

directing council



**PAN AMERICAN
HEALTH
ORGANIZATION**

XXXVII Meeting

regional committee

**WORLD
HEALTH
ORGANIZATION**



XLV Meeting

Washington, D.C.
September-October 1993

Provisional Agenda Item 6.4

CD37/25 (Eng.)
12 July 1993
ORIGINAL: ENGLISH

SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU

The Forty-sixth 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 base/floor salary scale for staff in the professional and higher categories, established the annual net salary of the Deputy Director-General of WHO at \$86,914 at the dependency rate or \$78,122 at the single rate (Resolution WHA46.25).

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 base/floor salary scale for the professional and higher categories. The purpose of the revision was the consolidation of post adjustment classes into net base salary, on the basis of the "no loss - no gain" formula, resulting in a 6.9% increase, with effect from 1 March 1993.

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 with respect to 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 111th Meeting dealt with the subject as set forth in Document CE111/26 (see Annex I) and adopted Resolution XIV (Annex II).

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

Proposed Resolution

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

THE XXXVII MEETING OF THE DIRECTING COUNCIL,

Considering the revision made to the base/floor salary scale for the professional and higher categories of staff in graded posts, effective 1 March 1993;

Taking into account the decision by the Executive Committee at its 111th Meeting to adjust the salaries of the Deputy Director and Assistant Director (Resolution XIV);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution XIV); 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 \$86,914 (dependency rate) and \$78,122 (single rate), effective 1 March 1993.

Annex

*executive committee of
the directing council*



**PAN AMERICAN
HEALTH
ORGANIZATION**

*working party of
the regional committee*

**WORLD
HEALTH
ORGANIZATION**



111th Meeting
Washington, D.C.
June 1993

CD37/25 (Eng.)
ANNEX

Provisional Agenda Item 5.6

CE111/26 (Eng.)
18 March 1993
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 109th Meeting.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its Ninety-first Session (Resolution EB91.R17) 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 section 1 result from decisions taken by the United Nations General Assembly at its forty-seventh 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 dates of these changes are 1 January 1990, 1 January 1993 and 1 March 1993, as appropriate.

1. Amendments considered necessary in the light of decisions taken by the United Nations General Assembly at its forty-seventh 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 General Assembly approved, with effect from 1 March 1993, a revised base/floor salary scale for the professional and higher categories incorporating an increase of 6.9% through the consolidation of post adjustment classes into net base

salary, on the basis of the "no loss - no gain" formula. As a consequence, there will be adjustments in the post adjustment indices and multipliers at all duty stations, with effect from 1 March 1993. The increase is intended to reduce the gap between the comparator's current net base salary and the present United Nations scale. As a consequence, changes are also required to the schedule of staff assessment rates for professional and higher-graded staff without dependents, effective 1 March 1993.

Staff Rules 330.1.1 and 330.2 have been amended accordingly.

1.2 Salaries of Ungraded Posts

As a consequence of the revision of the base/floor salary scale for the professional and higher categories described in the preceding paragraphs, adjustments to the remunerations 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 3.1 states, "the salaries of 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 \$79,716 per annum at dependency rate and \$72,087 per annum at single rate, and that of the Assistant Director at \$78,716 per annum at dependency rate and \$71,087 per annum at single rate, effective 1 March 1993.

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 XX, 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 XXXVII Directing Council that it adjust the annual net salary of the Director to \$86,914 per annum at dependency rate and \$78,122 per annum at single rate, effective 1 March 1993.

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

1.3 Dependency Allowance

With respect to the professional and higher categories, the children's allowance has been increased from \$1,050 to \$1,270 and the secondary dependent's allowance from \$300 to \$450. Local currency floor arrangements have been discontinued and a new local currency entitlement system (as for the children's allowance) has been introduced for the secondary dependent's allowance. The dependency allowance for disabled children, being the double of the regular children's allowance, has also increased from \$2,100 to \$2,540. The increases are effective 1 January 1993.

Rules 340.1, 340.2 and 340.3 have been amended accordingly and a new subsection, namely 340.4, has been added.

1.4 Education Grant

The maximum admissible educational expense, the maximum grant, the ceiling for boarding costs, and the maximum special education grant for disabled children have been increased by percentages ranging from about 11 % to 25 % as from the school year in progress on 1 January 1993. These increases apply only in areas where education-related expenses are incurred in Finnish markka, Netherlands guilder, Italian lira, United States dollar, and United Kingdom pound.

Rules 350.1, 350.2.2 and 355 have been amended accordingly.

1.5 End-of-Service Grant

Consequent to a decision taken by the General Assembly at its forty-fourth session, Rule 1020.1 was amended to increase the statutory age of retirement to 62 for participants who enter or re-enter the Pension Fund on or after 1 January 1990.

Rule 375 has now also been amended to align the entitlement to an end-of-service grant with the changed statutory age of retirement.

2. Budgetary Implications

The budgetary implications of the above changes in 1992-1993 are additional estimated costs of \$300,000 in funds from all sources. This includes the impact of the higher base salary scale on the mobility and hardship scheme and on terminal payments. These additional costs will have to be met during 1992-1993 from 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 ungraded posts.

Proposed Resolution

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

The 111th 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 CE111/24;

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 CE111/24, with effect from 1 January 1990 concerning the end-of-service grant; with effect from 1 January 1993 in respect of primary and secondary dependents' allowances for professional and higher-graded staff, education grant and special education grant for disabled children; and with effect from 1 March 1993 concerning 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 without dependents.

Proposed Resolution

SALARIES FOR UNGRADED POSTS

The 111th Meeting of the Executive Committee,

Considering the revision made to the base/floor salary scale for the professional and higher categories, effective 1 March 1993;

Taking into account the recommendation of the Ninety-first Session of the WHO Executive Board to the Forty-sixth 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. Effective 1 March 1993 to:

- a) Establish the annual net salary of the Deputy Director at \$79,716 at dependency rate and \$72,087 at single rate;
- b) Establish the annual net salary of the Assistant Director at \$78,716 at dependency rate and \$71,087 at single rate.

2. To recommend to the Directing Council at its XXXVII Meeting that it establish the annual net salary of the Director at \$86,914 at dependency rate and \$78,122 at single rate, effective 1 March 1993.

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:

Amounts per year	Assessment	
	Rate with dependents* (*as defined in Rules 310.5.1 and 310.5.2)	Rate without dependents*
	<u>%</u>	<u>%</u>
First US\$ 15,000	13.0	17.1
Next US\$ 5,000	31.0	34.2
Next US\$ 5,000	34.0	38.4
Next US\$ 5,000	37.0	41.7
Next US\$ 5,000	39.0	43.7
Next US\$ 10,000	41.0	45.8
Next US\$ 10,000	43.0	48.1
Next US\$ 10,000	45.0	50.2
Next US\$ 15,000	46.0	50.8
Next US\$ 20,000	47.0	52.2
Remaining assessable payments	48.0	56.4

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:

STEPS

Level		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\$	US\$
P-1	Gross	33 277	34 580	35 910	37 256	38 600	39 944	41 292	42 636	43 980	45 337						
	Net D	24 949	25 744	26 537	27 331	28 124	28 917	29 712	30 505	31 298	32 092						
	Net S	23 565	24 299	25 028	25 758	26 486	27 215	27 945	28 674	29 402	30 130						
P-2	Gross	44 351	45 779	47 226	48 675	50 123	51 572	53 021	54 468	55 953	57 453	58 953	60 456				
	Net D	31 517	32 344	33 169	33 995	34 820	35 646	36 472	37 297	38 124	38 949	39 774	40 601				
	Net S	29 603	30 359	31 110	31 862	32 614	33 366	34 118	34 869	35 620	36 367	37 114	37 862				
P-3	Gross	55 753	57 431	59 111	60 787	62 467	64 145	65 839	67 550	69 259	70 970	72 680	74 389	76 098	77 807	79 519	
	Net D	38 014	38 937	39 861	40 783	41 707	42 630	43 553	44 477	45 400	46 324	47 247	48 170	49 093	50 016	50 940	
	Net S	35 520	36 356	37 192	38 027	38 864	39 699	40 538	41 380	42 220	43 062	43 904	44 744	45 585	46 426	47 268	
P-4	Gross	69 020	70 843	72 661	74 480	76 302	78 120	79 941	81 794	83 649	85 502	87 355	89 213	91 066	92 921	94 775	
	Net D	45 271	46 255	47 237	48 219	49 203	50 185	51 168	52 151	53 134	54 116	55 098	56 083	57 065	58 048	59 031	
	Net S	42 103	43 000	43 894	44 789	45 686	46 580	47 476	48 363	49 249	50 135	51 021	51 909	52 795	53 681	54 567	
P-5	Gross	84 528	86 430	88 332	90 234	92 136	94 036	95 938	97 840	99 740	101 673	103 612	105 548	107 487			
	Net D	53 600	54 608	55 616	56 624	57 632	58 639	59 647	60 655	61 662	62 670	63 678	64 685	65 693			
	Net S	49 669	50 579	51 488	52 397	53 306	54 214	55 123	56 033	56 941	57 794	58 640	59 484	60 329			
P-6/ D-1	Gross	96 315	98 417	100 529	102 667	104 810	106 952	109 094	111 237	113 377							
	Net D	59 847	60 961	62 075	63 187	64 301	65 415	66 529	67 643	68 756							
	Net S	55 304	56 308	57 296	58 228	59 162	60 096	61 030	61 964	62 897							
D-2	Gross	109 444	111 946	114 448	116 948	119 450	121 952										
	Net D	66 711	68 012	69 313	70 613	71 914	73 215										
	Net S	61 183	62 273	63 364	64 454	65 545	66 636										

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' ALLOWANCE

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- 340.1 US\$ 1,270 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\$ 2,540 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\$ 1,270 shall be payable.
- 340.3 US\$ 450 per year for a father, mother, brother or sister.
- 340.4 In certain designated official stations, as determined by the Director on the basis of procedures agreed among the international organizations concerned, the allowances under Rules 340.1, 340.2 and 340.3 shall be the equivalent in local currency.

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 the 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\$ 3,000 per child per year.

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- 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\$ 2,900 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\$ 3,000.

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355 SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN

A staff member, except for short-term staff members appointed under Rule 1320 or consultants appointed under Rule 1330, is entitled to a special education grant in respect of any physically or mentally incapacitated child, recognized as dependent under Rule 310.5.2, up to the end of the year in which such child reaches the age of 25. The amount of the grant per child per year shall be 100% of the special education expenses actually incurred up to a maximum of US\$ 13,000 or, for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, up to a maximum amount established in those currencies. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.

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375 END-OF-SERVICE GRANT

A staff member holding a fixed-term appointment whose appointment is not renewed after completing ten years of continuous qualifying service shall be entitled to a grant based on the years of service, unless an offer of renewal of appointment has been either received or declined or the staff member has reached the statutory age of retirement as defined under Rule 1020.1. The amount of the grant shall be fixed according to the schedule in Rule 1050.4 for termination of temporary fixed-term appointments.