



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



## 140th SESSION OF THE EXECUTIVE COMMITTEE

*Washington, D.C., USA, 25-29 June 2007*

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*Provisional Agenda Item 6.2*

CE140/25, Corrig. 1 (Eng.)

21 June 2007

ORIGINAL: ENGLISH

### **CONFIRMATION OF AMENDMENTS TO THE PASB STAFF RULES**

1. Changes should be made to the amended staff rules appearing in the Annex to Document CE140/25, page 6, as follows:

In the column "Proposed Text":

- Add: Rule 365 (new), and
- Introduce change: Rule 370 (where indicated).

2. The proposed resolution appearing on pages 16-18 should be replaced with the attached draft resolution.

Annexes



ANNEX  
AMENDMENTS TO THE STAFF RULES

PRESENT TEXT	PROPOSED TEXT
<p>370. REPATRIATION GRANT</p> <p>370.1 A staff member who on leaving the service of the Bureau, other than by summary dismissal under Rule 1075.2, has performed at least one year of continuous service outside of the country of his or her recognized residence shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.2. Payment in respect of entitlements accrued as from 1 July 1979 shall be subject to receipt from the former member of documentary evidence, in accordance with established criteria, of relocation outside the country of his or her last official station during his or her last assignment, with due regard to the provisions of Rule 370.4. This part of the grant is payable if it is claimed within two years of the effective date of separation;</p> <p>...</p>	<p>365. ASSIGNMENT GRANT</p> <p>[NEW RULE]</p> <p><b>365.6 On authorized travel upon appointment a staff member holding a temporary appointment shall be paid travel per diem in respect of himself or herself for a period of up to 30 days from his arrival</b></p>
<p>370. REPATRIATION GRANT</p> <p>370.1 A staff member who on leaving the service of the Bureau, other than by summary dismissal under Rule 1075.2, has performed at least one year of continuous service outside of the country of his or her recognized residence shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.2. Payment in respect of entitlements accrued as from 1 July 1979 shall be subject to receipt from the former member of documentary evidence, in accordance with established criteria, of relocation outside the country of his or her last official station during his or her last assignment, with due regard to the provisions of Rule 370.4. This part of the grant is payable if it is claimed within two years of the effective date of separation;</p> <p>...</p>	<p>370. REPATRIATION GRANT</p> <p>370.1 A staff member who on leaving the service of the Bureau, other than by summary dismissal under Rule 1075.2, has performed at least one year of continuous service outside of the country of his or her recognized place of residence <b>under a fixed-term or continuing appointment</b> shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.2. Payment in respect of entitlements accrued as from 1 July 1979 shall be subject to receipt from the former staff member of documentary evidence, in accordance with established criteria, of relocation outside the country of his or her last official station or residence during his or her last assignment, with due regard to the provisions of Rule 370.4. This part of the grant is payable if it is claimed within two years of the effective date of separation;</p> <p>...</p>



*Proposed Resolution*

*THE 140th 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 CE140/25;

Taking into account the actions of the Sixtieth World Health Assembly regarding the remuneration of the 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; and

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

*RESOLVES:*

1. To establish with effect from the school year in progress on 1 January 2007 the maximum admissible expenses and maximum education grant in the United States at US\$ 34,598 and \$ 25,949, respectively; the maximum admissible expenses and maximum education grant for the United States dollar area outside the United States at \$18,048 and \$13,536, respectively, and amendments to the eligibility requirements.
2. To confirm, in accordance with Staff Rule 020, the amendments to the Staff Rules that have been made by the Director with effect from 1 July 2007 concerning the effective date of the Pan American Health Organization Staff Rules and Staff Regulations, home leave, special leave, leave without pay, leave for military training or service, sick leave (family emergency leave), maternity leave, adoption leave, travel of spouse and children, resignation, effective date of termination, completion of appointments, annual leave, Board of Appeal, and Administrative Tribunal.
3. To confirm, in accordance with Staff Rule 020, the amendments to the Staff Rules that have been made by the Director with effect from 1 January 2008 in order to implement contract reform in the Pan American Sanitary Bureau, specifically with respect to salary determination, net base salary on promotion to a higher grade, net base salary on reduction in grade, payment of net base salary to temporary staff in the professional and higher categories, dependants' allowances, education and special education grant, mobility and hardship allowance, assignment grant, service allowance, appointment

policies, reinstatement upon reemployment, inter-organization transfers, end of probation, within-grade increase, meritorious within-grade increase, promotion, reassignment, reduction in grade, annual leave, home leave, leave for military training or service, sick leave, maternity leave, paternity leave, travel of staff members, travel of spouse and children, special education grant travel, removal of household goods, termination for reasons of health, completion of appointments, abolition of post, termination of temporary appointments, unsatisfactory performance or unsuitability for international civil service, conference and other short-term service staff, consultants, and national professional officers.

4. To establish the annual salary of the Deputy Director of the Pan American Sanitary Bureau as from 1 January 2007 at \$168,826 before staff assessment, resulting in a modified net salary of \$122,737 (dependency rate) or \$111,142 (single rate).

5. To establish the annual salary of the Assistant Director of the Pan American Sanitary Bureau as from 1 January 2007 at \$167,288 before staff assessment, resulting in a modified net salary of \$121,737 (dependency rate) or \$ 110,142 (single rate);

6. To recommend to the 27<sup>th</sup> Pan American Sanitary Conference that it adjust the annual salary of the Director of the Pan American Sanitary Bureau by adopting the following resolution:

*THE 27th PAN AMERICAN SANITARY CONFERENCE,*

Considering the revision to the base/floor salary scale for the professional and higher-graded categories of staff, effective 1 January 2007;

Taking into account the decision by the Executive Committee at its 140th Session to adjust the salaries of the Deputy Director and Assistant Director of the Pan American Sanitary Bureau; and

Noting the recommendation of the Executive Committee with regard to the salary of the Director of the Pan American Sanitary Bureau,

*RESOLVES:*

To establish the annual salary of the Director of the Pan American Sanitary Bureau as from 1 January 2007 at US\$ 185,874 before staff assessment, resulting in a modified net salary of \$133,818 (dependency rate) or \$120,429 (single rate).