



*executive committee of  
the directing council*

PAN AMERICAN  
HEALTH  
ORGANIZATION

*working party of  
the regional committee*

WORLD  
HEALTH  
ORGANIZATION



52nd Meeting  
Washington, D. C.  
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Provisional Agenda Item 17

CE52/14 (Eng.)  
29 March 1965  
ORIGINAL: ENGLISH

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

In accordance with Staff Rule 030, the Director has the honor to submit to the Executive Committee for confirmation the amendments to the Staff Rules of the Pan American Sanitary Bureau introduced since the 50th Meeting of the Executive Committee.

The specific rules affected are 210.1, 430.2, 640.4, 730.3, 870, 1110.4, 1110.6. Similar changes were introduced by the Director General of the World Health Organization and were confirmed by the Executive Board at its 35th Session (EB35/R21).

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 the annex to Document CE52/14 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 CE52/14.

Annex: Amendments to Staff Rules

AMENDMENTS TO THE STAFF RULES

<u>No.</u>	<u>Present Text</u>	<u>New Text</u>	<u>Comments</u>
210.1	"Salary" means the remuneration received by the staff member by application of a salary schedule or an extension of such a schedule including any extra compensation for language proficiency.	"Salary" means the remuneration received by the staff member by application of a salary schedule or an extension of such a schedule.	By agreement among organizations applying the common system, the language allowance in future shall be a flat rate in each locality.
430.2	In addition to the normal work review and discussion with a staff member, supervisors shall periodically make a formal evaluation of the performance and conduct and potentialities for greater usefulness of each staff member under their supervision. This evaluation shall be made at such intervals as the work situation or the individual's performance requires but in no case less frequently than once a year. Supervisors shall discuss their conclusions with the staff member and make specific suggestions for improvement in all aspects of performance which are not entirely satisfactory.	<u>For Staff at D.2 level and below,</u> in addition to the normal work review and discussion with a staff member, supervisors shall periodically make a formal evaluation of the performance and conduct and potentialities for greater usefulness of each staff member under their supervision. This evaluation shall be made at such intervals as the work situation or the individual's performance requires but in no case less frequently than once a year. Supervisors shall discuss their conclusions with the staff member and make specific suggestions for improvement in all aspects of performance which are not entirely satisfactory.	The requirement of a written annual performance report is not applied to the Deputy Director, or the Assistant Director.

<u>No.</u>	<u>Present Text</u>	<u>New Text</u>	<u>Comments</u>
640.4	Qualifying service for purposes of home leave shall consist of continuous periods of service for the Organization at an official station outside the country of residence, except as provided in Rule 650.3.	Qualifying service for purposes of home leave shall consist of continuous periods of service for the Organization at an official station outside the country of residence, except as provided in Rule <u>650.4(d)</u> .	This is an editorial correction only.
730.3	The remuneration of a staff member reported for computation of Pension Fund contributions and benefits is called "pensionable remuneration". It is:	The remuneration of a staff member reported for computation of Pension Fund contributions and benefits is called "pensionable remuneration" and is defined as follows:	The reason for this change is based upon a recommendation presented by a group of experts who met in 1960 to review the functioning of the Joint Staff Pension Fund. It was their recommendation that pensions in international organizations should be based upon the gross salary level as in other normal employment, rather than the net, after tax, salary. For a number of reasons the group did not feel that it was possible at that stage to move immediately from net to full gross. As the initial step they recommended that pension be calculated on an assumed figure half-way between net and gross. This was adopted by the legislative authorities of the various organizations, and was reflected in an amendment to the PASB Staff Rule 210.2 (new rule 730.3) confirmed by the Executive Committee at its
	<ul style="list-style-type: none"> <li>a) base pensionable remuneration consisting of salary (including any language allowance established in accordance with Staff Rule 1110.6 or meritorious within-grade increase established in accordance with Staff Rule 455) less one-half of the amount of staff assessment levied in accordance with Staff Rule 230.1; and</li> <li>b) the amount of any non-residence allowance established in accordance with Staff Rule 1110.4.</li> </ul>	<ul style="list-style-type: none"> <li>a) <u>for all staff, base pensionable remuneration is salary as defined in Staff Rule 210.1;</u></li> <li>b) <u>for staff entitled to post adjustment, the base pensionable remuneration is adjusted in multiples of 5 per cent whenever the weighted average of the post adjustments of the Headquarters and regional offices of the member organizations of the Joint Pension Fund varies by 5 per cent, measured from 1 January 1962;</u></li> <li>c) <u>for staff entitled to a non-residence allowance, or a language allowance, in accordance with Staff Rule 1110, the base pensionable remuneration is increased by the amount of such allowance.</u></li> </ul>	

No.

Present Text

New Text

Comments

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The Director may authorize the indemnification of a staff member for loss of personal property as a result of conditions of service provided he has taken reasonable precautions to safeguard and insure the property and provided that claim for such indemnification shall normally be limited to items of basic living. In no single case may the indemnification exceed US\$1,000.

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43rd Meeting. It is now felt that the organizations may proceed with the second step of implementation of the Pension Review Group's recommendation, i.e., to move to a full gross with the effective date of 1 March 1965. The revised rule also takes into consideration that portion of staff remuneration given in the form of cost of living adjustment as the basis of calculating pension fund contributions and benefits.

The limit of indemnification to US\$1,000 was fixed in 1949 when the Staff Rules were first established. As a result of the change of value of money since that time this figure is not realistic any more and should be removed. By agreement between the various organizations applying the common system of salaries and allowances a limit has now been proposed for such indemnification which should not exceed US\$2,000 for staff members without dependants and US\$4,000 for staff members with dependants.

<u>No.</u>	<u>Present Text</u>	<u>New Text</u>	<u>Comments</u>
1110.4	Persons whom it is necessary to recruit outside the local area for such posts shall be appointed under the conditions of employment established for persons locally recruited. In addition, any such staff members recruited outside the local area and outside the country of the official station may be paid an annual non-residence allowance in an amount to be fixed by the Director for each area.	Persons whom it is necessary to recruit outside the local area for such posts shall be appointed under the conditions of employment established for persons locally recruited. In addition, any such staff members recruited outside the local area and outside the country of the official station may be <u>granted</u> an annual non-residence allowance in an amount to be fixed by the Director for each area, <u>and such other entitlements as required to meet extra costs of non-resident status or accepted practices for non-residents employed in the locality.</u>	"This is essentially an editorial revision to clarify that eligible General Service staff recruited outside the local area and outside the country of the official station are eligible for other entitlements." The Director wishes to point out that this rule is not applicable in the Americas as all general service personnel are recruited locally.
1110.6	The Director may grant staff in this category additional remuneration for proficiency in a second language useful to the Organization.	The Director may grant staff in this category additional remuneration for proficiency in a second <u>or third</u> language useful to the Organization.	This change is designed to allow the Director, if he so wishes, to pay a language allowance for a third language useful to the Organization. This change has been agreed by the Executive Heads of the organizations applying the common system of salaries and allowances.