



*executive committee of
the directing council*

PAN AMERICAN
SANITARY
ORGANIZATION

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



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Washington, D. C.
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Topic 6: CONDITIONS OF EMPLOYMENT OF REGULAR AND PROJECT
PERSONNEL IN THE PASO/WHO

At the VIII Meeting of the Directing Council, the Director presented a document entitled "Conditions of Employment of Regular and Project Personnel in the PASO/WHO," (CD8/36), annexed hereto, which outlined the disparity in the conditions of employment of the regular and project staff members and the reasons therefor.

As a result of the discussions in the Council, and the action taken by it, it is recognized that this matter will be reviewed in its entirety in due course by the Executive Committee, to which the Directing Council has transmitted for action CD8/36 with the recommendation that the Committee give it special attention and consider the advisability of establishing a sub-committee charged with examining the conditions of employment of regular and project personnel.

However, there is one element of these conditions of employment that represents so grave an inequity that it warrants immediate action. Accordingly, the Director has the honor to present the following information regarding this matter and a proposed resolution for the consideration of the Executive Committee at this meeting.

As indicated in document CD8/36, the distinction in the conditions of employment of project and regular staff has not been absolute, and certain regular staff members have continued to retain their regular staff entitlements in addition to receiving the project entitlements. It is desirable to retain the present conditions of employment for regular staff in the interest of maintaining a career service. It also is necessary to end the practice of dual entitlements for some staff members. It is felt, therefore, that an initial step toward the attainment of parity may be taken by the elimination of the payment of project entitlements to regular staff who will serve on a project. Specifically, it is proposed that:

All regular staff members who are transferred to projects will be assigned on the basis of the continuation of their

employment as regular staff members. Participation in the Pension Fund will be continued, household goods will be removed, tenure as a regular staff member will be retained, and other entitlements of a regular staff member will be continued. Regular staff members assigned to projects will not receive the project service allowance, dependant's allowance, field equipment allowance, nor will they receive any other allowances granted to project staff.

In order to effect these changes it will be necessary to amend the Staff Rules. The Director is authorized to make such change, subject to confirmation by the Executive Committee.

Feeling that the subject is one of considerable importance, and one in which the Governing Bodies have expressed great interest, the Director proposes to implement the changes after confirmation of the Executive Committee. The changes will be required in SR 1140.1 which reads:

"1140.1 Staff members appointed for periods of one year or more to projects in connection with services to governments shall be subject to all the provisions of the Staff Rules except as follows;

- (a) Staff Rules 230.3, 270, 730 and 850.2 shall not apply
- (b) The maximum accumulated leave for which payment under Staff Rule 630.7 may be made to such staff shall be 45 days.

When a staff member is transferred to project duty from another activity Rules 230.3 and 850.2 (except as modified by 850.3) cease to apply and Rules 245, 260, 265 and 810(e) become applicable. When a staff member is transferred from project duty to another activity, Rules 245, 260, 810(e) and paragraph (b) above cease to apply and Rules 230.3, 270, 730 and 850.2 become applicable."

The proposed change is in the sentence reading: "When a staff member is transferred from another activity Rules 230.3 and 850.2 (except as modified by 850.3) cease to apply and Rules 245, 260, 265 and 810(e) become applicable".

The Rules which become applicable, SR: 245, 260, 265 and 810 (e), refer respectively to dependant's allowance, project service allowance, field equipment allowance, and transportation on home leave, and it is the mandatory application of these latter Rules which must be altered. A proposed amendment to the cited sentence is:

"When a staff member is transferred to project duty from another activity, he shall continue to receive the entitlements of a regular staff member, and shall not receive any additional entitlements under the provisions of Rules 245, 260, 265 and 810 (e)."

No change is required in the remainder of the Rule.

If the Executive Committee is of the opinion that the amendment to the Rule would remedy the existing condition of dual entitlements for regular staff serving on projects, the following proposed Resolution covering the specific rules change noted above and the recommendation of the Directing Council that the Executive Committee give the general problem of conditions of employment of regular and project staff special attention and consider the advisability of establishing a sub-committee charged with examining this problem, would be in order:

CONSIDERING, that the Director has indicated that a disparity exists between the conditions of employment of regular and project staff members;

NOTING the recommendation of the Directing Council in Resolution XVII of the VIII Meeting that the matter be given special attention and consider the advisability of establishing a sub-committee charged with examining the conditions of employment of regular and project personnel; and

RECOGNIZING, that the proposed change in Staff Rule 1140.1 would remedy the existing condition of dual entitlements for regular staff serving on projects;

RESOLVES:

1. To confirm the action of the Director in amendment of Staff Rule 1140.1 to the following:

"When a staff member is transferred to project duty from another activity, he shall continue to receive the entitlements of a regular staff member, and shall not receive any additional entitlements under the provisions of Rules 245, 260, 265, and 810(e)."

2. To transmit this document to the IX Meeting of the Directing Council for its information.

3. To instruct the Director to transmit the pertinent information regarding this change to the Director-General, WHO, with the request that the WHO consider similar action in respect of the WHO Staff Rules.

4. To establish a sub-committee composed of the following countries _____, _____, and _____ to undertake a study of the conditions of employment of regular and project staff, in collaboration with the Director, and to report to a future Meeting of the Executive Committee.

Attachment: CD8/36



directing council

PAN AMERICAN
SANITARY
ORGANIZATION
VIII Meeting

regional committee

WORLD
HEALTH
ORGANIZATION
VII Meeting



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Topic 26: CONDITIONS OF EMPLOYMENT OF REGULAR AND
PROJECT PERSONNEL IN THE PASO/WHO

Background

Prior to 1949 the conditions of employment of the Pan American Sanitary Bureau applied uniformly to all staff members regardless of official station or area of assignment. However, by virtue of the Agreement signed between the Pan American Sanitary Organization and the World Health Organization in 1949, the Executive Committee, at its 7th Meeting (1949), appointed a special committee to prepare a preliminary draft of Staff Rules and Regulations for the Pan American Sanitary Bureau based on the rules then in effect for the staff of the World Health Organization and the other specialized agencies of the United Nations. As a result of this study, the Directing Council at its III Meeting (1949), adopted the Staff Rules and Regulations of the WHO, duly modified, with certain exceptions. Dating from that action, the Executive Committee has confirmed the adoption of additions and amendments to the initial rules in order that the Staff Rules of the PASB may conform as closely as possible to similar changes placed into effect by the WHO. In 1953, major changes were adopted by the WHO, and, accordingly, by the PASB, concerning special conditions of employment for staff members assigned to projects which were based in good measure on certain changes in the UN/TA rules. These changes added additional allowances to those already granted project personnel and generally made their conditions of employment financially more attractive than in the past.

Conditions of Employment

Essentially, the differences in the conditions of employment of regular and project personnel in the PASB/WHO are founded on the principle that those appointed to the regular staff are in a career service while those assigned to projects are personnel temporarily engaged for a specific period related to the life of the project. The distinction is not, however, an absolute one for there have been a number of cases in which regular staff members have been assigned to a project from a regular post at Headquarters or at a Zone Office. In keeping with the Staff Rules, these employees have been granted the allowances of the project staff, while retaining the allowances of members of the regular staff.

As career personnel, the regular staff are given permanent contracts in PASB or 5-year contracts in WHO and are included in a pension fund wherein provision is made for a retirement benefit or for benefits in case of disability or death. In addition, as career personnel presumably are located for a considerable period of time at a duty station, provision is made for the transport of household goods. Authorization also is given such personnel for a special bonus for service away from home in the form of a repatriation grant. These several allowances are granted regular staff and not project staff.

Project staff are assigned for shorter periods of time and are given contracts of 1 or 2 years duration. They do not participate in the pension fund. They do not receive the special bonus of repatriation grant for service away from home, unless they entered on duty prior to 1952, when the bonus was abolished for project staff. In addition, they are not permitted the transport of household effects to their duty station. However, these project personnel receive certain allowances which more than compensate in total remuneration for the value of the special allowances received by the regular staff. Project staff receive, and regular staff do not, a project service allowance which is presumed to cover the cost of lodging and related incidentals for the staff member and his family. This sum, which is paid in local currency, varies from country to country and is founded on the cost of such accommodations and services in the country of assignment. The sum generally averages to the equivalent in U.S. dollars of \$1,500 per annum. The project staff member also receives

a dependent's allowance of \$200 per annum for a wife or a dependent husband. The regular staff member does not receive this allowance. If the staff member does not have a dependent wife or husband he is eligible for an allowance of \$100 for a dependent parent, brother, sister, or incapacitated child over 21 years of age. Project staff personnel also are permitted a single \$100 allowance for the purchase of field equipment.

Both project and regular staff members receive annual within-grade increases in salary, children's allowance, education grants, installation allowance, participation in the accident and sickness insurance plan, and home leave every two years. The project staff member, if he elects to leave his dependents at home, may have home leave annually.

As indicated above, the distinction is not, however, an absolute one. With the growth of the Organization and development of its programs, there have been cases in which regular staff personnel have been assigned to projects and have been authorized the allowances of both regular and project staff. There are 20 staff members in this category, of whom 6 are paid from PASB funds, none from WHO, 7 from UN/TA, and 7 from OAS/TA funds.

Effect of Conditions of Employment

The effect of the existing situation has been to bring about a considerable difference in entitlements and, accordingly, in take-home pay of regular and project staff members who are located at the same duty station. For instance, the gross income for a regular staff member with 3 children located at the Zone Office in Mexico City, having a salary of \$7,300 and children's allowance of \$600, would be \$7,900. This is subject to a deduction of \$545.64 for pension fund and accident insurance, making the staff member's take-home pay \$7,354.36. A staff member on a project with duty station in Mexico City, having the same number of dependents, receives \$1,962.92 more take-home pay per annum than the regular staff member.

Similar comparisons may be drawn of regular and project staff members in Guatemala City where, dependency status being equal, a project staff member at the P.4 grade receives \$2,327 more take-home pay than the regular staff member; in Buenos Aires, where a project staff member of the P.4 grade receives

\$3,231.40 more than the regular staff member; and at every other station where project and regular staff are located together.

These are but a few examples; the problem is a general one throughout the Organization and merits definitive examination and remedial action in the immediate future in order to adjust inequities and to avoid further disturbance to staff morale. The staff members adversely affected are the career personnel of the Bureau. In the past, the ready answer to queries from them as to the disparity between their salaries and those of project staff has been to emphasize career service, pension participation, and the right to transfer of household goods. There is very serious question, however, as to whether these privileges outweigh the additional remuneration to project staff. This argument lacks any merit when reference is made to the 20 persons on projects who receive the allowances of regular and project staff. The significant matter for a regular staff member, and this has been brought up on many occasions in the past, is that project staff, the temporary staff, are receiving more income than the permanent staff.

Conversely, some project staff members, serving on contracts of one to two years, have raised the question of their tenure and have noted their desire to have greater job security. This matter, too, warrants review and determination, as do such other matters as the salary scale of the staff, for we are having difficulty recruiting new personnel of high competence and maintaining the quality and numbers of our staff at the salaries we are now offering.

The multiplicity of allowances and the diversity of rules and procedures of different members of our staff has resulted in a complex and expensive process that is wasteful of the financial resources of the Organization and is an injustice to the regular staff of the Bureau.

Considering that the disparity in the conditions of employment between the regular and the project staff represents a serious problem in the orderly administration of the programs of the PASB, the Director requests the Directing Council to review the factors occasioning this situation and to give him the benefit of its guidance as to remedial action.