



*executive committee of
the directing council*

PAN AMERICAN
HEALTH
ORGANIZATION

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



50th Meeting
Washington, D. C.
- April-May 1964

Draft Agenda Item 12

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17 March 1964
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AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

In accordance with Staff Rule 030, the Director submits to the Executive Committee for confirmation the amendments he has introduced since its 49th Meeting. An explanation of the changes is given in the Annex.

Comparable changes were introduced by the Director-General of the World Health Organization and were confirmed by the Executive Board at its Thirty-Third Session (EB33.R23).

It is desired that the same policies and procedures govern the personnel of the World Health Organization and of the Pan American Sanitary Bureau working together in a common effort.

In view of the foregoing, the Executive Committee may wish to consider a resolution along the following lines:

Proposed Resolution

The Executive Committee,

Having examined the amendments to the Staff Rules of the Pan American Sanitary Bureau, as set forth in Document CE50/6, Annex, presented by the Director; and

Considering the provisions of Staff Rule 030,

RESOLVES:

To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau as presented by the Director in the Annex to Document CE50/6.

Annex: Amendments to Staff Rules

AMENDMENTS TO THE STAFF RULES

<u>No.</u>	<u>Previous text</u>	<u>New text</u>	<u>Comments</u>
210.3(a)	A spouse whose occupational earnings do not exceed the lowest entrance salary level of the Bureau's local salary scale for the area in which the spouse is employed, or in the case of a staff member in the professional category or above, if the earnings do not exceed US\$2,000 per annum except where the lowest entrance salary of the local scale is higher; provided that if both husband and wife are staff members of international organizations applying the common system of salaries and allowances neither may be recognized as a dependent for purposes of Rules 235.2 and 260.	210.3(a) A spouse whose <u>net</u> occupational earnings do not exceed the entrance salary level of the Bureau's local <u>net</u> salary scale for the area in which the spouse is employed, or in the case of a staff member in the professional category or above, if the <u>net</u> earnings do not exceed <u>US\$2,500</u> per annum except where the lowest entrance salary of the local salary scale is higher; provided that if both husband and wife are staff members of international organizations applying the common system of salaries and allowances neither may be recognized as a dependent for purposes of Rules 235.2 and 260.	This is an editorial change in the amount of permissible earnings of a dependent spouse of a professional or higher level staff member to accord with the increased entrance rate for the lowest grade of the general service level in Headquarters.
230	SALARIES FOR POSTS IN THE PROFESSIONAL CATEGORY AND ABOVE	230 <u>SALARIES</u>	
230.1	(The previous text will be designated Staff Rule 230.3)	230.1 <u>All salaries, and all terminal payments computed under Staff Rule 280.2, unless specifically excepted by the Director at the time of appointment, shall be subject to an assessment prescribed in Rule 230.2. The amount of salary remaining after deduction of the assessment is known as "net salary".</u>	These new Rules 230.1 through 230.5 institute gross salaries applied by the United Nations (WHO Executive Board Resolution EB29.R12 and EB31.R42).

<u>No.</u>	<u>Previous text</u>	<u>New text</u>	<u>Comments</u>																				
230.2	The following schedule of net salaries shall apply to all posts in the professional category: (see Annex A)	<p>230.2 <u>The amounts to be assessed against all salaries, and all terminal payments computed under Staff Rule 280.2 are:</u></p> <table border="1"> <thead> <tr> <th><u>Total Assessable Payments</u></th> <th><u>Assessment per cent</u></th> </tr> </thead> <tbody> <tr> <td><u>First US\$1,000 per year</u></td> <td><u>10</u></td> </tr> <tr> <td><u>Next US\$2,000 per year</u></td> <td><u>15</u></td> </tr> <tr> <td><u>Next US\$3,000 per year</u></td> <td><u>20</u></td> </tr> <tr> <td><u>Next US\$3,000 per year</u></td> <td><u>25</u></td> </tr> <tr> <td><u>Next US\$3,000 per year</u></td> <td><u>30</u></td> </tr> <tr> <td><u>Next US\$3,000 per year</u></td> <td><u>35</u></td> </tr> <tr> <td><u>Next US\$4,000 per year</u></td> <td><u>40</u></td> </tr> <tr> <td><u>Next US\$4,000 per year</u></td> <td><u>45</u></td> </tr> <tr> <td><u>Remaining assessable payments</u></td> <td><u>50</u></td> </tr> </tbody> </table>	<u>Total Assessable Payments</u>	<u>Assessment per cent</u>	<u>First US\$1,000 per year</u>	<u>10</u>	<u>Next US\$2,000 per year</u>	<u>15</u>	<u>Next US\$3,000 per year</u>	<u>20</u>	<u>Next US\$3,000 per year</u>	<u>25</u>	<u>Next US\$3,000 per year</u>	<u>30</u>	<u>Next US\$3,000 per year</u>	<u>35</u>	<u>Next US\$4,000 per year</u>	<u>40</u>	<u>Next US\$4,000 per year</u>	<u>45</u>	<u>Remaining assessable payments</u>	<u>50</u>	This new Rule specifies the amount of assessment to be levied.
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230.3	(Previous Rule 230.1)	230.3 The salary of the Director is fixed by the Conference or Directing Council. The salaries of the Deputy Director and the Assistant Director are fixed by the Director with the approval of the Executive Committee.	Paragraph renumbered.																				
230.4		230.4 <u>The following schedule of annual salaries and of annual net salaries shall apply to all professional category posts and above:</u> (see Annex B)	This change establishes the gross equivalents of present net salaries. It renumbers Staff Rule 230.2 and specifies that the salaries quoted in the scale are annual salaries and that they apply to staff of professional level and above.																				

<u>No.</u>	<u>Previous text</u>	<u>New text</u>	<u>Comments</u>
230.5	(This is the present Staff Rule 240 which will be renumbered)	230.5 For the <u>other</u> provisions governing the establishment of salaries for <u>posts subject to local recruitment</u> see Staff Rule 1110	This is an editorial change to ensure that general service staff salaries are subject to the "assessment" proposed in Staff Rule 230.1.
	SALARIES FOR POSTS SUBJECT TO LOCAL RECRUITMENT		
	For provisions governing the establishment of such salaries see Rule 1110.		
240	(Delete)		See Staff Rule 230.5
265.1			The text of the present paragraph numbered 265 will be renumbered 265.1
265.2		265.2 <u>No person appointed on or after 1 January 1964 will be entitled to service benefit.</u>	This new Rule will serve to end the entitlement to Service Benefit for all newly appointed staff members.
270	A staff member who on leaving the service of the Bureau, other than by dismissal for serious misconduct, has performed at least two years continuous service at an official station outside the country of his place of residence and is not entitled to the Service Benefit (Rule 265) shall be entitled to a repatriation grant subject to the following conditions:	270 A staff member who on leaving the service of the Bureau, other than by dismissal for serious misconduct, has performed at least <u>one year</u> of continuous service outside the country of his place of residence and who is not entitled to the Service Benefit (Rule 265) shall be entitled to a repatriation grant subject to the following conditions:	The change in this Rule will provide Repatriation Grant at the end of one year instead of two years of service.

<u>No.</u>	<u>Previous text</u>	<u>New text</u>	<u>Comments</u>
270.1	The grant shall be computed in accordance with the following schedule but shall not exceed US\$2,500 for a staff member without dependents and US\$5,000 for a staff member with dependents:	270.1 The grant shall be computed in accordance with the following schedule: <u>Weeks of Salary</u> Years of Service Without Dependents With Dependents	The new text eliminates the maximum amount in dollars that may be paid, but retains a maximum length of service that may be credited; the text also provides a value for one year of service.

<u>Years of Service</u>	<u>Weeks of Salary</u>		<u>Not less than</u>		
	<u>Without Dependents</u>	<u>With Dependents</u>			
2	4	8	1	2	4
3	5	10	2	4	8
4	6	12	3	5	10
5	7	14	4	6	12
6	8	16	5	7	14
7	9	18	6	8	16
8	10	20	7	9	18
9	11	22	8	10	20
10	12	24	9	11	22
11	13	26	10	12	24
12 or more	14	28	11	13	26
			12 or more	14	28

270.2	For purposes of this rule "dependents" shall mean a wife, or a fully dependent husband or child. Calculation of the grant shall be made on the basis of the dependency status of the staff member at the date of leaving the Bureau.	270.2 For purposes of this Rule "dependents" shall mean a wife, or a fully dependent husband or a child <u>recognized under Staff Rule 210.3(b)</u> . Calculation of the grant shall be made on the basis of the dependency status of the staff member at the date of leaving the Bureau.	This change is an editorial one.
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<u>No.</u>	<u>Previous text</u>	<u>New text</u>	<u>Comments</u>
270.3	Any period of leave without pay, or special leave, in excess of 30 days, any period of duty at an official station within 100 kilometers of the staff member's place of residence (see Rule 360) and any period of service prior to 16 April 1951, shall be excluded from the computation of service time. Continuous service, on fixed-term appointments of less than five years, immediately preceding a permanent appointment shall be credited retroactively in calculating the repatriation grant. Staff members who on 1 January 1958 were on fixed-term appointments of less than five years and had previously had an entitlement under this rule, retain such entitlements.	270.3 Any period of leave without pay, or special leave, in excess of 30 days, any period of duty at an official station within 100 kilometers of the staff member's place of residence (see Rule 360), any period of service prior to 16 April 1951, <u>and, for staff members who were ineligible for repatriation grant before 1 January 1958, any period of service before that date,</u> shall be excluded from the computation of service time.	This rule is a clarification flowing from other changes in Rules as described above.
450.2	All satisfactory service time, except continuous periods of special leave and leave without pay of more than 30 days shall be credited towards the service requirements which are: (a) one year of full-time service in levels P-1 through P-6/D-1 step IV of the schedule in Rule 230.2; (b) two years of full-time service in levels P-6/D-1 Step IV through D-2 Step III of the schedule in Rule 230.2;	450.2 All satisfactory service time, except continuous periods of special leave and leave without pay of more than 30 days, shall be credited towards the <u>units of service time. The unit of service time is defined as the minimum length of time which must be served in a step in order to achieve a within grade increase under the terms of this Rule. The unit is:</u> (a) one year of full-time service in <u>all levels from P-1 step I through P-6/D-1 step III</u> of the schedule in <u>Staff Rule 230.4;</u>	These are editorial changes which change the reference from Staff Rule 230.2 to 230.4, and which amplify the meaning of service time to avoid ambiguity.

No.	Previous text	New text	Comments
450.2	(continued) (c) such period of full-time service as the Director may establish for posts subject to local recruitment in accordance with Rule 1110; (d) the equivalent amount of part-time service.	(b) two years of full-time service in levels P-6/D-1 step IV through D-2 <u>step II</u> of the schedule in <u>Staff Rule 230.4</u> ; (c) such period of full-time service as the Director may establish for posts subject to local recruitment in accordance with Rule 1110; (d) the equivalent amount of part-time service.	
730.3	(This is the present text of Staff Rule 210.2) "Pensionable remuneration" means: (a) Base pensionable remuneration consisting of the United Nations gross salary rate applicable to the grade and step of the staff member (including any language allowance established in accordance with Staff Rule 1110.6) less one-half of the amount of staff assessment applied by the United Nations to such gross salary; and (b) the amount of any nonresidence allowance established in accordance with Staff Rule 1110.4.	730.3 <u>The remuneration of a staff member reported for computation of Pension Fund contributions and benefits is called "pensionable remuneration". It is:</u> (a) Base pensionable remuneration consisting of <u>salary</u> (including any language allowance established in accordance with Staff Rule 1110.6 or <u>meritorious within-grade increase established in accordance with Staff Rule 455</u>) less one-half of the amount of staff assessment <u>levied in accordance with Staff Rule 230.1</u> ; and (b) the amount of any nonresidence allowance established in accordance with Staff Rule 1110.4.	This is an editorial change; it renumbers Staff Rule 210.2, explains the meaning of "pensionable remuneration" and eliminates reference to the United Nations gross salary rate, a reference no longer necessary because of the introduction of the assessment plan (proposed Staff Rule 230.1 above).

<u>No.</u>	<u>Previous text</u>	<u>New text</u>	<u>Comments</u>
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740	GRANT IN CASE OF DEATH On the death of a staff member holding, or having held at any time during continuous service with the Bureau, a permanent appointment, or having completed five years of continuous service on fixed-term appointments of less than five years, whose death does not result in any indemnity payment from the Bureau's accident and illness insurance policy, a payment shall be made to the dependent spouse if any, and if none, then to any dependent children in accordance with the following schedule:
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<u>Years of Service</u>	<u>Months of Salary</u>
3 or less	3
5	4
7	5
9 or more	6

740	GRANT IN CASE OF DEATH On the death of a staff member holding, or having held at any time during continuous service with the Bureau, a permanent appointment, or having completed five years of continuous service on fixed-term appointments of less than five years, whose death does not result in any indemnity payment from the Bureau's accident and illness insurance policy, a payment shall be made <u>in accordance with the following schedule to:</u>
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- (1) The spouse or, if none;
- (2) the children recognized under Staff Rule 210.3(b) in equal shares, or (3) if neither spouse nor recognized children, then to a dependent recognized under Staff Rule 210.3(c):

<u>Years of Service</u>	<u>Months of Salary</u>
3 or less	3
5	4
7	5
9 or more	6

This Rule change allows payment of the death benefit to a spouse whether recognized under Staff Rule 210.3(a) or not, and, in the absence of "primary" beneficiaries allows payment to "secondary" ones defined under Staff Rule 210.3(c). The change also specifies that when payments are made to children the amount is to be divided equally among them.

CONTINUATION OF PRESENT TEXT OF STAFF RULE 230.2

GRADE	Step I US\$	Step II US\$	Step III US\$	Step IV US\$	Step V US\$	Step VI US\$	Step VII US\$	Step VIII US\$	Step IX US\$	Step X US\$	Step XI US\$	Step XII US\$
P-1	4,800	5,000	5,190	5,380	5,560	5,750	5,940	6,130	6,310			
P-2	6,130	6,310	6,500	6,690	6,880	7,060	7,250	7,460	7,670	7,880		
P-3	7,460	7,670	7,880	8,090	8,300	8,510	8,720	8,930	9,180	9,420	9,640	9,870
P-4	8,930	9,180	9,420	9,640	9,870	10,130	10,390	10,650	10,910	11,170	11,420	
P-5	10,650	10,910	11,170	11,420	11,660	11,950	12,240	12,520	12,810	13,100		
P-6/D-1	12,080	12,500	12,920	13,340	13,760	14,140	14,530					
D-2	14,530	15,020	15,520									

CONTINUATION OF PROPOSED TEXT OF STAFF RULE 230.4

Level	Step I US\$	Step II US\$	Step III US\$	Step IV US\$	Step V US\$	Step VI US\$	Step VII US\$	Step VIII US\$	Step IX US\$	Step X US\$	Step XI US\$	Step XII US\$
P-1	5,750	6,000	6,250	6,500	6,750	7,000	7,250	7,500	7,750			
(net)	4,800	5,000	5,190	5,380	5,560	5,750	5,940	6,130	6,310			
P-2	7,500	7,750	8,000	8,250	8,500	8,750	9,000	9,300	9,600	9,900		
(net)	6,130	6,310	6,500	6,690	6,880	7,060	7,250	7,460	7,670	7,880		
P-3	9,300	9,600	9,900	10,200	10,500	10,800	11,100	11,400	11,750	12,100	12,450	12,800
(net)	7,460	7,670	7,880	8,090	8,300	8,510	8,720	8,930	9,180	9,420	9,640	9,870
P-4	11,400	11,750	12,100	12,450	12,800	13,200	13,600	14,000	14,400	14,800	15,200	
(net)	8,930	9,180	9,420	9,640	9,870	10,130	10,390	10,650	10,910	11,170	11,420	
P-5	14,000	14,400	14,800	15,200	15,600	16,080	16,560	17,040	17,520	18,000		
(net)	10,650	10,910	11,170	11,420	11,660	11,950	12,240	12,520	12,810	13,100		
P-6/D-1	16,300	17,000	17,700	18,400	19,100	19,800	20,500					
(net)	12,080	12,500	12,920	13,340	13,760	14,140	14,530					
D-2	20,500	21,400	22,300									
(net)	14,530	15,020	15,520									