



*executive committee of
the directing council*

PAN AMERICAN
HEALTH
ORGANIZATION

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



99th Meeting
Washington, D.C.
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Provisional Agenda Item 5.4

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AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

In accordance with the provisions of Staff Rule 020, the Director submits to the Executive Committee, as Annex to this document, for confirmation, the amendments to the Staff Rules he has made since the 97th Meeting.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its Seventy-ninth Session (Resolutions EB79.R10 and 11) and are in compliance with paragraph 2 of Resolution XIX adopted by the Executive Committee at its 59th Meeting (1968), which requested the Director to continue to introduce changes as he deems necessary to maintain close similarity between the provisions of the Staff Rules of PASB and those of WHO.

The amendments result from decisions taken by the United Nations General Assembly at its forty-first session (1986), based on the recommendations of the International Civil Service Commission (ICSC) in its twelfth annual report.

The Annex to this document contains the texts of the amended Staff Rules, the purpose of which is briefly explained below. The effective dates of these changes are 1 January 1987 or 1 April 1987, as appropriate.

The budgetary implications of these amendments are insignificant.

The Executive Committee is invited to consider two proposed resolutions: the first confirms the amendments reproduced in the Annex to this document; the second concerns the revision of the remuneration levels of staff in the ungraded posts.

Amendments considered necessary in the light of decisions taken by the United Nations General Assembly at its forty-first session on the basis of recommendations of the International Civil Service Commission (ICSC)

1. Assessment rates for salaries for the professional and higher categories

As part of its review of the scale of pensionable remuneration, the International Civil Service Commission looked into the appropriateness of the existing staff assessment scale and decided that revisions should be made to the scale to reflect the tax rates applicable currently in the seven headquarters countries. The revised scale was approved by the General Assembly to be introduced with effect from 1 April 1987.

Staff Rule 330.1.1 has been amended accordingly.

2. Assessment rates for salaries in the general service category

New assessment rates also have been established for the general service category of staff, with effect from 1 January 1987. Rule 330.1.2 has been amended to reflect the new rates.

3. The schedule of salaries for the professional and higher categories

As a consequence of the revision of the staff assessment rates for the professional and higher categories (referred to in paragraph 1 above), the schedule of annual gross base salaries and of annual net salaries also requires revision. The major changes in the scale concern the annual gross salaries; there are no changes to the scale of net salaries at the dependent "D" rates and only very minor changes to the scale of net salaries at the single "S" rates. Staff Rule 330.2 has been amended accordingly. The new schedule became effective on 1 April 1987.

4. Salaries for ungraded posts

The technical adjustments to salaries for the professional and higher categories as a consequence of the revision of the staff assessments rates described in the preceding paragraphs call for similar adjustments to the remuneration of the Assistant Director, the Deputy Director and the Director.

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 PASB Staff Regulation Article 3.1 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," this Body may wish to follow the same practice and

adjust the annual net salary at the single rate of the Deputy Director to \$53,887 and that of the Assistant Director to \$52,887, effective 1 April 1987.

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, in operative paragraph 2 of Resolution XX, requested "the Executive Committee, in case 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 Directing Council that at its XXXII Meeting it adjust the net salary of the Director at the single rate to \$58,938 per annum, effective 1 April 1987.

Budgetary implications

The budgetary implications of these amendments are insignificant.

Proposed Resolution

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU
THE 99th MEETING OF THE EXECUTIVE COMMITTEE,

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE99/3;

Recognizing the need for uniformity of conditions of employment of PASB and WHO staff; and

Bearing in mind the provisions of Staff Rule 020,

RESOLVES:

To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE99/3, with effect from 1 January 1987 concerning the assessment rates for salaries for the general service category, and with effect from 1 April 1987 concerning the assessment rates for salaries for the professional categories, and in consequence the schedule of salaries for the professional and higher categories posts.

Proposed Resolution

SALARIES FOR THE UNGRADED POSTS

THE 99th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the staff assessment rates for the professional and higher categories in graded posts, effective 1 April 1987;

Taking into account the recommendation of the Seventy-ninth Session of the WHO Executive Board to the Fortieth World Health Assembly related to the remuneration of the Regional Director, the Deputy Director-General and the Director-General; and

Bearing in mind Staff Regulation 3.1 of the Pan American Sanitary Bureau and Resolution XX of the XX Meeting of the Directing Council,

RESOLVES:

1. To approve the proposal of the Director, effective 1 April 1987, to:
 - a) Establish the salary of the Deputy Director at \$53,887 at single rate per annum;
 - b) Establish the salary of the Assistant Director at \$52,887 at single rate per annum.
2. To recommend to the Directing Council at its XXXII Meeting that it establish the salary of the Director at \$58,938 at single rate per annum, effective 1 April 1987.

Annex

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

Texts of the Amended Staff Rules

330. SALARIES

330.1 Gross base salaries, and terminal remuneration figures used for computation of separation payments under Rule 380.2, shall be subject to the following assessments:

330.1.1 For professional and higher graded staff:

Amounts per year	Assessment per cent	
	Rate with dependents*	Rate without dependents*
	(* as defined in Rules 310.5.1 and 310.5.2)	
First US\$ 15 000	10.0	14.0
Next US\$ 5 000	25.0	32.5
Next US\$ 5 000	28.0	33.8
Next US\$ 5 000	30.0	35.8
Next US\$ 5 000	32.0	38.1
Next US\$ 10 000	34.0	40.3
Next US\$ 10 000	36.0	42.7
Next US\$ 10 000	38.0	44.0
Next US\$ 15 000	40.0	46.6
Next US\$ 20 000	42.0	52.1
Remaining assessable payments	44.0	53.5

330.1.2 For the general service category, except for non-resident's and language allowances (see Rule 380.2.3):

Amounts per year	Assessment per cent
First US\$ 2 000	11.0
Next US\$ 2 000	14.0
Next US\$ 2 000	17.0
Next US\$ 2 000	20.0
Next US\$ 4 000	22.0
Next US\$ 4 000	24.0
Next US\$ 4 000	26.0
Next US\$ 6 000	28.0
Next US\$ 6 000	30.0
Next US\$ 6 000	32.0
Next US\$ 6 000	34.0
Remaining assessable payments.....	36.0

330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply to all professional category and directors' posts:

Level		STEPS												
		I US \$	II US \$	III US \$	IV US \$	V US \$	VI US \$	VII US \$	VIII US \$	IX US \$	X US \$	XI US \$	XII US \$	XIII US \$
P-1	Gross	20 953	21 816	22 690	23 542	24 408	25 282	26 192	27 056	27 905	28 725			
	Net D	17 936	18 557	19 187	19 800	20 424	21 047	21 684	22 289	22 883	23 458			
	Net S	16 906	17 477	18 056	18 620	19 193	19 766	20 350	20 905	21 450	21 976			
P-2	Gross	27 608	28 533	29 451	30 382	31 337	32 284	33 239	34 181	35 136	36 117	37 082		
	Net D	22 675	23 323	23 965	24 610	25 259	25 903	26 553	27 193	27 840	28 487	29 124		
	Net S	21 259	21 853	22 443	23 031	23 623	24 209	24 800	25 383	25 971	26 557	27 133		
P-3	Gross	34 329	35 480	36 625	37 736	38 877	40 040	41 202	42 340	43 377	44 398	45 448	46 500	47 573
	Net D	27 294	28 067	28 822	29 556	30 309	31 077	31 843	32 594	33 279	33 953	34 637	35 310	35 997
	Net S	25 475	26 177	26 860	27 523	28 205	28 899	29 593	30 272	30 891	31 501	32 117	32 719	33 334
P-4	Gross	42 356	43 575	44 795	46 038	47 313	48 518	49 718	50 918	52 178	53 455	54 686	55 901	
	Net D	32 605	33 409	34 215	35 014	35 830	36 602	37 369	38 137	38 944	39 761	40 549	41 308	
	Net S	30 282	31 009	31 738	32 455	33 185	33 876	34 563	35 251	35 973	36 705	37 410	38 095	
P-5	Gross	52 718	54 003	55 261	56 511	57 778	59 023	60 276	61 521	62 775	64 016			
	Net D	39 290	40 112	40 912	41 687	42 472	43 244	44 021	44 793	45 571	46 340			
	Net S	36 282	37 019	37 736	38 436	39 146	39 843	40 545	41 242	41 944	42 639			
P-6/ D-1	Gross	59 373	60 972	62 551	64 140	65 739	67 340	68 895						
	Net D	43 461	44 453	45 432	46 417	47 393	48 354	49 287						
	Net S	40 039	40 934	41 819	42 708	43 585	44 440	45 270						
D-2	Gross	69 093	70 819	72 561	74 336									
	Net D	49 406	50 441	51 487	52 552									
	Net S	45 376	46 297	47 228	48 175									

D - Rate applicable to staff members with a dependent spouse or dependent child.
S - Rate applicable to staff members with no dependent spouse or dependent child.