

14th MEETING OF THE EXECUTIVE COMMITTEE

Washington, D. C.

20-22 September 1951

Topic 11: STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

Background

The World Health Organization has recently adopted several new Staff Rules which in turn have been approved by the Director. They are submitted to the 14th Meeting of the Executive Committee for its confirmation.

The first group of Staff Rules relate to leave of absence occasioned by Military Service. The Staff Rules are based on the desire of the Organization to cooperate as fully as feasible with Member Governments and to provide staff members with the greatest degree of job security compatible with the needs and obligations of the Organization. The policy relating to Military Leave as defined in the Staff Rules is identical to that adopted by the United Nations and Specialized Agencies thereof.

Staff Rule 655 - Termination for Military Service

"Staff Members called to military service who have completed at least one year of service with the Organization, will, unless they prefer to resign, have their appointments terminated on the following terms:

- 655.1 Payment of an indemnity of one month's salary for each year of service up to a maximum indemnity of three months' salary.
- 655.2 Entitlement to such other termination benefits as he would receive in case of reduction in force, except for indemnity under Staff Rule 632. Repatriation expenses will be paid only to the extent that these are not met by the government requiring the individual for military service.
- 655.3 Entitlement, upon completion of the military service, to re-employment in the same status as that which he had in the Organization at the time he entered military service, provided there is a post available at his level which is not occupied by a person of higher retention status. If no such post is available the reduction in force procedure will be applied to determine his status and entitlements. Indemnities payable under 655.1 would not be deducted from indemnities payable under this rule.

656 None of the provisions of this rule shall apply to staff who have completed less than one year of service with the Organization, nor to those on temporary appointments of less than one year. Such staff members will be expected to resign.

657 This rule does not apply to staff members called for periods of military training of six months or less."

The only other change in the Staff Rules relates to the rights of a staff member to have his household effects transported at the expense of the Organization. Under the new Staff Rule a staff member who is entitled to free living quarters will not be entitled to have his household effects moved to his duty station at the expense of the Organization.

The Organization has agreed under Staff Rule 890 to pay free living quarters to project and advisory personnel appointed for one year or longer. This Staff Rule allows a staff member to bear equitably two expenses, one at his duty station for his temporary lodging there and the other at his domicile for his main residence. To allow the staff member to ship furniture at Bureau expense would be placing a double charge on the Bureau for both removal and living quarters and, in fact, eliminate the basic reason for establishing the free living quarters allowance.

The new Staff Rule reads as follows:

1316 Staff members entitled to free living quarters under Rule 890 are not entitled to payment of removal expenses, except that the return expenses may be paid in any instance in which the Organization had authorized the initial removal before 1 July 1951.

The 13th Meeting of the Executive Committee in Resolution XIV deleted Staff Rule 113.2 from the Staff Rules of the Pan American Sanitary Bureau. It further recommended that the representatives present at the Executive Committee Meeting who are to be delegates to the World Health Assembly bear in mind the deletion with reference to the Staff Rules of the World Health Organization.

The Fourth World Health Assembly has now confirmed this Staff Rule as a permanent part of the Staff Rules of the World Health Organization. Since it is our desire for uniformity of treatment for staff members of the two organizations, it is requested that the 14th Meeting of the Executive Committee reconsider this action and now confirm the Staff Rule as a part of the Staff Rules of the Pan American Sanitary Bureau. This proposed Staff Rule reads as follows:

113.2 Persons closely related by blood or marriage to a staff member will not normally be appointed if another equally qualified person is available.

Proposed Resolution

The Director of the Pan American Sanitary Bureau recommends to the 14th Meeting of the Executive Committee that it adopt the following resolution:

WHEREAS:

It is necessary that the Staff Rules of the Pan American Sanitary Bureau conform as closely as possible to those of the World Health Organization; and

Having studied document CELL/6 on the Staff Rules of the Pan American Sanitary Bureau which embodied the changes introduced in the Staff Rules of the World Health Organization,

THE EXECUTIVE COMMITTEE

RESOLVES:

To confirm the approval given by the Director of the Pan American Sanitary Bureau to the changes in the Staff Rules under the terms of Staff Rule 060.