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the directing council*

PAN AMERICAN
SANITARY
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Topic 10: AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

In accordance with the provisions of Staff Regulations 12.2, the Director has the honor to submit the following changes to the Staff Rules for consideration by the Executive Committee, with the request that they be confirmed.

The justification for the proposed change to each rule is stated in a separate paragraph following the rule.

The changes in the first group of rules are identical to those made in the Staff Rules of the World Health Organization as confirmed by the Executive Board at its Ninth Meeting, Document EB9/53. These changes do not effect any major alteration but simply clarify the provisions of these rules.

Existing rule:

140 Determination of Normal Place of Residence

141 Determination: At the time of appointment of each staff member his normal place of residence will be determined. This will usually be the city of his normal residence in the country of which he is a national. Determination will be made on an individual basis for persons who claim residence outside the country of their nationality. The normal place of residence will remain unchanged for the duration of service with the Organization.

Proposed change:

Delete last sentence. Circumstances occasionally require the changing of normal place of residence during the period of service, e.g., change of citizenship.

Existing rule:811 Definitions of dependents

Payment of all allowances shall be made only to a staff member who has a wife, or who, as the head of the family, has one or more of the following dependent upon him or her for full and continuing support: husband, son, daughter, parent, brother or sister.

Proposed rewording:

For the purposes of these rules, and unless otherwise specified in any particular rule, dependent shall mean the wife of a staff member or one or more of the following, dependent upon him or her for full and continuing support: husband, son, daughter, father, mother, brother or sister.

Reworded to be consistent with new allowance provisions established 1 January 1951. Not all allowances involve dependency consideration.

Existing Rule:812 Head of Family

When more than one member of an immediate family household is employed by the Organization, or by the United Nations, the World Health Organization, or a specialized agency having analogous allowances, allowances shall be paid only to the staff member considered the head of the family, and shall be at dependency rates.

Proposed rewording:

When more than one member of an immediate family household is employed by the Bureau, or by the United Nations or a specialized agency having analogous allowances, allowances payable by reason of dependency shall be granted only to the staff member considered the head of the family.

The previous language was pointed particularly toward the expatriation allowance which no longer exists. Also as noted above, not all allowances involve dependency.

Existing Rule:890 Living Quarters

Staff members assigned to temporary field duty stations for one year or more in connection with advisory and demonstration services

to governments will be entitled, without charge to their salaries, to living quarters of reasonably adequate standard for themselves and dependents accompanying them to the duty station, dependents for this purpose being defined as in Rule 811. The benefit provided by this rule is in addition to any allowances conferred by other rules.

Proposed rewording:

Staff members assigned to field duty stations for temporary periods as defined by the Director, in connection with advisory and demonstration services to governments, will be entitled, without charge to their salaries, to furnished living quarters of reasonably adequate standard for themselves and dependents accompanying them to the duty station, dependents for this purpose being defined as in Rule 811. The benefit provided by this rule is in addition to any allowances conferred by other rules.

To clarify the intent of the original wording and make it quite evident that the term "temporary assignment" is for definition by the Director.

Existing rule:

1212.2 Travel

The entitlement of a qualified staff member who had no dependents at the time qualified and who subsequently acquired one or more dependents shall be the same as if he had such dependents at the time he qualified.

Proposed change:

Delete entirely and renumber the succeeding sub-paragraphs. In lieu of the previous Rule 1212.2 add the following new Rule 1214 which simplifies wording and is designed to clarify the intent of this rule.

1214 Rules 1212 and 1213 shall apply to dependents acquired by a staff member after his appointment.

The changes to the following staff rules were recommended by the Bureau and concurred in by the World Health Organization.

Existing rule:

211.2 Promotion to Higher Grade:

A staff member receiving promotion shall be paid in accordance with the following provisions:

- a) If his present salary is below the basic rate of the higher grade, promotion shall be to that basic rate.
- b) If the staff member's present salary is equal to or above the basic rate of the higher grade, promotion shall be to the salary step of that grade next above the staff member's present salary.

Proposed revision:

When a promotion is effected it will be to the lowest step in the higher grade which will result in a salary increase not less than that which would have been earned in the former grade by the next within-grade increase.

To clarify the intent of the rule that reasonable compensation should be realized from a grade promotion.

Existing rule:

212.7 Within-grade Salary Increases

When a staff member's salary has been adjusted upward as a result of a change in grade or pay schedule, service time toward the next within-grade increase commences from such adjustment provided the amount of the adjustment was not less than the next within-grade increase after the adjustment.

Proposed revision:

When a staff member's salary has been adjusted upward as a result of a change in grade, service time toward the next within-grade increase commences from the date of such adjustment, provided that the amount of the adjustment was not less than the next within-grade increase in the lower grade.

The words in the first part of the rule referring to change in pay schedules have been deleted since a change of this type would be handled by a one time transitional procedure. The last line was changed to correspond with the revision being effected under rule 211.2.

Existing rule:740 Night Differential

Staff members assigned to an established full tour of duty between the hours of 7:00 p.m. and 6:00 a.m. shall receive a night differential at 10% of base salary.

Proposed change:

Delete in its entirety. Provision for night differential payment should be included under conditions for local employment based on the prevailing practices in each locality.

The following rules are resubmitted. These rules are included in the Staff Rules of the World Health Organization:

1110 Compensation in Case of Accident, Sickness or Death

1111 A member of the staff who is injured as the result of an accident incurred in the course of his duty or who is compelled to discontinue his employment as a result of sickness directly attributed to his work in the service of the Organization shall receive reasonable compensation. Should the staff member die in such circumstances, reasonable compensation should be paid to his widow or such dependent as the Director may determine.

The provision of this rule is now necessary since the Bureau holds a group commercial insurance policy covering all staff members. Payments in case of injury or disability of staff members are made by the insurance company to the Bureau which, in turn, fulfills any obligation incurred under Rule 1111.

1120 Grant to Family of Deceased Staff Member

1121 In the event of the death of a staff member who is not a participant in the United Nations Joint Staff Pension Fund or who is not covered by the Organization's accident and sickness insurance, a grant equal to one month's salary shall be paid to his widow or such other member of his family as the Director may determine.

This provision should exist for staff members in the employ of the Bureau who are not covered by the U.N. Pension Fund or the Bureau's accident and sickness insurance, such as staff members employed on a contractual basis not otherwise covered by the Staff Rules,

Proposed Resolution

The Director recommends that the Executive Committee 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 CE16/9 on Staff Rules of the Pan American Sanitary Bureau,

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 Regulation 12.2 and Staff Rule 060.