



*executive committee of  
the directing council*

PAN AMERICAN  
SANITARY  
ORGANIZATION

*working party of  
the regional committee*

WORLD  
HEALTH  
ORGANIZATION



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Topic 7: REMUNERATION OF THE INTERNATIONAL STAFF MEMBERS OF THE  
PAN AMERICAN SANITARY BUREAU

The Directing Council, at its VI Meeting, passed the following  
Resolution:

"RESOLUTION XIX

- "1. To request the Director of the Pan American Sanitary Bureau to study the principles that govern the remuneration of the staff members and to transmit his recommendations on the matter to the Executive Committee.
- "2. To request the Director and the Executive Committee to inform the Directing Council at its VII Meeting of the results of that study."

This study of the salary system of the Bureau and the policies under which it is now operating, has been undertaken by the Director and he respectfully submits the following report.

In accordance with Staff Regulation 3.2, quoted below, the system of remuneration of the international staff members of the Bureau is based on the salary and allowance plan of the World Health Organization.

Staff Regulation 3.2:

"Salary levels for other staff members shall be determined by the Director on the basis of their duties and responsibilities. The salary and allowance plan shall be determined by the Director following basically the scale of salaries and allowances of the World Health Organization, provided that for staff occupying positions subject to local recruitment the Director may establish salaries and allowances in accordance with the best prevailing local practices. Any deviation

from the World Health Organization scale of salaries and allowances which may be necessary for the requirements of the Pan American Sanitary Bureau shall be subject to the approval of, or may be authorized by, the Executive Committee."

Accordingly, the following uniform salary scale, established by the United Nations for internationally recruited staff throughout the world, was adopted by the World Health Organization and, in turn, by the Pan American Sanitary Bureau. These salary rates are considered to be established in relation to the cost of living existing in New York City in May, 1950.

710 Salary Scale

The following schedule of base salaries shall apply to all posts except those excluded by Section 1600 and except those of the Director, Assistant Director and Secretary-General. The salaries of the Assistant Director and Secretary-General are fixed by the Director of the Bureau with the approval of the Executive Committee.

Level	Step I	Step II	Step III	Step IV	Step V	Step VI	Step VII	Step VIII	Step IX	Step X
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
P-1	3600	3800	4000	4200	4400	4600	4800	5000		
P-2	4800	5000	5200	5400	5600	5800	6000	6200	6400	
P-3	6000	6200	6400	6625	6850	7075	7300	7525	7750	8000
P-4	7300	7525	7750	8000	8250	8500	8750	9000	9250	9500
P-5	8750	9000	9250	9500	9800	10100	10400	10700	11000	
D-1	10000	10400	10800	11200	11600	12000				
D-2	11000	11400	11800	12200						
P-D	12000	12500								

However, the above schedule is subject to the application of salary differentials designed to equate the salaries of internationally recruited staff in all areas of the world in terms of cost of living and related factors. It is, therefore, the present practice of the Bureau to apply an "initial" cost-of-living adjustment (plus or minus) in multiples of 10% to 75% of the international salaries throughout the Americas once the difference between the cost-of-living in a locality and that in New York as of the base date (May 1950) has been established. Subsequent adjustments will be made, based upon significant changes in the cost of living in that locality.

Further, the Staff Rules of the Bureau offer certain types of allowances which provide an added source of remuneration for international staff in Washington and away from Headquarters. Generally, these allowances are as follows:

1. Children's allowance of \$200 per annum for each dependent child; in addition an education grant of \$200 per annum for each child in full-time attendance at a school or university in his home country.
2. Installation allowance of 30 days' per diem for staff members and eligible dependents residing, prior to appointment or subsequent transfer, beyond a reasonable commuting distance to their official station.
3. Repatriation Grant and return travel expenses for staff members leaving the Bureau, who have completed two or more years of full-time service at an official station outside their home country.

Staff members who are assigned to field duty station for temporary periods in connection with advisory and demonstration services to governments are entitled to furnished living quarters; when assigned for a period of not less than one year, they are entitled to a field equipment allowance of \$100 for the purchase of personal equipment needed in the performance of their duties.

In addition to the above, internationally recruited staff are entitled to the annual, sick, and home leave benefits of the Bureau as well as participation in the United Nations Joint Staff Pension Fund, and coverage by the Health and Accident Insurance Plan.

In order to ensure equity of grade levels throughout the staff, the grade classifications are based on the degrees of responsibility and the duties of each post regardless of geographic location. About a year ago a study was made of the responsibilities and duties of the Zone Representatives to determine the proper grade level. As a result of the study, the grade level of these positions was raised from P-5 to D-1.

It is the opinion of the Director, that the above salary and allowance plan of the Bureau provides equitable remuneration for the internationally recruited staff assigned to the Washington Office and Zone Areas.