



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



146th SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 21-25 June 2010

CE146.R13 (Eng.)
ORIGINAL: ENGLISH

RESOLUTION

CE146.R13

AMENDMENTS TO THE PASB STAFF RULES AND REGULATIONS

THE 146th SESSION 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 CE146/29;

Taking into account the actions of the Sixty-third World Health Assembly regarding the remuneration of Regional Directors, Assistant Directors-General, and the Director-General;

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 amendments¹ that have been made by the Director effective 1 July 2010 concerning: definitions, recruitment policies, appointment policies, annual leave, accident and illness insurance, sick leave, paternity leave, and appeals.

¹ See Annex A.

2. To establish the annual salary of the Deputy Director of the Pan American Sanitary Bureau, beginning on 1 January 2010, at US\$ 183,022 before staff assessment, resulting in a modified net salary of \$131,964 (dependency rate) or \$119,499 (single rate).
3. To establish the annual salary of the Assistant Director of the Pan American Sanitary Bureau, beginning on 1 January 2010, at US\$ 181,483 before staff assessment, resulting in a modified net salary of \$130,964 (dependency rate) or \$118,499 (single rate).
4. To recommend to the 50th Directing Council that it adjust the annual salary of the Director of the Pan American Sanitary Bureau and amend Staff Regulation 4.3 by adopting the following resolution:

**SALARY OF THE DIRECTOR AND AMENDMENTS
TO PASB STAFF REGULATIONS**

THE 50th DIRECTING COUNCIL,

Having reviewed Document CD50/___;

Considering the revision to the base/floor salary scale for the professional and higher-graded categories of staff of the Pan American Sanitary Bureau, effective 1 January 2010;

Taking into account the decision by the Executive Committee at its 146th Session to adjust the salaries of the Deputy Director and Assistant Director of the Pan American Sanitary Bureau,

RESOLVES:

1. To establish the annual salary of the Director of the Pan American Sanitary Bureau, beginning on 1 January 2010, at US\$ 201,351 before staff assessment, resulting in a modified net salary of \$143,878 (dependency rate) or \$129,483 (single rate).
2. To approve the amendment to Staff Regulation 4.3,² which clarifies that the principles of diversity and inclusion are to be considered in the hiring of personnel.

Annexes

(Seventh meeting, 24 June 2010)

² See Annex B.

STAFF RULES

FORMER TEXT	NEW TEXT
<p>310. DEFINITIONS</p> <p>...</p> <p>310.4. “Terminal remuneration” is the figure used in the calculation of separation payments set out in Rule 380.2. For staff in the general service category, “terminal remuneration” is equivalent to gross base salary (less staff assessment) and language allowance. For staff in the professional and higher categories “terminal remuneration” is the net base salary</p> <p>...</p>	<p>310. DEFINITIONS</p> <p>...</p> <p>310.4. “Terminal remuneration” is the figure used in the calculation of separation payments set out in Rule 380.2. For staff in the general service category and the national professional officer category, “terminal remuneration” is equivalent to gross base salary (less staff assessment) and language allowance. For staff in the professional and higher categories “terminal remuneration” is the net base salary</p> <p>...</p>
<p>410. RECRUITMENT POLICIES</p> <p>410.1. The paramount considerations in the selection of staff shall be competence and integrity. For posts in the professional category and above, geographical representation shall also be given full consideration. Such representation is not a consideration in appointments to posts subject to local recruitment.</p> <p>...</p>	<p>410. RECRUITMENT POLICIES</p> <p>410.1. The paramount considerations in the selection of staff shall be competence and integrity with due regard for the principles of diversity and inclusion. For posts in the professional category and above, geographical representation shall also be given full consideration. Such representation is not a consideration in appointments to posts subject to local recruitment.</p> <p>...</p>

FORMER TEXT	NEW TEXT
<p>420. APPOINTMENT POLICIES <u>1</u></p> <p>...</p> <p>420.5. Appointments may be on a full-time, part-time or when-actually-employed basis.</p> <p>...</p>	<p>420. APPOINTMENT POLICIES <u>1</u></p> <p>...</p> <p>420.5. Appointments may be on a full-time or part-time basis. or when-actually-employed basis.</p> <p>...</p>
<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.3. Annual leave accrues to all staff members except:</p> <p>630.3.1. to those appointed on a “when actually employed” basis;</p> <p>630.3.2. to holders of temporary appointments, as defined in Rule 420.4, engaged on a daily basis;</p> <p>630.3.3. to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p>630.3.4. to those on special leave under insurance coverage in excess of 30 days;</p> <p>630.3.5. when otherwise specified in the Rules.</p>	<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.3. Annual leave accrues to all staff members except:</p> <p>630.3.1. to those appointed on a “when actually employed” basis;</p> <p>630.3.2 1. to holders of temporary appointments, as defined in Rule 420.4, engaged on a daily basis</p> <p>630.3.3 2. to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p>630.3.4 3. to those on special leave under insurance coverage in excess of 30 days;</p> <p>630.3.5 4. when otherwise specified in the Rules.</p>

FORMER TEXT	NEW TEXT
<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>...</p> <p>720.2.2. Staff members appointed for periods of less than one year and those engaged on a “when actually employed” basis shall be insured against medical and hospital expenses, death and disability in accordance with the provisions of the insurance policy relating to them. Participants shall contribute to the cost.</p>	<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>...</p> <p>720.2.2. Staff members appointed for periods of less than one year and those engaged on a “when actually employed” basis shall be insured against medical and hospital expenses, death and disability in accordance with the provisions of the insurance policy relating to them. Participants shall contribute to the cost.</p>
<p>740. SICK LEAVE</p> <p>740.1. Staff members, except those engaged on a “when actually employed” basis and those excluded under Rule 1320, who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>...</p>	<p>740. SICK LEAVE</p> <p>740.1. Staff members, except those engaged on a “when actually employed” basis and those excluded under Rule 1320, who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>...</p>

FORMER TEXT	NEW TEXT
<p>763. PATERNITY LEAVE</p> <p>Upon presentation of satisfactory evidence of the birth of his child, a staff member, except those holding temporary appointments as defined in Rule 420.4, shall be entitled to four weeks of paternity leave or, in exceptional circumstances, to eight weeks of such leave. Internationally-recruited staff members serving at a non-family duty station are entitled to eight weeks of paternity leave. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p>	<p>763. PATERNITY LEAVE</p> <p>Upon presentation of satisfactory evidence of the birth of his child, a staff member, except those holding temporary appointments as defined in Rule 420.4, shall be entitled to four weeks of paternity leave or, in exceptional circumstances, to eight weeks of such leave. Internationally recruited staff members serving at a non family duty station are entitled to eight weeks of paternity leave. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p> <p>763.1. Upon presentation of satisfactory evidence of the birth of his child, a staff member shall be entitled to paternity leave. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p> <p>763.2. Staff members holding fixed-term appointment, as defined in Staff Rule 420.3, or service appointments as defined in Staff Rule 420.2, shall be entitled to:</p> <p>763.2.1. Four weeks of paternity leave or, in exceptional circumstances, to eight weeks of such leave.</p> <p>763.2.2. Internationally-recruited staff members serving at a non-family duty station are entitled to eight weeks of paternity leave.</p> <p>763.3. Staff members holding temporary appointments, as defined in Rule 420.4, shall be entitled to two weeks of paternity leave.</p>

FORMER TEXT	NEW TEXT
<p>1230 BOARD OF APPEAL</p> <p>...</p> <p>1230.4. The following provisions shall govern the conditions of appeal:</p> <p>1230.4.1. No staff member shall bring an appeal before the Board until all the existing administrative channels have been tried and the action complained of has become final. An action is final when it has been taken by a duly authorized official and the staff member has received written notification of the action.</p> <p>...</p>	<p>1230 BOARD OF APPEAL</p> <p>...</p> <p>1230.4. The following provisions shall govern the conditions of appeal:</p> <p>1230.4.1. No staff member shall bring an appeal before the Board until all the existing administrative channels have been tried and the action complained of has become final. An action is final when it has been taken by a duly authorized official the Organization's senior human resources management official and the staff member has received written notification of the action.</p> <p>...</p>

**Salary scale for the Professional and higher categories showing annual gross salaries
and net equivalents after application of staff assessment
(in United States dollars)**

Effective 1 January 2010

Level		S T E P S														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
D-2	Gross	149,903	*	*	*	*	*									
	Net D	110,434	153,214	156,529	159,846	163,160	166,475									
	Net S	101,454	112,589	114,744	116,900	119,054	121,209									
D-1	Gross	137,021	139,804	142,581	145,365	148,149	150,972	153,885	156,794	159,703						
	Net D	101,674	103,567	105,455	107,348	109,241	111,132	113,025	114,916	116,807						
	Net S	93,979	95,623	97,264	98,900	100,534	102,164	103,787	105,410	107,028						
P-5	Gross	113,404	115,771	118,140	120,504	122,874	125,238	127,607	129,974	132,341	134,707	137,075	139,441	141,810		
	Net D	85,615	87,224	88,835	90,443	92,054	93,662	95,273	96,882	98,492	100,101	101,711	103,320	104,931		
	Net S	79,537	80,967	82,393	83,818	85,241	86,659	88,077	89,491	90,904	92,314	93,721	95,124	96,528		
P-4	Gross	92,907	95,064	97,221	99,378	101,626	103,909	106,196	108,478	110,763	113,044	115,331	117,612	119,897	122,182	124,468
	Net D	71,393	72,946	74,499	76,052	77,606	79,158	80,713	82,265	83,819	85,370	86,925	88,476	90,030	91,584	93,138
	Net S	66,482	67,897	69,311	70,720	72,130	73,539	74,946	76,351	77,754	79,157	80,558	81,958	83,357	84,755	86,151
P-3	Gross	75,972	77,968	79,967	81,961	83,960	85,956	87,951	89,951	91,947	93,943	95,943	97,936	99,936	102,044	104,157
	Net D	59,200	60,637	62,076	63,512	64,951	66,388	67,825	69,265	70,702	72,139	73,579	75,014	76,454	77,890	79,327
	Net S	55,259	56,581	57,906	59,227	60,551	61,871	63,192	64,517	65,837	67,159	68,477	69,796	71,112	72,431	73,749
P-2	Gross	61,919	63,707	65,492	67,279	69,065	70,850	72,638	74,419	76,208	77,996	79,779	81,568			
	Net D	49,082	50,369	51,654	52,941	54,227	55,512	56,799	58,082	59,370	60,657	61,941	63,229			
	Net S	46,037	47,205	48,368	49,534	50,698	51,864	53,049	54,230	55,417	56,600	57,781	58,967			
P-1	Gross	47,968	49,496	51,146	52,867	54,579	56,296	58,014	59,732	61,444	63,161					
	Net D	38,854	40,092	41,325	42,564	43,797	45,033	46,270	47,507	48,740	49,976					
	Net S	36,651	37,790	38,930	40,068	41,207	42,344	43,484	44,609	45,728	46,848					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk for which a two-year period at the preceding step is required.

STAFF REGULATIONS

FORMER TEXT	NEW TEXT
<p>ARTICLE IV Appointment and Promotion</p> <p>...</p> <p>4.3. Selection of staff members shall be made without regard to race, creed or sex; shall be based on a full assessment of an individual's relevant skills and experience; and shall normally be made on a competitive basis. A competitive selection process shall not be required where it is in the interest of the Bureau to fill a vacant post by reassignment of a staff member without promotion.</p> <p>...</p>	<p>ARTICLE IV Appointment and Promotion</p> <p>...</p> <p>4.3. Selection of staff members shall take into consideration the principles of diversity and inclusion and be made without regard to race, creed or sex or disability; shall be based on a full assessment of an individual's relevant skills and experience; and shall normally be made on a competitive basis. A competitive selection process shall not be required where it is in the interest of the Bureau to fill a vacant post by reassignment of a staff member without promotion.</p> <p>...</p>