

*executive committee of
the directing council*

PAN AMERICAN
SANITARY
ORGANIZATION



*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



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REPORT OF THE WORKING PARTY ON THE REVISION TO THE STAFF
RULES OF THE PAN AMERICAN SANITARY BUREAU

A Working Party of the Executive Committee consisting of Dr. Henrique Maia Penido of Brazil, Mrs. Mary B. Trenary of the United States, and Dr. José Zozaya of Mexico, met on Saturday, 24 April to study the proposed revision to the Staff Rules presented in Document CE22/5. Dr. Zozaya was designated Chairman of the Working Party.

The study of the Rules by the Working Party was facilitated by explanations made by representatives of the Division of Administration and reference made to the existing Staff Rules of the Bureau.

1. It was noted that the proposed changes were based on a recent revision to the Staff Rules of the World Health Organization, as approved by the 13th Meeting of the Executive Board, with certain modifications dictated by the practices and Regulations of the Bureau.

2. The Working Party first examined those proposals which involved changes in substance and report thereon as follows:

Section 100 - Classification of Posts - represents the recording of existing operating practice in the Bureau and has merit in the formalization of such practice.

Rule 255.2 (iii) - Education Grant - the change in this Rule represents a clarification and a liberalization of the former Rule. Offsetting the liberalization is the saving in cost to the Bureau made possible by offering opportunity to employees to place their children in schools in countries in which the staff member is serving. Such action will result in savings of the cost of transporting children to schools in their native countries.

Rule 660 - Leave for Military Service - the change recommended corrects a former situation wherein staff members were forced to resign from the Bureau upon entering the military service. Under the proposed change in the rule, the staff members will now be eligible for reemployment rights.

Section 670 - Sick Leave - the changes in the rule take cognizance of the possibility of serious disability of new staff members who have not accumulated sufficient sick leave to cover extended illness. This liberalization is felt to afford equal protection for all staff members. A review of the incidence of extended illness in the past five years of the Bureau reveals negligible additional cost.

Section 730 - Pension and Provident Fund - it is recognized that the continuation of the Provident Fund in the Bureau is a transitional development made necessary by the status of current staff members.

Section 1200 - Staff Association - the extension of the right of association to field personnel established in this section is a natural development of the decentralization policy into the zones.

The Working Party reviewed the non-substantive changes in the Staff Rules and agreed that they were editorial in character.

Having examined Document CE22/5 and ANNEXES A and B thereto, the Working Party recommends to the Executive Committee the adoption of the following Resolution:

THE EXECUTIVE COMMITTEE,

CONSIDERING THAT the proposed modifications in the Staff Rules of the Pan American Sanitary Organization are of advantage to both the administration and the staff; and

CONSIDERING that similar modifications in the WHO Staff Rules will enter into effect on 1 June 1954,

RESOLVES:

1. To instruct the Director of the Pan American Sanitary Bureau, in the event no changes in substance are made in the WHO Staff Rules by the World Health Assembly, to put into effect the Staff Rules of the PASO at the same time as those of the WHO enter into force.

2. To instruct the Director, in the event that substantial changes are introduced by the World Health Assembly, to bring such changes to the attention of the 23rd Meeting of the Executive Committee.