



*executive committee of
the directing council*

PAN AMERICAN
HEALTH
ORGANIZATION

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



86th Meeting
Washington, D.C.
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Provisional Agenda Item 18

CE86/13 (Eng.)
14 April 1981
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AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

Salaries for Ungraded Categories of Posts

Following the consolidation of 30 points of post adjustment into net base pay and the concurrent revision of the scales of staff assessment referred to in Document CE86/11, the Executive Board of WHO at its Sixty-seventh Session recommended to the Thirty-fourth World Health Assembly that a similar modification be made to the salaries and post adjustment rates for ungraded posts, effective 1 January 1981. These adjustments were made on the basis of the "no gain/no loss" principle adopted by the United Nations General Assembly.

The World Health Assembly is expected to take action on the recommendations of the Executive Board in May 1981.

This document regarding the remuneration of PASB staff in ungraded posts has been prepared at this time in order to comply with Rule 4 of the Rules of Procedure of the Executive Committee.

The Executive Committee is invited to consider a proposed resolution on the salary of the Director and another concerning the salaries of the Deputy Director and Assistant Director.

It is to be noted that the Executive Board of WHO at its Sixty seventh Session recommended to the Thirty-fourth World Health Assembly that it establish the annual salary of the Deputy Director-General at \$55,637 at the dependency rate or \$50,497 at the single rate, and that of the Regional Directors at \$50,525 at the dependency rate or \$46,042 at the single rate (EB67.R17).

Salary of the Director of PASB

Since 1969 the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director of PASB at the same level as that of the Deputy Director-General of WHO.

The XX Meeting of the Directing Council (1971), in operative paragraph 2 of Resolution XX, requested "the Executive Committee, in cases of any future salary adjustments in respect of professional and ungraded categories of posts, to make recommendations to the Conference or the Directing Council concerning the appropriate level of the salary of the Director."

The Executive Committee, following this guide, may wish to recommend to the XXVIII Meeting of the Directing Council that it adjust the annual net salary of the Director to \$55,637 at the dependency rate or \$50,497 at the single rate, effective 1 January 1981, and that, consequent upon the adjustment of salary, appropriate reduction be made in the post adjustment rate.

Salaries of the Deputy Director and Assistant Director of PASB

Since 1962 it has been the policy of the Executive Committee to set the salary of the Deputy Director at the level of other WHO Regional Directors, and that of the Assistant Director at \$1,000 less.

Considering that Article 3.1 of the Staff Regulations of PASB states: "The salaries for the Deputy Director and the Assistant Director shall be determined by the Director of the Bureau with the approval of the Executive Committee," the Committee may wish to follow this practice and adjust the annual net salary of the Deputy Director to \$50,525 at the dependency rate or \$46,042 at the single rate, and that of the Assistant Director to \$49,525 at the dependency rate or \$45,042 at the single rate, effective 1 January 1981. The post adjustment rates for these officials would be proportionately reduced.

After considering the matter, the Executive Committee may wish to approve resolutions along the following lines:

Proposed Resolutions

SALARY OF THE DIRECTOR

THE EXECUTIVE COMMITTEE,

Considering the revision made to the schedule of salaries of the professional and higher categories of staff in graded posts, effective 1 January 1981;

Taking into account the recommendation of the 67th Session of the WHO Executive Board to the Thirty-fourth World Health Assembly related to the salaries of the Deputy Director-General and the Regional Directors; and

Bearing in mind Resolution XX of the XX Meeting of the Directing Council,

RESOLVES:

To recommend to the Directing Council at its XXVIII Meeting that it establish the salary of the Director at \$55,637 (dependency rate) or \$50,497 (single rate) per annum, effective 1 January 1981, and that consequent upon the adjustment of salary appropriate reduction be made of the post adjustment rate.

SALARIES OF THE DEPUTY DIRECTOR AND THE ASSISTANT DIRECTOR

THE EXECUTIVE COMMITTEE,

Considering the revision made to the schedule of salaries of the professional and higher categories of staff in graded posts, effective 1 January 1981;

Taking into account the recommendation of the 67th Session of the WHO Executive Board to the Thirty-fourth World Health Assembly related to the salaries of the Deputy Director-General and the Regional Directors; and

Bearing in mind Staff Regulation 3.1 of the Pan American Sanitary Bureau,

RESOLVES:

1. To approve the proposal of the Director to:
 - a) Establish the salary of the Deputy Director at \$50,525 (dependency rate) or \$46,042 (single rate) per annum, effective 1 January 1981;
 - b) Establish the salary of the Assistant Director at \$49,525 (dependency rate) or \$45,042 (single rate) per annum, effective 1 January 1981.

2. To note that, consequent upon the revision of salaries for these officials, appropriate reduction will be made in the post adjustment rates.