101	
P-5	Gross	60 816	62 578	64 298	65 966	67 655	69 358	71 084	72 800	74 528	76 266			
	Net D	39 290	40 112	40 912	41 687	42 473	43 244	44 021	44 793	45 571	46 340			
	Net S	36 283	37 023	37 744	38 443	39 150	39 846	40 547	41 244	41 945	42 638			
P-6/ D-1	Gross	69 840	72 044	74 220	76 440	78 660	80 843	82 986						
	Net D	43 461	44 453	45 432	46 417	47 393	48 354	49 287						
	Net S	40 042	40 937	41 820	42 707	43 586	44 451	45 283						
D-2	Gross	83 262	85 671	88 102	90 606									
	Net D	49 406	50 441	51 487	52 552									
	Net S	45 387	46 300	47 222	48 156									

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.

335.3 The following schedule of positive post adjustment rates applies to cost-of-living indices above the base:

Additions

Level	STEPS													
	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 \$	
P-1	D	159.75	165.14	170.46	175.84	181.21	186.56	192.30	196.90	201.93	206.99			
	S	150.53	155.50	160.41	165.37	170.31	175.22	180.51	184.70	189.29	193.92			
P-2	D	200.14	206.22	211.49	217.22	222.87	228.58	234.27	239.57	245.26	250.96	256.25		
	S	187.66	193.23	198.04	203.28	208.42	213.62	218.80	223.61	228.78	233.93	238.70		
P-3	D	240.91	247.85	253.97	259.78	266.34	272.91	279.83	286.44	291.98	297.15	302.68	307.86	313.84
	S	224.85	231.13	236.65	241.88	247.81	253.74	259.99	265.97	270.97	275.61	280.57	285.21	290.59
P-4	D	286.82	293.19	299.60	305.57	312.76	318.02	323.30	328.59	334.12	341.35	348.15	354.70	
	S	266.32	272.06	277.82	283.16	289.64	294.33	299.02	303.72	308.63	315.14	321.26	327.16	
P-5	D	341.73	346.73	351.46	356.29	361.88	366.33	371.99	377.26	382.46	387.31			
	S	315.57	320.03	324.25	328.56	333.57	337.54	342.63	347.36	352.04	356.37			
P-6/ D-1	D	370.99	377.17	382.93	389.09	394.90	401.21	407.19						
	S	341.81	347.33	352.49	358.00	363.18	368.83	374.11						
D-2	D	406.81	415.70	424.52	433.32									
	S	373.72	381.57	389.35	397.08									

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.

335.4 The following schedule of negative post adjustment rates applies to cost-of-living indices below the base:

Deductions

Level		STEPS												
		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 \$
P-1	D	143.42	148.37	153.37	158.35	163.31	168.26	173.37	178.09	182.92	187.65			
	S	135.14	139.17	144.32	148.91	153.48	158.04	162.73	167.05	171.48	175.80			
P-2	D	181.20	186.58	191.71	196.87	202.07	207.21	212.42	217.54	222.71	227.89	232.99		
	S	169.90	174.83	179.52	184.24	188.97	193.65	198.39	203.05	207.74	212.42	217.03		
P-3	D	218.35	224.53	230.57	236.44	242.46	248.60	254.74	260.75	266.22	271.62	277.09	282.47	287.96
	S	203.79	209.38	214.85	220.15	225.58	231.14	236.68	242.12	247.06	251.92	256.85	261.69	266.63
P-4	D	260.83	267.27	273.71	280.11	286.64	292.71	298.73	304.75	311.07	317.64	324.12	330.31	
	S	242.19	248.01	253.81	259.57	265.45	270.90	276.29	281.68	287.34	293.25	299.09	304.66	
P-5	D	314.23	320.78	327.13	333.25	339.55	345.56	351.81	357.97	364.17	370.28			
	S	290.18	296.08	301.80	307.32	312.99	318.41	324.05	329.60	335.20	340.70			
P-6/ D-1	D	347.50	355.36	363.18	371.04	378.85	386.42	393.75						
	S	320.16	327.25	334.31	341.39	348.42	355.23	361.76						
D-2	D	394.53	403.10	411.66	420.29									
	S	362.44	370.01	377.55	385.14									

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.

360. ASSIGNMENT ALLOWANCE AND FINANCIAL INCENTIVE

360.4 A financial incentive shall be paid to the staff members defined in Rule 360.1 serving at designated official stations, in the form of a supplement to the assignment allowance and at the following annual rates:

Level I official stations:

360.4.1 Staff without dependents as defined in Rules 310.5.1 and 310.5.2: US\$1,800

360.4.2 Staff with dependents as defined in Rules 310.5.1 and 310.5.2: US\$3,600

Level II official stations:

360.4.3 Staff without dependents as defined in Rules 310.5.1 and 310.5.2: US\$2,400

360.4.4 Staff with dependents as defined in Rules 310.5.1 and 310.5.2: US\$4,800