

158th SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 20-24 June 2016

CE158.R10
Original: English

RESOLUTION

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AMENDMENTS TO THE PASB STAFF REGULATIONS AND RULES

THE 158th SESSION OF THE EXECUTIVE COMMITTEE,

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in Annex A to Document CE158/31;

Taking into account the United Nations General Assembly's approval of the amended base/floor salary scale for the professional and higher categories;

Bearing in mind the provisions of Staff Rule 020 and Staff Regulation 3.1 of the Pan American Sanitary Bureau;

Recognizing the need for uniformity in the conditions of employment of staff of the Pan American Sanitary Bureau and the World Health Organization,

RESOLVES:

1. To confirm, in accordance with Staff Rule 020, the Staff Rule amendments that have been made by the Director effective 1 July 2016 concerning financial responsibility, notification and effective date of change in status, annual leave, approving, reporting and recording of leave, and medical examination on separation (see Annex).
2. To establish the annual salary of the Assistant Director of the Pan American Sanitary Bureau, beginning from 1 January 2016, at US\$ 175,034¹ before staff assessment, resulting in a modified net salary of \$136,024 (dependency rate) or \$123,080 (single rate).

¹ Unless otherwise indicated, all monetary figures in this report are expressed in United States dollars.

3. To establish the annual salary of the Deputy Director of the Pan American Sanitary Bureau, beginning on 1 January 2016, at \$176,463 before staff assessment, resulting in a modified net salary of \$137,024 (dependency rate) or \$124,080 (single rate).

4. To establish the annual salary of the Director of the Pan American Sanitary Bureau, beginning on 1 January 2016, at \$194,136 before staff assessment, resulting in a modified net salary of \$149,395 (dependency rate) or \$134,449 (single rate).

Annex

Annex

**PROPOSED AMENDMENTS TO THE STAFF RULES OF THE
PAN AMERICAN SANITARY BUREAU**

130 Financial Responsibility

Staff members shall exercise reasonable care in any matter affecting the financial interests of the Organization, its physical and human resources, property, and assets.

580 Notification and Effective Date of Change in Status

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580.2 A staff member shall be notified in writing in advance of any reduction in grade or salary, the notice period being the same as that specified for termination in Staff Rule 1050.3.

630 Annual Leave

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630.3 Annual leave accrues to all staff members except:

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630.3.3 to those on sick leave under insurance coverage in excess of 30 days;

670 Approval, Reporting, and Recording of Leave

The granting of leave under Staff Rules 625, 630, 640, 650 and 655 is subject to the exigencies of service and must be approved in advance by authorized officials. The personal circumstances of the staff member shall be considered to the extent possible. It is the staff member's responsibility to ensure that all leave taken is promptly reported and recorded.

1085 Medical Examination on Separation

Prior to separation a staff member may be required to undergo a medical examination by the Staff Physician or by a physician designated by the Bureau. If a staff member fails to undergo this medical examination within a reasonable time limit fixed by the Bureau, then claims against the Bureau arising out of illness or injury which allegedly occurred before the effective date of separation shall not be entertained; furthermore, the effective date of separation shall not be affected.

(Seventh meeting, 23 June 2016)
