



ORGANISATION PANAMÉRICAINNE DE LA SANTÉ
ORGANISATION MONDIALE DE LA SANTÉ



138^e SESSION DU COMITÉ EXÉCUTIF

Washington, D.C., EUA, 19-23 juin 2006

Point 6.1 de l'ordre du jour provisoire

CE138/24 (Fr.)

6 juin 2006

ORIGINAL: ANGLAIS

AMENDEMENTS AU RÈGLEMENT DU PERSONNEL DU BSP

Confirmation des amendements apportés au Règlement et au Statut du personnel

En conformité aux dispositions de l'article 020 du Règlement du personnel, le Directeur soumet pour confirmation à la 138^e session du Comité exécutif, les amendements apportés au Règlement et au Statut du personnel depuis la 136^e session, en annexes au présent document.

Les amendements proposés décrits à la Section I du présent document ont déjà été adoptés par le Conseil exécutif de l'organisation mondiale de la Santé lors de sa 117^e session tenue en janvier 2005. Par conséquent, les amendements proposés à la Section I ont pour objectif d'assurer la conformité à la résolution CE59.R19, adoptée par le Comité exécutif à l'occasion de sa 59^e session en 1968, qui demandait que le Directeur prenne les mesures nécessaires pour maintenir une similarité étroite entre les Règlements de l'OPS et de l'OMS. Le texte des amendements proposés au Règlement du personnel de l'OPS est donné à l'Annexe 1.

Les amendements proposés décrits à la Section II et la Section III du présent document sont apportés à la lumière de l'expérience du Bureau et dans l'intérêt de la bonne gestion du personnel. Le texte des amendements proposés au Règlement du personnel est donné à l'Annexe 2 et le texte des amendements proposés au Statut du personnel de l'OPS à l'Annexe 3.

De plus, des changements éditoriaux mineurs ont été apportés dans l'ensemble du Règlement et du Statut du personnel pour assurer la facilité de lecture. Par exemple, les termes « Directeur », « Bureau » et « Organisation » apparaissent tout au long du Règlement et du Statut et sont utilisés presque exclusivement de façon interchangeable. Par conséquent, des changements éditoriaux seront apportés tout au long du Règlement et du Statut du personnel pour assurer la cohérence dans l'usage de ces termes et d'autres. En raison de l'ampleur de ces changements éditoriaux, ils ne sont pas tous repris dans le présent document.

Le Comité exécutif est prié de considérer deux projets de résolutions qui confirment les amendements contenus dans le présent document.

TABLE DES MATIÈRES

Page

SECTION I

Amendements au Règlement du personnel considérés n'nécessaires à la lumière des décisions prises par le Directeur général et confirmés par le Conseil exécutif de l'OMS	4
Barème et rémunération des catégories professionnelles et de rang supérieur	4
Salaires des postes non classés	4
Revue de la classification	4
Définition des postes sujets au recrutement local et personnel dans ces postes.....	5
Allocation pour frais d'études des enfants et allocation spéciale pour frais d'études des enfants handicapés.....	5
Paiement des bénéficiaires des expatriés	5
Augmentation à l'intérieur de la classe	6
Promotion 6	
Congé sans solde et congé de maladie couvert par l'assurance	6
Voyages des membres du personnel.....	7
Notification des charges et réponse	7
Performance et changement de statut	7
Définition des dépendants	7

SECTION II

Amendements au Règlement du personnel considérés nécessaires à la lumière de l'expérience et dans l'intérêt de la bonne gestion du personnel.....	7
Date d'entrée en vigueur.....	7
Règles de conduite.....	8
Détermination du salaire.....	8
Politiques de recrutement	8
Politiques de nomination	8
Lieu de résidence reconnu	8
Promotion	9
Réaffectation.....	9
Congé dans les foyers	9
Congé pour formation ou service militaire.....	9
Congé de maladie	9
Congé de maternité et de paternité	9
Voyages des membres du personnel.....	10
Séparation par accord mutuel	10
Fin des engagements.....	10
Suspension en attente d'investigation.....	10

TABLE DES MATIÈRES (*suite*)**SECTION III**

Amendements au Statut du personnel considérés nécessaires à la lumière de l'expérience et dans l'intérêt de la bonne gestion du personnel.....	10
---	-----------

SECTION IV

<i>Mesures à prendre par le Comité exécutif.....</i>	11
--	-----------

ANNEXES**Annexe 1 : .. Amendements au Règlement du personnel pour concordance avec l'OMS**

Appendice 1 : Échelle des salaires des catégories professionnelles et de rang supérieur : salaires bruts annuels et leur équivalence nette après application du barème (en US dollars)

Annexe 2 : Amendements au Règlement du personnel basés sur l'expérience de l'Organisation**Annexe 3 : Amendements au Statut du personnel basés sur l'expérience de l'Organisation**

SECTION I

I. AMENDEMENTS AU RÈGLEMENT DU PERSONNEL CONSIDÉRÉS NÉCESSAIRES À LA LUMIÈRE DES DÉCISIONS PRISES PAR LE DIRECTEUR GÉNÉRAL ET CONFIRMÉS PAR LE CONSEIL EXÉCUTIF DE L'OMS

Barème et rémunération des catégories professionnelles et de rang supérieur

1. Les représentants du Secrétariat des Nations Unies ont informé la Commission de la fonction publique internationale qu'afin de combler les déficits du Fonds de péréquation des impôts,¹ une réduction du barème serait requise pour abaisser le fonds de 20%. Bien que l'ajustement n'aura pas d'impact sur les salaires nets, il diminuerait les salaires bruts des catégories professionnelles et de rang supérieur de 20%. La Commission a recommandé cet ajustement, que l'Assemblée générale des Nations Unies a confirmé; et les amendements à l'article 330.1 du Règlement du personnel ont été préparés en conséquence. Les amendements à l'Appendice 1 du Règlement du personnel ont également été préparés en conséquence. De plus, une note explicative de bas de page a été ajoutée à l'Appendice 1 pour donner des clarifications sur la période requise pour une augmentation à l'intérieur de la classe entre échelons consécutifs (voir également paragraphe 16 ci-dessous se rapportant à l'article 550.2 du Règlement du personnel).

Salaires des postes non classés

2. Suite à la décision ci-dessus de l'Assemblée générale des Nations Unies, le Directeur général a proposé, en conformité au Statut 3.1 du Personnel, que le Conseil exécutif recommande à la Cinquante-neuvième Assemblée mondiale de la Santé des réductions des salaires bruts des Sous-Directeurs généraux et des Directeurs régionaux; les salaires nets resteraient inchangés. Par conséquent, le salaire brut pour les Sous-Directeurs généraux et les Directeurs régionaux serait de US\$ 160 574 par an, se traduisant par un salaire net de US\$ 117 373 (avec personnes à charge) ou de US\$ 106 285 (sans personne à charge). Des ajustements similaires ont été apportés au salaire brut du Directeur général.

Revue de la classification

3. L'article 230 du Règlement du personnel a été amendé pour faire explicitement référence aux procédures établies pour la revue de la classification d'un poste. Au titre d'un processus cyclique de planification des ressources humaines, les postes sont normalement revus au moins une fois tous les cinq ans, mais pas plus d'une fois tous les deux ans, excepté dans des circonstances où il y a des changements importants dans le niveau des fonctions et des responsabilités.

¹Un fonds maintenu par exemple, par les Nations Unies, qui est utilisé pour rembourser les impôts nationaux prélevés sur le revenu des Nations Unies de certains membres du personnel.

Définition de postes sujets au recrutement local et personnel dans ces postes

4. Dans le passé, l'allocation de non résident était payée au personnel des services généraux recruté internationalement travaillant dans des lieux d'affectation en Europe et en Amérique du Nord. Certains membres des services généraux ont été recrutés sur une base internationale pour travailler au siège et par conséquent, recevaient l'allocation. Depuis le 1^{er} septembre 1983, en fonction d'une décision de la Commission, le versement de l'allocation a été limité aux personnes travaillant dans certains lieux d'affectation désignés (excluant l'Europe et l'Amérique du Nord). Les articles 310.4 et 1310.4 à 1310.6 du Règlement du personnel ont été édités pour clarifier les références à l'allocation non résident.

Allocation pour frais d'études des enfants et allocation spéciale pour frais d'études des enfants handicapés

5. L'article 350.1.2 du Règlement du personnel a été amendé pour reconnaître que, outre la maladie ou les obligations liées au service national, il peut y avoir d'autres raisons contraignantes pour prolonger la période d'éligibilité à l'allocation pour frais d'études et l'allocation spéciale pour frais d'études des enfants handicapés au-delà de l'année scolaire à laquelle l'enfant atteint l'âge de 25 ans. Le Bureau propose également de clarifier l'applicabilité de l'allocation aux enfants qui atteignent cinq ans durant l'année scolaire. Ce changement entrera en vigueur à partir de l'année scolaire 2005-2006.

6. Des amendements ont été apportés aux articles 350.5 et 355.7 du Règlement du personnel par lesquels la condition de réduire proportionnellement les montants de l'allocation pour frais d'études et l'allocation spéciale pour frais d'études des enfants handicapés est suspendue si le membre du personnel meurt en service après le commencement de l'année scolaire. Ces changements sont faits dans l'intérêt de la bonne gestion des ressources humaines et pour aligner le Règlement du personnel de l'OPS sur ceux des Nations Unies et d'autres organisations dans le système commun. L'OPS procède également à des changements éditoriaux à cette règle à des fins de clarté.

Paiement des bénéfices des expatriés

7. Au moment de la nomination, l'Organisation détermine le lieu de résidence reconnu dans le pays de la nationalité du membre du personnel aux fins de l'établissement des droits, incluant l'allocation pour frais d'études des enfants, allocation de rapatriement et congé dans les foyers. L'article mentionné dans les paragraphes suivants a été amendé pour souligner le caractère expatrié de ces droits, qui s'appliquent aux membres du personnel recrutés internationalement affectés au pays de leur lieu de résidence reconnu ou résidant à l'extérieur de leur lieu de résidence reconnu. Ces changements servent également à aligner le Règlement du personnel de l'OPS sur ceux des Nations Unies et d'autres organisations dans le système commun. Les amendements au Règlement du personnel décrits ci-dessous s'appliqueront à tout individu qui est engagé soit promu comme professionnel recruté internationalement le 1^{er} juillet 2006 ou après cette date.

- a) **Allocation pour frais d'études des enfants.** L'article 350.3.1 du Règlement du personnel a été amendé pour clarifier que l'allocation pour frais d'études n'est pas payable aux membres du personnel recrutés internationalement qui sont affectés au pays de leur lieu de résidence reconnu ou qui y résident.
- b) **Allocation de rapatriement.** Les articles 370.1, 370.3, 370.3.2 et 370.4 du Règlement du personnel ont été amendés pour clarifier que l'allocation n'est pas payable aux membres du personnel recrutés internationalement qui sont affectés au pays de leur lieu de résidence reconnu ou qui y résident. Par conséquent, la référence à l'expression « dans 100 kilomètres du lieu de résidence reconnu du membre du personnel » a également été éliminée. Le paiement de l'allocation de rapatriement nécessitera non seulement la preuve de la réinstallation à l'extérieur du pays du dernier lieu d'affectation, mais aussi à l'extérieur du pays de résidence pendant la dernière affectation.
- c) **Congé dans les foyers.** Les articles 640.1, 640.3.1 et 640.4 du Règlement du personnel ont été amendés pour clarifier que l'éligibilité au congé dans les foyers ne s'applique pas aux membres du personnel recrutés internationalement qui travaillent ou qui résident dans leur lieu de résidence reconnu.

Augmentation à l'intérieur de la classe

8. L'article 550.2.2 du Règlement du personnel a été amendé pour indiquer que la période de deux ans de service requise pour une augmentation à l'intérieur de la classe au niveau P6/D1 commence à l'échelon IV. À l'OPS, ce changement ne s'appliquera qu'aux membres du personnel qui n'ont pas encore atteint le niveau P6/D1 échelon IV au 30 juin 2007 et alignera le Règlement du personnel de l'OPS sur ceux des Nations Unies et d'autres organisations dans le système commun.

Promotion

9. L'article 560.3 a été amendé pour indiquer que quand un poste est reclassé de la catégorie des services généraux à la catégorie professionnelle ou de plus d'un échelon dans la même catégorie, le membre du personnel peut recevoir une rétribution supplémentaire à partir du quatrième mois de la date d'entrée en vigueur de la reclassification, calculée conformément aux dispositions et compte dûment tenu de la période spécifiée à l'article 320.5 du Règlement du personnel.

Congé sans solde et congé de maladie couvert par l'assurance

10. Les articles 655.2.3 et 750.2 du Règlement du personnel ont été amendés pour indiquer que si la période de congé sans solde ou de congé de maladie couvert par l'assurance est de 30 jours ou moins, le crédit de service continuera à s'accumuler aux fins spécifiés dans ces articles du Règlement du personnel. Ce changement est apporté dans l'intérêt de la simplicité et de l'efficacité administratives et sert également à aligner les

Règlements et les pratiques du personnel de l'OPS avec ceux des Nations Unies et autres organisations internationales dans le système commun.

Voyages des membres du personnel

11. Un nouvel article, l'article 810.8 du Règlement du personnel a été introduit par lequel, dans des circonstances exceptionnelles, et conformément à des conditions devant être établies, le voyage de retour peut être autorisé dans le cas de maladie ou de blessure nécessitant des installations spéciales pour le traitement des membres du personnel recrutés localement et que le Bureau n'a pas l'obligation de rapatrier.

Notification des charges et réponse

12. L'article 1130 du Règlement du personnel a été amendé pour tenir compte de la pratique actuelle par laquelle les membres du personnel ont un droit de réponse aux charges avant que l'un des types existants des mesures disciplinaires citées à l'article 1110.1 (non seulement révocation ou révocation sommaire) ne leur soit imposé. Il a été également clarifié que la période pour la réponse est de huit jours *civils*. Le Bureau amende également l'article N 630 pour indiquer que ce même droit de réponse s'applique également aux employés locaux.

Performance et changement de statut

13. L'article 570.2 du Règlement du personnel a été amendé pour s'aligner sur l'article 1130 amendé qui prévoit un droit de réponse pour les membres du personnel dans des cas de réduction de grade pour infraction. Il a été également clarifié que la période pour la réponse est de huit jours *civils*.

Définition des dépendants

14. Afin d'assurer la cohérence de la terminologie dans l'ensemble du Règlement du personnel et pour aligner le Règlement du personnel et les textes administratifs de l'OPS sur ceux des Nations Unies et d'autres organisations dans le système commun, le terme « époux/se » a été introduit dans les articles 310.5.1.3, 360.2, 365.5, 640.7 et 820.6 du Règlement du personnel.

SECTION II

AMENDEMENTS AU RÈGLEMENT DU PERSONNEL CONSIDÉRÉS NÉCESSAIRES À LA LUMIÈRE DE L'EXPÉRIENCE ET DANS L'INTÉRÊT DE LA BONNE GESTION DU PERSONNEL

Date d'entrée en vigueur

1. L'article 040 du Règlement du personnel est mis à jour pour indiquer que le Règlement et le Statut du personnel de l'OPS entrent en vigueur le 1^{er} juillet 2006 à moins qu'il n'en soit spécifié autrement.

Règles de conduite

2. L'article 110.6 du Règlement du personnel est amendé pour clarifier que tout membre du personnel qui reçoit une rémunération d'une source extérieure au Bureau doit notifier ce fait par écrit à l'Organisation.

Détermination du salaire

3. L'article 320 du Règlement du personnel est amendé pour inclure la référence au nouvel article 567 relatif aux nominations ad intérim.

Politiques de recrutement

4. L'article 410 du Règlement du personnel prévoit que les personnes étroitement liées par sang ou par mariage à un membre du personnel ne seront pas normalement nommées si une autre personne de qualifications égales est disponible. Une définition du terme « étroitement liée par sang ou par mariage » est ajoutée à cet article et à l'article N 340 du Règlement du personnel pour clarté. La définition est cohérente avec la définition contenue dans le Code des principes éthiques et de conduite de l'OPS et avec une politique en place de longue date.

Politiques de nomination

5. L'article 420 du Règlement du personnel est amendé pour clarifier que l'Organisation peut choisir de confirmer la nomination d'un membre du personnel après une période d'essai d'un an mais qu'elle peut étendre la période d'essai jusqu'à deux ans si nécessaire pour évaluer adéquatement la performance du membre du personnel, sa conduite et son aptitude à la fonction publique internationale. Inversement, l'article prévoit également que dans des circonstances exceptionnelles, la nomination d'un membre du personnel peut être révoquée à tout moment après les premiers six mois de la période d'essai mais avant que la nomination n'expire de son plein gré. Ceci donne à l'Organisation une plus grande flexibilité pour révoquer la nomination d'un nouveau membre du personnel quand il y a des causes raisonnables de le faire. Cet article est également amendé pour inclure une nouvelle sous-section 420.7 qui permet au Bureau de retirer une offre de

nomination ou d'annuler l'emploi avec le Bureau si, au cours du processus de demande de poste, de sélection ou de nomination, l'individu en question a fait des déclarations fausses ou a dissimulé une information importante.

Lieu de résidence reconnu

6. Au moment de la nomination, le Bureau établit un lieu de résidence reconnu du membre du personnel afin de déterminer ses droits au titre du Règlement et du Statut du personnel. L'article 460 du Règlement du personnel est amendé pour clarifier que dans des circonstances exceptionnelles seulement, le Bureau changera le lieu de résidence reconnu d'un membre du personnel et que des preuves qu'un nouveau lieu de résidence a été établi seront requises à l'appui de la demande du membre du personnel.

Promotion

7. L'article 560.4 du Règlement du personnel est supprimé car il contredit le principe établi dans l'article 4.3 selon lequel les sélections pour les postes vacants seront faites sur une base compétitive dans le domaine du possible.

Réaffectation

8. L'article 565.4 du Règlement du personnel est transféré à un nouvel article 567 intitulé « Nomination ad intérim ». Le nouvel article 567 clarifie qu'un membre du personnel peut être invité à s'acquitter temporairement des fonctions d'un poste de grade plus élevé ou moins élevé. Ce nouvel article prévoit également que les demandes pour qu'un membre du personnel assume temporairement les fonctions d'un autre poste soient faites par écrit.

Congé dans les foyers

9. L'article 640 du Règlement du personnel est amendé pour stipuler qu'un membre du personnel en congé dans les foyers doit passer une semaine au moins à son lieu de résidence reconnu ou à un autre endroit dans le même pays.

Congé pour formation ou service militaire

10. L'article 660 du Règlement du personnel est amendé pour supprimer le langage relatif à l'ancien article 1050 du Règlement du personnel.

Congé de maladie

11. Les dispositions pour le congé de maladie établies à l'article 740 du Règlement du personnel sont amendées pour clarifier que le médecin du personnel du Bureau a le droit de revoir les fiches de congé de maladies; de demander des informations médicales; de contrôler l'usage du congé de maladie; et d'approuver ou de refuser l'octroi de congé certifié de maladie selon qu'il convient.

Congé de maternité et de paternité

12. L'article 760 du Règlement du personnel est amendé pour indiquer adéquatement que l'allaitement peut être accordé à une nouvelle mère jusqu'à ce que son enfant ait deux ans. De plus, des changements sont introduits pour assurer la cohérence et l'harmonisation de l'application avec le Règlement du personnel des Nations Unies et d'autres organisations dans le système commun.

Voyages des membres du personnel

13. Un nouvel article 810.9 du Règlement du personnel est ajouté, prévoyant que le Bureau a la discrétion de payer le voyage d'un membre du personnel lorsqu'il y a des raisons contraignantes pour le Bureau de le faire, telles que l'évacuation médicale d'un membre de la famille qui risque de perdre la vie ou un membre.

Séparation par accord mutuel

14. Un changement a été apporté à l'article 1015 du Règlement du personnel pour tenir compte de la politique actuelle concernant les séparations par accord mutuel. Concrètement, l'article est amendé avec la disposition que les membres du personnel séparés par accord mutuel ne sont pas éligibles à réemploi avec le Bureau pour une période d'au moins trois ans à partir de la date effective de leur séparation.

Fin des engagements

15. L'article 1040 du Règlement du personnel est amendé pour clarifier que le Bureau n'est pas requis de donner à un membre du personnel trois mois de préavis de non renouvellement avant l'expiration de son contrat si, en fait, le Bureau a l'intention de payer le membre du personnel au lieu de lui donner son préavis.

Suspension en attente d'investigation

16. L'article 1120 du Règlement du personnel est amendé pour prévoir qu'un membre du personnel qui est suspendu en attente d'investigation pour inconduite n'accumulera pas de crédit de service pendant la période de suspension. Si les allégations d'inconduite ne sont pas retenues par la suite, tout salaire ou crédit de service dû au membre du personnel pour la période en question lui sera crédité en conséquence.

17. Des changements éditoriaux mineurs sont faits tout au long de l'Annexe au Règlement et au Statut du personnel pour assurer l'usage consistant du terme « employé national. »

SECTION III

AMENDEMENTS AU STATUT DU PERSONNEL CONSIDÉRÉS NÉCESSAIRES À LA LUMIÈRE DE L'EXPÉRIENCE ET DANS L'INTÉRÊT DE LA BONNE GESTION DU PERSONNEL

1. Les articles 1.12 à 1.15 du Statut du personnel sont renumérotés et transférés à l'Annexe du Règlement et du Statut du personnel. Ces articles du Statut se réfèrent aux employés nationaux, qui font l'objet de l'Annexe. Des changements éditoriaux mineurs sont apportés également à l'article 1.12 du Statut du personnel.

SECTION IV

MESURES À PRENDRE PAR LE COMITÉ EXÉCUTIF

2. À la lumière de ces révisions, le Comité exécutif est invité à considérer les projets de résolutions suivants.

Projet de résolution 1:

LA 138^e SESSION DU COMITÉ EXÉCUTIF,

Ayant examiné les amendements apportés par le Directeur au Règlement du personnel du Bureau sanitaire panaméricain (BSP) et présentés en annexe du document CE138/24;

Prenant acte des mesures prises par la Cinquante-neuvième Assemblée mondiale de la Santé concernant une réduction du barème afin d'abaisser le Fonds de péréquation des impôts;

Gardant à l'esprit les dispositions de l'article 020 du Règlement du personnel et de l'article 3.1 du Statut du personnel du BSP; et

Reconnaissant la nécessité de concordance concernant les conditions d'emploi du personnel du BSP et de l'Organisation mondiale de la Santé,

DÉCIDE :

1. D'établir à compter du 1^{er} janvier 2006 :
 - a. Le traitement annuel brut du Directeur adjoint à US\$160 574.
 - b. Le traitement annuel brut du Sous-Directeur à US\$159 035.
2. De confirmer, en conformité à l'article 020 du Règlement du personnel, les amendements aux articles du Règlement du personnel apportés par le Directeur, avec effet

à compter du 1^{er} janvier 2006, et qui apparaissent à l'Annexe 1 au présent document, comme suit :

- a. Article 230 – revue de la classification
- b. Article 240 – périodicité de la revue
- c. Article 310 – définitions
- d. Article 330 – salaires
- e. Article 350 – allocation pour frais d'études
- f. Article 355 – allocation spéciale pour frais d'études des enfants handicapés
- g. Article 360 – allocation de mobilité et de pénibilité
- h. Article 365 – allocation d'affectation
- i. Article 370 – allocation de rapatriement
- j. Article 550 – augmentation à l'intérieur de la classe
- k. Article 560 – promotion
- l. Article 570 – réduction dans le grade
- m. Article 640 – congé dans les foyers
- n. Article 655 – congé sans solde
- o. Article 750 – congé de maladie couvert par l'assurance
- p. Article 810 – voyages des membres du personnel
- q. Article 820 – voyage de l'époux(se) et des enfants
- r. Article 1130 – notification des charges et réponse
- s. Article 1310 – membres du personnel dans des postes sujets au recrutement local

3. De confirmer, en conformité à l'article 020 du Règlement du personnel, les amendements aux articles du Règlement du personnel apportés par le Directeur, avec effet à compter du 1^{er} juillet 2006, et qui apparaissent à l'Annexe 2 au présent document, comme suit :

- a. Article 040 – date d'entrée en vigueur
- b. Article 110.6 – règles de conduite pour les membres du personnel
- c. Article 240 (nouveau) – périodicité de la revue
- d. Article 320 – détermination des salaires
- e. Article 350 – allocation pour frais d'études (concernant les enfants qui atteignent l'âge de cinq ans pendant l'année scolaire)
- f. Article 370 – allocation de rapatriement
- g. Article 410 – politiques de recrutement
- h. Article 420 – politiques de nomination
- i. Article 460 – lieu de résidence reconnu
- j. Article 510 – affectation au poste de fonction
- k. Article 560 – promotion
- l. Article 565 – réaffectation
- m. Article 567 (nouveau) – nomination ad intérim
- n. Article 625 – heures supplémentaires et temps de compensation
- o. Article 630 – congé annuel

- p. Article 640 – congé dans les foyers
- q. Article 660 – congé pour formation ou service militaire
- r. Article 720 – assurance accident et maladie
- s. Article 740 – congé de maladie
- t. Article 760 – congé de maternité et de paternité
- u. Article 770 – allocation en cas de décès
- v. Article 810 – voyages des membres du personnel
- w. Article 850 – transport des effets personnels
- x. Article 870 – frais de décès
- y. Article 1015 – séparation par accord mutuel
- z. Article 1020 – retraite
- aa. Article 1030 – résiliation pour raisons de santé
- bb. Article 1040 – fin des engagements
- cc. Article 1050 – abolition de poste
- dd. Article 1110 – mesures disciplinaires
- ee. Article 1120 – suspension en attente d’investigation
- ff. Article 1310 – membres du personnel dans des postes sujets au recrutement local
- gg. Article N.010 – portée et but
- hh. Article N.110 – classification des postes
- ii. Article N.310 to N.350 – recrutement et nomination
- jj. Article N.510 to 530 – sécurité sociale
- kk. Article N.610 to 630 – conduite et mesures disciplinaires
- ll. Article N.810 – droit d’association
- mm. Article N.910 – procédure de doléance
- nn. Article N.1000 and N1010 – disposition générale

Projet de résolution 2 :

LA 138^e SESSION DU COMITÉ EXÉCUTIF,

Prenant acte des mesures prises par la Cinquante-neuvième Assemblée mondiale de la Santé concernant le traitement des Directeurs régionaux, du Sous-Directeur général et du Directeur général,

DÉCIDE :

De recommander au 47^e Conseil directeur l'adoption de la résolution suivante concernant le traitement annuel brut du Directeur :

LE 47^e CONSEIL DIRECTEUR,

Considérant la réduction du barème requis pour abaisser le Fonds de péréquation des impôts;

Prenant acte de la décision du Comité exécutif à sa 138^e session d'ajuster le traitement annuel brut du Directeur; et

Prenant acte de la recommandation du Comité exécutif concernant le traitement annuel brut du Directeur,

DÉCIDE :

1. De fixer, avec entrée en vigueur le 1^{er} janvier 2006, le traitement annuel brut du Directeur à US\$176 877 par an.
2. D'approuver les amendements aux articles 1.12 à 1.15 du Statut du personnel concernant les employés nationaux.
3. De prendre note des amendements aux articles du Règlement du personnel apportés par le Directeur et confirmés par le Comité exécutif lors de sa 138^e session.

Annexes*

* Les textes concernant le Règlement du Personnel n'existent qu'en anglais ou espagnol. Ci-joint la version en anglais.

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT		NEW TEXT	
330. SALARIES		330. SALARIES	
330.1 Gross base salaries shall be subject to the following assessments:		330.1 Gross base salaries shall be subject to the following assessments:	
330.1.1 For professional and higher graded staff:		330.1.1 For professional and higher graded staff:	
Assessable Income	Staff Assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2)	Assessable Income	Staff Assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2)
US\$	%	US\$	%
First \$30,000	18	First \$50,000	19
Next \$30,000	28	Next \$50,000	28
Next \$30,000	34	Next \$50,000	32
Remaining assessable payments	38	Remaining assessable payments	35
<p>Amounts of staff assessment for those with neither a dependant spouse nor a dependant child would be equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.</p> <p>...</p>		<p>Amounts of staff assessment for those with neither a dependant spouse nor a dependant child would be equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.</p> <p><i>330.1.2 [no change]</i></p>	

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to an education grant under the following conditions:</p> <p>The grant is payable in respect of:</p> <p>...</p> <p style="padding-left: 40px;">350.1.2 if the child's education is interrupted for at least one scholastic year by national service obligations or illness, the period of eligibility may be extended, by the period of interruption, beyond the scholastic year in which the child reaches the age of 25;</p> <p>...</p> <p>350.3 The education grant shall not be paid for:</p> <p style="padding-left: 40px;">350.3.1 periods during which the staff member is assigned to the country of his recognized place of residence except when such periods are immediately preceded by an assignment to an official station outside that country in which case the grant is payable for the balance of the current school year following reassignment but not exceeding one full school year;</p> <p>...</p> <p>350.5 The grant shall be paid in full if in any scholastic year the staff member's period of employment with the Bureau and the period of the child's attendance at the educational institution are each not less than two-thirds of the scholastic year. If this condition is not met the grant shall be proportionately reduced.</p>	<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to an education grant under the following conditions:</p> <p>The grant is payable in respect of:</p> <p style="padding-left: 40px;">350.1.1 [no change]</p> <p style="padding-left: 40px;">350.1.2 if the child's education is interrupted for at least one scholastic year by national service obligations, or or other compelling reasons, the period of eligibility may be extended, by the period of interruption, beyond the scholastic year in which the child reaches the age of 25;</p> <p style="padding-left: 40px;">350.1.3 to 350.2.6 [no change]</p> <p>350.3 The education grant shall not be paid for:</p> <p style="padding-left: 40px;">350.3.1 periods during which the staff member is assigned to, or residing in, the country of his recognized place of residence except when such periods are immediately preceded by an assignment to an official station outside that country in which case the grant is payable for the balance of the current school year following reassignment but not exceeding one full school year;</p> <p style="padding-left: 40px;">350.3.2 to 350.4 [no change]</p> <p>350.5 The grant shall be paid in full if in any scholastic year the staff member's period of employment with the Bureau and the period of the child's attendance at the educational institution are each not less than two-thirds of the scholastic year. If this condition is not met the grant shall be proportionately reduced, except if the staff member dies while in service after the beginning of the school year.</p> <p>[no further changes]</p>

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>...</p> <p>355.1.1 the special education grant is payable in respect of any physically or mentally disabled child, recognized as a dependant under Rule 310.5.2, from the date on which the special teaching or training is required up to the end of the year in which the child reaches the age of 28 or is awarded the first recognized post-secondary degree, whichever is earlier;</p> <p>355.1.2 the amount of the special education grant for each disabled child shall be equal to 100% of admissible expenses actually incurred up to the applicable maximum grant as specified in Appendix 2 to these Rules; and</p> <p>...</p> <p>355.2 “Special educational expenses” shall mean the cost of such teaching services and equipment as are necessary to provide an educational programme designed to meet the needs of the disabled child in order that he may attain the highest possible level of functional ability. Normal educational expenses are reimbursed under Rule 350.</p> <p>...</p> <p>355.5 The grant shall be paid in full if the staff member’s period of employment with the Bureau and the period of the child’s special education are each not less than two-thirds of the year defined in Rule 355.6. If this condition is not met the grant shall be proportionately reduced.</p> <p>...</p>	<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN <u>WITH DISABILITIES</u></p> <p>355.1 <i>[no change]</i></p> <p>355.1.1 the special education grant is payable in respect of any child who is physically or mentally disabled child and is recognized as a dependant under Rule 310.5.2. The grant is payable from the date on which the special teaching or training is required up to the end of the year in which the child reaches the age of 28 or is awarded the first recognized post-secondary degree, whichever is earlier;</p> <p>355.1.2 the amount of the special education grant for each disabled child shall be equal to 100% of admissible expenses actually incurred up to the applicable maximum grant as specified in Appendix 2 to these Rules; and</p> <p>355.2 “Special educational expenses” shall mean the cost of such teaching services and equipment as are necessary to provide an educational programme designed to meet the needs of the disabled a child who has a mental or physical disability in order that he may attain the highest possible level of functional ability. Normal educational expenses are reimbursed under Rule 350.</p> <p>355.3 and 355.4 <i>[no change]</i></p> <p>355.5 The grant shall be paid in full if the staff member’s period of employment with the Bureau and the period of the child’s special education are each not less than two-thirds of the year defined in Rule 355.6. If this condition is not met the grant shall be proportionately reduced, except if the staff member dies while in service after the beginning of the school year.</p> <p><i>[no further changes]</i></p>

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>360. MOBILITY AND HARDSHIP ALLOWANCE</p> <p>...</p> <p>360.2 The annual rates of the mobility and hardship allowance shall be calculated as a percentage of the annual net base salary of a staff member at step 6 of grade P.4 with a dependant spouse or a dependant child as defined in Rule 330.2 and in accordance with the matrix below. The resulting annual amounts are applicable to staff members in grades P.4 and P.5. The amounts shall be increased by 13% for staff members in grades P.6/D.1 and above and reduced by 13% for staff members in grades P.1 to P.3. Staff members without dependants as defined in Rules 310.5.1 and 310.5.2 shall receive 75% of the amounts applicable to their grade. If both husband and wife are staff members of international organizations in the common system of salaries and allowances, the allowance shall be payable to each at the rate applicable to their individual official stations. If there are dependant children as defined under Rule 310.5.2 the dependency rate of the allowance shall be payable to the spouse in respect of whom the dependant children are recognized. The amounts established under this Rule shall be increased by three percentage points at official stations in category H for staff members with no entitlement under Rule 855.1 and decreased by five percentage points at official stations in categories A to E for staff members with an entitlement under Rule 855.1.</p>	<p>360. MOBILITY AND HARDSHIP ALLOWANCE</p> <p>360.1 to 360.1.4 <i>[no change]</i></p> <p>360.2 The annual rates of the mobility and hardship allowance shall be calculated as a percentage of the annual net base salary of a staff member at step 6 of grade P.4 with a dependant spouse or a dependant child as defined in Rule 330.2 and in accordance with the matrix below. The resulting annual amounts are applicable to staff members in grades P.4 and P.5. The amounts shall be increased by 13% for staff members in grades P.6/D.1 and above and reduced by 13% for staff members in grades P.1 to P.3. Staff members without dependants as defined in Rules 310.5.1 and 310.5.2 shall receive 75% of the amounts applicable to their grade. If both husband and wife spouses are staff members of international organizations in the common system of salaries and allowances, the allowance shall be payable to each at the rate applicable to their individual official stations. If there are dependant children as defined under Rule 310.5.2 the dependency rate of the allowance shall be payable to the spouse in respect of whom the dependant children are recognized. The amounts established under this Rule shall be increased by three percentage points at official stations in category H for staff members with no entitlement under Rule 855.1 and decreased by five percentage points at official stations in categories A to E for staff members with an entitlement under Rule 855.1.</p>
<p>365. ASSIGNMENT GRANT</p> <p>...</p> <p>365.5 If both husband and wife are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule 365.1.1 shall be payable to each staff member. The amount under Rule 365.1.2 shall be payable to the staff member in respect of whom the child is recognized as a dependant, whereas the amount under Rule 365.3 shall be payable to the spouse whose entitlement yields the higher amount.</p>	<p>365. ASSIGNMENT GRANT</p> <p>365.1 to 365.4 <i>[no change]</i></p> <p>365.5 If both husband and wife spouses are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule 365.1.1 shall be payable to each staff member. The amount under Rule 365.1.2 shall be payable to the staff member in respect of whom the child is recognized as a dependant, whereas the amount under Rule 365.3 shall be payable to the spouse whose entitlement yields the higher amount.</p>

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>370. REPATRIATION GRANT</p> <p>370.1 A staff member who on leaving the service of the Organization, other than by summary dismissal under Rule 1075.2, has performed at least one year of continuous service outside the country of his recognized place of 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 staff member of documentary evidence, in accordance with criteria established by the Director, of relocation outside the country of his last official station, 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 style="text-align: center;">...</p> <p>370.3 In computing the years of qualifying service outside the country of the recognized place of residence for the purposes of Rule 370.1, the following periods shall be excluded:</p> <p style="text-align: center;">...</p> <p style="margin-left: 40px;">370.3.2 any period of duty at an official station within 100 kilometers of the staff member's recognized place of residence (see Rule 460).</p>	<p>370. REPATRIATION GRANT</p> <p>370.1 A staff member who on leaving the service of the Bureau Organization, other than by summary dismissal under Rule 1075.2, has performed at least one year of continuous service outside the country of his or her recognized place of 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 staff member of documentary evidence, in accordance with established criteria established by the Director, 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 style="margin-left: 40px;">370.1.1 to 370.2 [no change]</p> <p>370.3 In computing the years of qualifying service outside the country of the recognized place of residence for the purposes of Rule 370.1, the following periods shall be excluded:</p> <p style="margin-left: 40px;">370.3.1 [no change]</p> <p style="margin-left: 40px;">370.3.2 any period of duty during which the staff member is assigned to, or residing in, the country of his or her recognized place of residence at an official station within 100 kilometers of the staff member's recognized place of residence (see Rule 460).</p>

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>370.4 The grant shall not be payable to a staff member whose official station is in the country of his recognized place of residence at the time of separation provided that the grant may be paid on a full or reduced basis to a staff member transferred to duty in the country of his recognized place of residence prior to termination, the amount of the grant being reduced in proportion to the duration of his residence in that country. In such a case, the evidence of relocation referred to in Rule 370.1 shall not be required.</p>	<p>370.4 The grant shall not be payable to a staff member whose official station is in the country of his recognized place of residence assigned to, or residing in, the country of his or her recognized place of residence at the time of separation provided that the grant may be paid on a full or reduced basis to a staff member transferred to duty in the country of his or her recognized place of residence prior to termination, the amount of the grant being reduced in proportion to the duration of his or her residence in that country. In such a case, the evidence of relocation referred to in Rule 370.1 shall not be required.</p> <p><i>[no further changes]</i></p>
<p>550. WITHIN-GRADE INCREASE</p> <p>...</p> <p>550.2 The unit of service time is defined as the minimum length of time which must be served at a step in order to achieve a within-grade increase under the terms of Rule 550.1. The unit of service time is as follows:</p> <p>...</p> <p>550.2.2 two years of full-time service at levels: P-2 step XI, P-3 steps XIII and XIV, P-4 step XII to step XIV, P-5 step X to step XII, P-6/D-1 step V to step VIII, and D-2 step I to step V;</p>	<p>550. WITHIN-GRADE INCREASE</p> <p>550.1 <i>[no change]</i></p> <p>550.2 The unit of service time is defined as the minimum length of time which must be served at a step in order to achieve a within-grade increase under the terms of Rule 550.1. The unit of service time is as follows:</p> <p>550.2.1 <i>[no change]</i></p> <p>550.2.2 two years of full-time service at levels: P-2 step XI, P-3 steps XIII and XIV, P-4 step XII to step XIV, P-5 step X to step XII, P-6/D-1 step V step IV to step VIII, and D-2 step I to step V;</p> <p><i>[no further changes]</i></p>

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>560. PROMOTION</p> <p>...</p> <p>560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within the same category, the post shall be announced to the staff and selection for that post shall be on a competitive basis.</p>	<p>560. PROMOTION</p> <p>560.1 to 560.2 <i>[no change]</i></p> <p>560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within the same category, the post shall be announced to the staff and selection for that post shall be on a competitive basis. In such cases, the incumbent of the reclassified post may be granted extra pay as of the fourth consecutive month following the effective date of the reclassification, in accordance with the provisions of Rule 320.5.</p> <p><i>[no further changes]</i></p>
<p>570. REDUCTION IN GRADE</p> <p>...</p> <p>570.2 A staff member shall not be reduced in grade for unsatisfactory performance or misconduct until he has received written notification of the proposed action and of the reasons, and has had an opportunity to reply. Such reply must be made in writing within eight days of receipt of the notification.</p>	<p>570. REDUCTION IN GRADE</p> <p>570.1 to 570.1.3 <i>[no change]</i></p> <p>570.2 A staff member shall not be reduced in grade for unsatisfactory performance or misconduct until he or she has received written notification of the proposed action and of the reasons, and has had an opportunity to reply. Such reply must be made in writing within eight calendar days of receipt of the notification.</p>

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>640. HOME LEAVE</p> <p>640.1 Home leave is provided so that a staff member who is serving outside the country and area of his recognized place of residence may spend a reasonable period of leave in his home country (or in another country, as provided for in Rule 640.5.2) with a view to maintaining effective association with its culture, with his family, and with his national, professional or other interests.</p> <p>...</p> <p>640.3 Staff members are eligible for home leave when:</p> <p style="padding-left: 40px;">640.3.1 their official station is outside the country and area of their recognized place of residence as established under Rule 460; and</p> <p>...</p> <p>640.4 Qualifying service under Rule 640.2 consists of continuous service for the Bureau at official stations outside the country and area of the staff member's recognized place of residence, but does not include periods of sick leave under insurance cover in excess of 30 days or leave without pay in excess of 30 days.</p> <p>...</p> <p>640.7 If both husband and wife are staff members in organizations in the United Nations system and eligible for home leave, each shall have the choice of exercising the home leave entitlements as a staff member, or as a spouse, but not as both. Such choice normally may not result in more than one home leave in every home leave cycle.</p>	<p>640. HOME LEAVE</p> <p>640.1 Home leave is provided so that a staff member who is serving and residing outside the country and area of his or her recognized place of residence may spend a reasonable period of leave in his or her home country (or in another country, as provided for in Rule 640.5.2) with a view to maintaining effective association with its culture, with his family, and with his national, professional or other interests.</p> <p>640.2 <i>[no change]</i></p> <p>640.3 Staff members are eligible for home leave when:</p> <p style="padding-left: 40px;">640.3.1 their official station they are serving and residing outside the country and area of their recognized place of residence as established under Rule 460; and</p> <p style="padding-left: 40px;">640.3.2 to 640.3.4 <i>[no change]</i></p> <p>640.4 Qualifying service under Rule 640.2 consists of continuous service for the Bureau at official stations outside the country and area of the staff member's recognized place of residence, but does not include periods of sick leave under insurance cover in excess of 30 days or leave without pay in excess of 30 days.</p> <p>640.5 to 640.6.5 <i>[no change]</i></p> <p>640.7 If both husband and wife spouses are staff members in organizations in the United Nations system and eligible for home leave, each shall have the choice of exercising the home leave entitlements as a staff member, or as a spouse, but not as both. Such choice normally may not result in more than one home leave in every home leave cycle.</p> <p><i>[no further changes]</i></p>

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>655. LEAVE WITHOUT PAY</p> <p>...</p> <p>655.2 During any leave without pay under Rule 655.1 the following conditions shall apply:</p> <p>...</p> <p>655.2.3 after the first 30 days no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave, meritorious increases under Rule 555.2, and end-of-service grant;</p>	<p>655. LEAVE WITHOUT PAY</p> <p>655.1 <i>[no change]</i></p> <p>655.2 During any leave without pay under Rule 655.1 the following conditions shall apply:</p> <p>655.2.1 to 655.2.2 <i>[no change]</i></p> <p>655.2.3 after the first 30 days no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave, meritorious increases under Rule 555.2, and end-of-service grant. Periods of leave without pay of 30 calendar days or less shall not affect the ordinary rates of accrual.</p> <p><i>[no further changes]</i></p>
<p>750. SICK LEAVE UNDER INSURANCE COVER</p> <p>...</p> <p>750.2 After the first 30 days on sick leave under insurance cover no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave and end-of-service grant.</p>	<p>750. SICK LEAVE UNDER INSURANCE COVER</p> <p>750.1 <i>[no change]</i></p> <p>750.2 After the first 30 days on During sick leave under insurance cover, no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave and end-of-service grant. Periods of 30 calendar days or less shall not affect the ordinary rates of accrual.</p>

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff member as follows: ...</p>	<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff member as follows: 810.1 to 810.7 <i>[no change]</i></p> <p><i>[NEW]</i></p> <p>810.8 In exceptional circumstances, return travel may be authorized in the case of illness or injury requiring special facilities for the treatment of a staff member who the Organization does not have an obligation to repatriate.</p>
<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>...</p> <p>820.6 If both husband and wife are staff members in organizations in the United Nations system, eligible for repatriation, each shall have the choice of exercising the repatriation entitlement as a staff member or as a spouse but not as both. Such choice shall not result in more than one journey each.</p>	<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>820.1 to 820.2.9 <i>[no change]</i></p> <p>820.6 If both husband and wife spouses are staff members in organizations in the United Nations system, eligible for repatriation, each shall have the choice of exercising the repatriation entitlement as a staff member or as a spouse but not as both. Such choice shall not result in more than one journey each.</p>
<p>1130. NOTIFICATION OF CHARGES AND REPLY</p> <p>A staff member may not be reassigned for misconduct, dismissed for misconduct, nor summarily dismissed for serious misconduct until he has been notified of the charges made against him and has been given an opportunity to reply to those charges. The notification and the reply shall be in writing, and the staff member shall be given eight days from receipt of the notification within which to submit his reply. This period may be shortened if the urgency of the situation requires it.</p>	<p>1130. NOTIFICATION OF CHARGES AND REPLY</p> <p>A disciplinary measure listed in Rule 1110.1 may be imposed only after the staff member may not be reassigned for misconduct, dismissed for misconduct, nor summarily dismissed for serious misconduct until he has been notified in writing of the charges made against him and has been given an opportunity to reply to those charges. The notification and the reply shall be in writing, and the staff member shall be given eight calendar days from receipt of the notification within which to submit his or her written reply. This period may be shortened if the urgency of the situation requires it.</p>

ANNEX 1

AMENDMENTS TO THE STAFF RULES BASED ON DECISIONS TAKEN BY WHO

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT (see Staff Regulation 3.2)</p> <p>...</p> <p>1310.4 Persons whom it is necessary to recruit outside the local area for such posts, because qualified candidates are not available locally, shall be appointed under the conditions of employment established for persons locally recruited. In addition, any such staff member whose recognized place of residence is determined to be outside the local area as well as outside the country of the official station may be granted an annual non-resident's allowance in an amount to be fixed by the Director for each area, and any such other entitlement as required to meet extra costs of non-resident status or accepted practices for non-residents employed in the locality.</p> <p>1310.5 At designated official stations, a mobility and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to P.3. The Director shall establish, on the basis of procedures agreed among the international organizations concerned, the criteria under which the non-resident's allowance or the mobility and hardship allowance may be payable.</p> <p>1310.6 The non-resident's allowance and other entitlements referred to in Staff Rules 1310.4 and 1310.5 may cease upon determination by the Director that a resident status within the area of the official station has been acquired by the staff member.</p>	<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT (see Staff Regulation 3.2)</p> <p>1310.1 to 1310.3 <i>[no change]</i></p> <p>1310.4 Persons whom it is necessary to recruit outside the local area for such posts, because qualified candidates are not available locally, shall be appointed under the conditions of employment established for persons locally recruited. In addition, any such staff member whose recognized place of residence is determined to be outside the local area as well as outside the country of the official station may be granted an annual non-resident's allowance in an amount to be fixed by the Director for each area, and any such other entitlements as required to meet extra costs of non-resident status or accepted practices for non-residents employed in the locality.</p> <p>1310.5 At designated official stations, a mobility and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to P.3. The Director Bureau shall establish, on the basis of procedures agreed among the international organizations concerned, the criteria under which the non-resident's allowance or the mobility and hardship allowance may be payable.</p> <p>1310.6 The non-resident's allowance and other entitlements referred to in Staff Rules 1310.4 and 1310.5 may cease upon determination by the Director Bureau Director that a resident status within the area of the official station has been acquired by the staff member.</p> <p><i>[no further changes]</i></p>

APPENDIX

Salary scale for staff in the professional and higher graded categories: annual gross base salaries and net equivalents after application of staff assessment (in US dollars)¹

(effective 1 January 2005)

Level		Step														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
D-2	Gross	131 94'	134 765 *	137 584 *	140 403 *	143 222 *	146 040 *									
	Net D	... 98 22	100 140	102 057	103 974	105 891	107 807									
	Net S	... 90 22	91 854	93 466	95 072	96 674	98 269									
P-6/D-1	Gross	120 487	122 962	125 435	127 910	130 385 *	132 859 *	135 334 *	137 809 *	140 282 *						
	Net D	90 431	92 114	93 796	95 479	97 162	98 844	100 527	102 210	103 892						
	Net S	83 587	85 050	86 509	87 965	89 418	90 867	92 312	93 755	95 194						
P-5	Gross	99 511	101 590	103 694	105 799	107 904	110 009	112 115	114 221	116 326	118 431	120 535 *	122 641 *	124 747 *		
	Net D	76 148	77 581	79 012	80 443	81 875	83 306	84 738	86 170	87 602	89 033	90 464	91 896	93 328		
	Net S	70 742	72 014	73 282	74 550	75 815	77 077	78 338	79 596	80 852	82 106	83 358	84 607	85 855		
P-4	Gross	81 943	83 861	85 781	87 699	89 618	91 536	93 456	95 374	97 293	99 210	101 196	103 226 *	105 259 *	107 290 *	109 322 *
	Net D	63 499	64 880	66 262	67 643	69 025	70 406	71 788	73 169	74 551	75 931	77 313	78 694	80 076	81 457	82 839
	Net S	59 132	60 390	61 647	62 901	64 155	65 407	66 659	67 909	69 157	70 405	71 651	72 896	74 140	75 383	76 625
P-3	Gross	66 881	68 656	70 435	72 207	73 986	75 761	77 535	79 314	81 090	82 865	84 643	86 417	88 194	89 969 *	91 746 *
	Net D	52 654	53 932	55 213	56 489	57 770	59 048	60 325	61 606	62 885	64 163	65 443	66 720	68 000	69 278	70 557
	Net S	49 149	50 325	51 503	52 678	53 856	55 030	56 206	57 383	58 558	59 734	60 906	62 079	63 250	64 422	65 594
P-2	Gross	54 382	55 972	57 560	59 149	60 738	62 325	63 914	65 500	67 090	68 681	70 267	71 858 *			
	Net D	43 655	44 800	45 943	47 087	48 231	49 374	50 518	51 660	52 805	53 950	55 092	56 238			
	Net S	40 947	41 985	43 020	44 057	45 092	46 130	47 184	48 234	49 289	50 341	51 392	52 447			
P-1	Gross	42 664	44 022	45 378	46 737	48 093	49 449	50 908	52 436	53 960	55 488					
	Net D	34 558	35 658	36 756	37 857	38 955	40 054	41 154	42 254	43 351	44 451					
	Net S	32 599	33 612	34 625	35 638	36 650	37 662	38 676	39 676	40 672	41 668					

¹ D = Rate applicable to staff members with a dependant spouse or child; S = Rate applicable to staff members with no dependant spouse or child.

* The normal qualifying period for a within-grade increase 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 Rule 550.2).

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>040. EFFECTIVE DATE</p> <p>These Staff Rules are effective as from 1 January 2001 and supersede all Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon.</p>	<p>040. EFFECTIVE DATE</p> <p>These Staff Rules are effective as from 1 January 2001 1 July 2006, unless otherwise specified, and supersede all Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon.</p>
<p>110. STANDARDS OF CONDUCT FOR STAFF MEMBERS</p> <p>110.6 A staff member who is offered any honor, decoration, or gift from sources external to the Bureau shall report this fact in writing to the Director who shall decide on the applicability of Staff Regulation 1.7.</p>	<p>110.6 STANDARDS OF CONDUCT FOR STAFF MEMBERS</p> <p>110.6 A staff member who is offered any honor, decoration, or gift, or remuneration from sources external to the Bureau shall report this fact in writing to the Bureau's Ethics Office the Director who which shall decide on the applicability of Staff Regulation 1.7.</p>
	<p><i>[NEW]</i></p> <p>240. PERIODICITY OF REVIEW</p> <p>Posts are normally reviewed at least every five years but not more than once every two years, except where there has been a significant change in the duties and responsibilities of the post.</p>
<p>320. SALARY DETERMINATION</p> <p>320.5 A staff member may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that which he or she occupies; such temporary arrangements shall not normally be continued for more than 12 months. As from the beginning of the fourth consecutive month of service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his or her current pay, consisting of net base salary, post adjustment and allowances, and that which he or she would receive if promoted to the post of higher grade.</p>	<p>320. SALARY DETERMINATION</p> <p>320.5 Pursuant to Staff Rule 567, a-A staff member may be officially required requested to assume temporarily the responsibilities of an established post of a higher grade than that which he or she occupies; — sSuch temporary arrangements shall not normally be continued for more than 12 months. As from the beginning of the fourth consecutive month of service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his or her current pay, consisting of net base salary, post adjustment and allowances, and that which he or she would receive if promoted to the post of higher grade.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>350. EDUCATION GRANT</p> <p>...</p> <p>350.1.1 the education grant is payable for each child recognized as a dependant under Rule 310.5.2, except that the entitlement in respect of such a child shall extend up to the end of the school year in which the child reaches the age of 25, completes four years of post-secondary studies or is awarded the first recognized post-secondary degree, whichever is earlier;</p> <p>...</p> <p>350.3 The education grant shall not be paid for:</p> <p>...</p> <p>350.3.2 attendance at a kindergarten or nursery school at the pre-primary level;</p> <p>...</p>	<p>350. EDUCATION GRANT</p> <p>...</p> <p>350.1.1 the education grant shall be paid starting with the school year in which a dependant child, as defined under Staff Rule 310.5.2, reaches the age of five if it can be shown that the child is attending a full-time program that contains the basic elements of formal education as a major part of its curriculum. The grant shall extend up to the end of the school year in which a staff member's child reaches the age of 25, completes four years of post-secondary studies or is awarded the first recognized post-secondary degree, whichever is earlier;</p> <p>...</p> <p>350.3 The education grant shall not be paid for:</p> <p>...</p> <p>350.3.2 attendance at a kindergarten or nursery school at the pre-primary level;</p> <p><i>350.3.3 and 350.3.4 are renumbered as 350.3.2 and 350.3.3 respectively.</i></p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>370. REPATRIATION GRANT</p> <p>...</p> <p>370.5 In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to the spouse and dependant children who are entitled to repatriation, subject to providing the evidence of relocation referred to in Rule 370.1 if required:</p> <p style="padding-left: 40px;">370.5.1 at the lower rate (Rule 370.1) if there is one surviving such family member.</p> <p style="padding-left: 40px;">370.5.2 at the higher rate (Rule 370.1) if there is more than one surviving such family member.</p> <p>...</p>	<p>370. REPATRIATION GRANT</p> <p>370.1 to 370.4 [<i>no change</i>]</p> <p>370.5 In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to the spouse and dependant children who are entitled to repatriation, subject to providing the evidence of relocation referred to in Rule 370.1 if required:</p> <p style="padding-left: 40px;">370.5.1 at the lower rate (Rule 370.1) if there is one such surviving such family member.</p> <p style="padding-left: 40px;">370.5.2 at the higher rate (Rule 370.1) if there is more than one such surviving such family member.</p> <p>[<i>no further changes</i>]</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>410. RECRUITMENT POLICIES</p> <p>...</p> <p>410.3 Subject to Staff Rule 410.3.1, persons closely related by blood or by marriage to a staff member, as defined by the Director, shall not normally be appointed if another equally qualified person is available.</p> <p>...</p>	<p>410. RECRUITMENT POLICIES</p> <p>410.1 and 410.2 <i>[no change]</i></p> <p>410.3 Subject to Staff Rule 410.3.1, persons closely related by blood or by marriage to a staff member, as defined by the Director, shall not normally be appointed if another equally qualified person is available. Persons closely related by blood or marriage include an immediate family member, as defined in Rule 110.7.3, and grandparents, grandchildren, uncles, aunts, nieces, and nephews, as well as any step-relatives, of the staff member or his or her spouse.</p> <p><i>[no further changes]</i></p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>420. APPOINTMENT POLICIES</p> <p>...</p> <p>420.6 Any appointment of one year or more shall be subject to a period of probation which shall be at least one year and may be extended up to two years when necessary for adequate evaluation of the staff member's performance, conduct and suitability for international service.</p> <p>...</p>	<p>420. APPOINTMENT POLICIES</p> <p>420.1 to 410.5 <i>[no changes]</i></p> <p>420.6 Any appointment of one year or more shall be subject to a period of probation. which shall be at least one year and may be After the first year of probation, the appointment may be confirmed or the probationary period may be extended up to two years when necessary for adequate evaluation of the staff member's performance, conduct and suitability for international service. In exceptional circumstances, the appointment of a staff member on probation may be terminated for poor performance or unsuitability for international service after the first six months of the probationary period following appointment.</p> <p>[NEW]</p> <p>420.7 Any misstatement of fact made or material information withheld, by a job applicant during the application, selection, or appointment process may provide grounds for the withdrawal of an offer of appointment or, if an appointment has already been made, the cancellation of employment with the Bureau after notification under Staff Rule 1130. In the event of cancellation of employment, the staff member shall be given one month's notice or, at the discretion of the Bureau, payment in lieu of notice. No indemnity or end-of-service grant is payable. At its discretion, the Bureau may provide a repatriation grant pursuant to Staff Rule 370.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>460. DETERMINATION OF RECOGNIZED PLACE OF RESIDENCE</p> <p>At the time of appointment of a staff member, the Bureau shall determine, in consultation with him, that place which is to be recognized throughout his service as his residence prior to appointment, for purposes of establishing entitlements under these Staff Rules. Unless there are reasons to the contrary, and except as provided by Rule 1310.2, the residence shall be determined to be the place in the country of the staff member's nationality where he was residing at the time of appointment; if he was living in some other country at the time of appointment, the residence shall be a place in the country of his nationality determined in consultation with him on the basis of reasonable justification. Consideration may be given in individual cases to designating some other place if the facts so warrant.</p> <p>...</p>	<p>460. DETERMINATION OF RECOGNIZED PLACE OF RESIDENCE</p> <p>At the time of appointment, the Bureau shall determine, in consultation with the staff member, that place which is to be recognized throughout the period of service as the staff member's recognized place of residence for purposes of establishing entitlements under these Staff Rules. Except as provided by Rule 1310.2, the residence shall normally be located in the country of the staff member's nationality. Consideration may be given in individual cases to designating some other place if the facts so warrant. Requests to change a recognized place of residence will be considered in exceptional circumstances only and must be supported by evidence that a new place of residence has been established.</p> <p><i>[no further changes]</i></p>
<p>510. ASSIGNMENT TO DUTY</p> <p>510.1 Staff members in the professional category are subject to assignment by the Director to any activity or office of the Bureau. Those in the general service category are not subject to assignment, except by mutual agreement, to an official station other than that for which they have been recruited. Initial recruitment for a specific assignment does not, therefore, relieve the staff member of the obligation to serve in any other designated assignment. In determining the initial and any subsequent assignment, consideration shall be given, to the extent possible, to the staff member's particular abilities and interests.</p> <p>...</p>	<p>510. ASSIGNMENT TO DUTY</p> <p>510.1 Staff members in the professional category posts subject to international recruitment are subject to assignment by the Director may be assigned to any activity or office of the Bureau. Those in the general service category posts subject to local recruitment may not be assigned are not subject to assignment, except by mutual agreement, to an official station other than that for which they have been recruited. Initial recruitment for a specific assignment does not, therefore, relieve the staff member of the obligation to serve in any other designated assignment. In determining the initial and any subsequent assignment, consideration shall be given, to the extent possible, to the staff member's particular abilities and interests.</p> <p><i>[no further changes]</i></p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>560. PROMOTION (see Staff Regulation 4.4)</p> <p>...</p> <p>560.4 A staff member whose performance and conduct have been satisfactory may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications.</p>	<p>560. PROMOTION (see Staff Regulation 4.4)</p> <p>560.1 to 560.3 [no changes]</p> <p>560.4 A staff member whose performance and conduct have been satisfactory may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications.</p>
<p>565. REASSIGNMENT</p> <p>...</p> <p>565.4 A staff member may be required, without formal reassignment and in the interests of the Bureau, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.4; any such arrangement shall not exceed twelve months.</p>	<p>565. REASSIGNMENT</p> <p>565.1 to 565.3 [no changes]</p> <p>565.4 A staff member may be required, without formal reassignment and in the interests of the Bureau, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.4; any such arrangement shall not exceed twelve months.</p>
	<p>[NEW]</p> <p>567. ACTING APPOINTMENT</p> <p>When it is in the best interest of the Bureau, a staff member may be requested to temporarily perform the duties of another post, which may be at the same, lower or higher grade level than the staff member's post. If the temporary duties relate to a post at a higher grade than that of the staff member, due regard shall be given to the provisions of Rule 320.5. Any request made pursuant to the provisions of this rule must be made in writing to the staff member. An acting appointment made in accordance with this rule shall not normally exceed 12 months.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>625. OVERTIME AND COMPENSATORY LEAVE</p> <p>When authorized by the appropriate supervisor a staff member may be required to work overtime and may be compensated as follows, subject to procedures established by the Director:</p> <p style="padding-left: 40px;">625.1 staff in posts in the professional category and above may be given compensatory leave;</p> <p style="padding-left: 40px;">625.2 staff in posts subject to local recruitment shall be given compensatory leave or monetary compensation.</p>	<p>625. OVERTIME AND COMPENSATORY LEAVE</p> <p>When authorized by the appropriate supervisor, a staff member may be required to work overtime and may be compensated as follows, subject to procedures established by the Director Bureau:</p> <p style="padding-left: 40px;">625.1 staff in posts in the professional category and above may be given compensatory leave;</p> <p style="padding-left: 40px;">625.2 staff in posts subject to local recruitment in the general service category shall be given compensatory leave or monetary compensation.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.3 Annual leave accrues to all staff members except:</p> <p style="padding-left: 40px;">630.3.1 to those appointed on a “when actually employed” basis;</p> <p style="padding-left: 40px;">630.3.2 to holders of temporary appointments as defined in Rule 420.3 engaged on a daily basis;</p> <p style="padding-left: 40px;">630.3.3 to consultants appointed under Rule 1310 who are governed, instead, by the conditions established for them;</p> <p style="padding-left: 40px;">630.3.4 to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p style="padding-left: 40px;">630.3.5 to those on special leave under insurance coverage in excess of 30 days.</p>	<p>630. ANNUAL LEAVE</p> <p><i>630.1 and 630.2 [no change]</i></p> <p>630.3 Annual leave accrues to all staff members except:</p> <p style="padding-left: 40px;">630.3.1 to those appointed on a “when actually employed” basis;</p> <p style="padding-left: 40px;">630.3.2 to holders of temporary appointments as defined in Rule 420.3 engaged on a daily basis;</p> <p style="padding-left: 40px;">630.3.3 to consultants appointed under Rule 1310 who are governed, instead, by the conditions established for them;</p> <p style="padding-left: 40px;">630.3.4 to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p style="padding-left: 40px;">630.3.5 to those on special leave under insurance coverage in excess of 30 days;</p> <p style="padding-left: 40px;">630.3.6 when otherwise specified in the Rules.</p> <p><i>[no further changes]</i></p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>640. HOME LEAVE</p> <p>...</p> <p>640.5 Home leave consists of travel time without charge to the staff member's annual leave with return transportation paid by the Bureau for the staff member, his spouse and eligible children, up to the cost of travel between the official station and the staff member's recognized place of residence. Travel shall be authorized as follows:</p> <p style="padding-left: 40px;">640.5.1 at 24-month stations, travel shall be between the official station and the staff member's recognized place of residence or another place in the same country; as a condition for the payment of travel the staff member, his spouse and eligible children must spend a reasonable period of time in that country;</p> <p>...</p>	<p>640. HOME LEAVE</p> <p><i>640.1 to 640.4 [no change]</i></p> <p>640.5 Home leave consists of travel time without charge to the staff member's annual leave with return transportation paid by the Bureau for the staff member, his spouse and eligible children, up to the cost of travel between the official station and the staff member's recognized place of residence. Travel shall be authorized as follows:</p> <p style="padding-left: 40px;">640.5.1 at 24-month stations, travel shall be between the official station and the staff member's recognized place of residence or another place in the same country; as a condition for the payment of travel the staff member, his spouse and eligible children must spend a reasonable period of time at least one week in that country;</p> <p><i>[no further changes]</i></p>
<p>660. LEAVE FOR MILITARY TRAINING OR SERVICE</p> <p>...</p> <p>660.3 Upon application, within 90 days after release from military service, the staff member shall be restored to active duty in the Bureau in the same status he had at the time he entered military service, provided there is a post available at his level which is not occupied by a person of higher retention status. If no such post is available, the provisions of Rule 1050 shall be applied to determine his status and entitlements.</p>	<p>660. LEAVE FOR MILITARY TRAINING OR SERVICE</p> <p><i>660.1 and 660.2 [no change]</i></p> <p>660.3 Upon application, within 90 days after release from military service, the staff member shall be restored to active duty in the Bureau in the same status and at the same grade he or she had at the time he entered upon entry into military service, provided there is a post available at his level which is not occupied by a person of higher retention status for which the staff member is qualified. If no such post is available, the provisions of Rule 1050 shall be applied. to determine his status and entitlements.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>.720.1 Staff Health Insurance</p> <p>720.1.1 Staff members appointed for one year or more shall participate in the Organization's Staff Health Insurance and their spouse and eligible dependants shall also be covered by it, in accordance with rules established by the Director in consultation with the staff. Staff members shall contribute to the cost.</p> <p>...</p> <p>720.2 Accident and Illness Insurance</p> <p>720.2.1 Staff members appointed for one year or more shall be insured against the risk of disability or accidental death to the extent provided for in the Bureau's accident and illness insurance policy relating to them. Staff members shall contribute to the cost.</p> <p>...</p>	<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>.720.1 Staff Health Insurance</p> <p>720.1.1 Staff members appointed for one year or more shall participate in the Organization's Staff Health Insurance and their spouse and eligible dependants shall also be covered by it, in accordance with rules established by the Director in consultation with the staff. Staff members shall contribute to the cost.</p> <p>720.2 <i>[no change]</i></p> <p>720.2 Accident and Illness Insurance</p> <p>720.2.1 Staff members appointed for one year or more shall be insured against the risk of disability or accidental death to the extent provided for in the Bureau's accident and illness insurance policy relating to them. Staff members shall contribute to the cost.</p> <p>720.2.2 <i>[no change]</i></p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>740. SICK LEAVE</p> <p>...</p> <p>740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged as sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies, other than in the event of the death of an immediate family member in which case the certification requirement in respect of three consecutive working days shall not apply.</p> <p>740.3 In any case of a staff member's claiming sick leave, he shall submit such periodic reports on his condition as the Staff Physician shall require and shall be examined by the Staff Physician if the latter so decides.</p> <p>740.4 Sick leave shall be recorded in units of one hour.</p> <p>740.5 The termination of a staff member's appointment shall, from the date it is effective, terminate any claim to sick leave under these rules.</p> <p>740.6 Upon the recommendation of the Staff Physician, the Director may require a staff member to absent himself on sick leave.</p>	<p>740. SICK LEAVE</p> <p>740.1 [no change]</p> <p>740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be approved by the Staff Physician supported by based on a certificate from a duly recognized medical practitioner:</p> <ul style="list-style-type: none"> • stating that the staff member is unable to perform his or her duties; • presenting a diagnosis; • indicating the probable duration of the illness. <p>740.3 Not more than seven working days of uncertified absences within one calendar year shall be charged as sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies, other than in the event of the death of an immediate family member in which case the certification requirement in respect of three consecutive working days shall not apply.</p> <p>740.34 In any case of a staff member's claiming sick leave, he or she shall submit such periodic reports on his condition as the Staff Physician shall require to monitor his or her condition and progress, and to verify the need for continued sick leave. In addition, the staff member and shall be examined by the Staff Physician if the latter so decides.</p> <p>740.45 Sick leave shall be recorded in units of one hour.</p> <p>740.56 The termination of a staff member's appointment shall, from the date it is effective, terminate any claim to sick leave under these rules.</p> <p>740.67 Upon the recommendation of the Staff Physician, the Director may require a staff member to absent himself or herself on sick leave.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>760. MATERNITY AND PATERNITY LEAVE</p> <p>...</p> <p>760.2 Maternity leave for staff holding an appointment of one year or more On presentation of a certificate from a duly recognized medical practitioner stating that her confinement will probably take place within six weeks, the staff member shall be entitled to maternity leave. At the request of the staff member and on medical advice, the Director may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected date of confinement. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than ten weeks after the actual date of her confinement. The leave is paid with full salary and allowances.</p> <p>...</p> <p>760.4 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.</p> <p>...</p> <p>760.6 Paternity leave Upon presentation of satisfactory evidence of the birth of his child, a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, shall be entitled to paternity leave for a maximum period of four weeks for staff assigned to family duty stations. In exceptional circumstances, such as complications of pregnancy or the death of the mother, paternity leave shall be for a maximum period of eight weeks. Staff at non-family duty stations shall be entitled to paternity leave for a maximum period of eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p>	<p>760. MATERNITY AND PATERNITY LEAVE</p> <p>760.1 <i>[no change]</i></p> <p>760.2 Maternity leave for staff holding an appointment of one year or more. Staff members are entitled to 16 weeks of maternity leave. This leave shall commence within six weeks of the staff member's due date based on a certificate from a duly recognized medical practitioner or midwife indicating the expected date of birth. Maternity leave may not commence less than two weeks before the expected due date and shall not terminate less than ten weeks after the actual date of birth. The leave is paid with full salary and allowances.</p> <p>760.3 <i>[no change]</i></p> <p>760.4 A nursing mother shall be allowed additional maternity nursing leave of sufficient time each day to nurse her child until the child reaches the age of two.</p> <p>760.5 <i>[no change]</i></p> <p>760.6 Paternity leave Upon presentation of satisfactory evidence of the birth of his child, a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, 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>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>770. GRANT IN CASE OF DEATH</p> <p>770.1 On the death of a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, whose death does not result in any indemnity payment from the Bureau's accident or illness insurance policy, a payment shall be made to:</p> <p>...</p>	<p>770. GRANT IN CASE OF DEATH</p> <p>770.1 On the death of a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, whose death does not result in any indemnity payment from the Bureau's accident or illness insurance policy, a payment shall be made to:</p> <p><i>[no further changes]</i></p>
<p>810. TRAVEL OF STAFF MEMBERS</p> <p>...</p> <p>810.6 On termination except as provided in Rule 1010.2, from the official station to the recognized place of residence, or to any other place provided that the cost to the Bureau does not exceed that for the travel to the recognized place of residence.</p> <p>...</p>	<p>810. TRAVEL OF STAFF MEMBERS</p> <p><i>810.1 to 810.5 [no change]</i></p> <p>810.6 On termination, except as provided in Rule 1010.2, from the official station to the recognized place of residence, or to any other place provided that the cost to the Bureau does not exceed that for the travel to the recognized place of residence.</p> <p><i>810.7 [no change]</i></p> <p><i>[NEW]</i></p> <p>810.9 In other appropriate cases when, in the opinion of the Bureau, there are compelling reasons for paying such expenses.</p>
<p>850. TRANSPORTATION OF PERSONAL EFFECTS</p> <p>The cost of transportation of personal effects in connection with authorized travel shall be borne by the Bureau within limits established by the Director.</p>	<p>850. TRANSPORTATION OF PERSONAL EFFECTS</p> <p>The cost of transportation of personal effects in connection with authorized travel shall be borne paid by the Bureau within established limits established by the Director.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>870. EXPENSES ON DEATH</p> <p>870.1 On the death of a staff member or his spouse or his child (ren), when the Bureau had an obligation to repatriate the deceased under Rule 810.6 or 820.2.7, the Bureau shall pay the expenses of preparing and transporting the remains. The maximum transportation costs borne by the Bureau shall not exceed those from the last place to which the deceased person(s) travelled at the Bureau's expense to the staff member's recognized place of residence.</p> <p>...</p>	<p>870. EXPENSES ON DEATH</p> <p>870.1 If, On on the death of a staff member or his or her spouse or child (ren), when the Bureau had has an obligation to repatriate the deceased under Rule 810.6 or 820.2.7, the Bureau shall pay the expenses of preparing and transporting the remains. The maximum transportation costs borne by the Bureau shall not exceed those from the last place to which the deceased person(s) travelled at the Bureau's expense to the staff member's recognized place of residence.</p> <p><i>[no further changes]</i></p>
<p>1015. SEPARATION BY MUTUAL AGREEMENT</p> <p>The Director may terminate the appointment of a staff member who holds an appointment for one year or more if such action would be in the interest of the Bureau and in accordance with the standards outlined in the Staff Regulations, provided that the action is not contested by the staff member concerned.</p>	<p>1015. SEPARATION BY MUTUAL AGREEMENT</p> <p>The Director may terminate the appointment of a staff member who holds an appointment for one year or more if such action would be in the interest of the Bureau and in accordance with the standards outlined in the Staff Regulations, provided that the action is not contested by the staff member concerned. Staff members who are separated under this Rule shall not be eligible for re-employment in the Bureau for a period of at least three years following the effective date of separation.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>1020. RETIREMENT</p> <p>1020.1 Staff Members shall retire on the last day of the month in which they reach the age of 60. However, staff members who have become participants in the United Nations Joint Staff Pension Fund on or after 1 January 1990 shall retire on the last day of the month in which they reach the age of 62. In exceptional circumstances the Director may, in the interests of the Bureau, extend the retirement age, provided that not more than a one-year extension shall be granted at a time and that in no case shall any extension be granted beyond the staff member's sixty-fifth birthday.</p> <p>...</p>	<p>1020. RETIREMENT</p> <p>1020.1 Staff Members shall retire on the last day of the month in which they reach the age of 60. However, staff members who have become participants in the United Nations Joint Staff Pension Fund on or after 1 January 1990 shall retire on the last day of the month in which they reach the age of 62. In exceptional circumstances the Director may, in the interests of the Bureau, extend the retirement age, a staff member's appointment may be extended beyond the mandatory age of retirement provided that the extension is in the interest of the Bureau provided and that not more than a one-year extension shall be granted at a time. and that in In no case shall any extension be granted beyond the staff member's sixty-fifth birthday.</p> <p><i>[no further changes]</i></p>
<p>1030. TERMINATION FOR REASONS OF HEALTH</p> <p>...</p> <p>1030.2.2 reassignment possibilities shall be explored and an offer made if this is feasible;</p> <p>...</p> <p>1030.3.1 shall be given three months' notice;</p> <p>...</p>	<p>1030. TERMINATION FOR REASONS OF HEALTH</p> <p><i>1030.1 through 1030.2.1 [no changes]</i></p> <p>1030.2.2 reassignment possibilities for staff members holding service or fixed-term appointments shall be explored and an offer made if this is feasible;</p> <p><i>1030.2.3 through 1030.3 [no changes]</i></p> <p>1030.3.1 shall be given three months' notice if serving on a service or fixed-term appointment and one month's notice if serving on a temporary appointment;</p> <p><i>[no further changes]</i></p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>1040. COMPLETION OF APPOINTMENTS</p> <p>In the absence of an offer and acceptance of extension, fixed-term and temporary appointments shall expire automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment. At the discretion of the Director, payment in lieu of notice may be given to the staff member. A staff member who does not wish to be considered for reappointment shall also give notice of his or her intention within the minimum period specified above.</p>	<p>1040. COMPLETION OF APPOINTMENTS</p> <p>In the absence of an offer and acceptance of extension, fixed-term and temporary appointments shall expire automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment given three month's notice. At the discretion of the Bureau Director, payment in lieu of notice may be given to the staff member. A staff member who does not wish to be considered for reappointment shall also give notice of his or her intention within the minimum period specified above.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>1050. ABOLITION OF POST</p> <p>...</p> <p>1050.2 When a post of indefinite duration – or any post held by a staff member with a service appointment³ – is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director, and based upon the following principles:</p> <p>...</p> <p>1050.2.6 if the post is in the professional category or above, the reassignment process shall extend to all offices; if the post is subject to local recruitment, the reassignment process shall be limited to the locality in which the post is to be abolished;</p> <p>...</p> <p>1050.4.2 In other cases, the Director may decide to increase the indemnity by up to 50 percent if the conditions so warrant.</p> <p>...</p> <p>³In this Rule, references to staff members holding service appointments shall be interpreted to include staff members holding career-service appointments.</p>	<p>1050. ABOLITION OF POST</p> <p><i>1050.1 [no change]</i></p> <p>1050.2 When a post of indefinite duration – or any post held by a staff member with a service appointment³ – is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with established procedures established by the Director, and based upon the following principles:</p> <p><i>1050.2.1 to 1050.2.5 [no changes]</i></p> <p>1050.2.6 if the post is in the professional category or above for professional posts subject to international recruitment in the professional category or above higher-graded posts, the reassignment process shall extend to all offices; if the post is subject to local recruitment, the reassignment process shall be limited to the locality in which the post is to be abolished;</p> <p><i>1050.2.7 to 1050.4.1 [no change]</i></p> <p>1050.4.2 In other cases In the case of termination of appointment under Rule 1050.1, the Director may decide to increase the indemnity by up to 50 percent if the conditions so warrant.</p> <p><i>[no further changes]</i></p> <p>³In this Rule, references to staff members holding service appointments shall be interpreted to include staff members holding career-service appointments.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>1110. DISCIPLINARY MEASURES</p> <p>...</p> <p>1110.1.1 written reprimand</p> <p>...</p>	<p>1110. DISCIPLINARY MEASURES</p> <p><i>1110.1 [no change]</i></p> <p>1110.1.1 written reprimand signed by the HR Manager;</p> <p><i>[no further changes]</i></p>
<p>1120. SUSPENSION PENDING INVESTIGATION</p> <p>If a case of misconduct arises involving a staff member and if it is considered that continuance of the staff member in office pending further investigation of the matter is likely to prejudice the interests of the Bureau, the staff member may be suspended from his functions, with or without pay. At the time of suspension the staff member shall be given a written statement containing the reason for the suspension, his status during suspension, and its probable duration. If the staff member is suspended without pay and any resulting charge is subsequently not sustained, the salary withheld shall be paid.</p>	<p>1120. SUSPENSION PENDING INVESTIGATION</p> <p>If a case of misconduct arises involving a staff member and if it is considered that continuance of the staff member in office pending further investigation of the matter is likely to prejudice the interests of the Bureau may prejudice the results of the investigation or adversely affect the interests of the Bureau, the staff member may be suspended from duty, his functions, with or without pay. At the time of suspension, the staff member shall be given a written statement containing the reason for the suspension, his or her status during suspension, and its probable duration. If the staff member is suspended without pay no service credit shall accrue during the period of suspension. If the allegation(s) of misconduct is subsequently not sustained, the salary withheld shall be paid and the corresponding period of service shall be credited to the staff member.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT (see Staff Regulation 3.2)</p> <p>...</p> <p>1310.5 At designated official stations, a mobility and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to P.3. The Director shall establish, on the basis of procedures agreed among the international organizations concerned, the criteria under which the non-resident's allowance or the mobility and hardship allowance may be payable.</p> <p>...</p>	<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT (see Staff Regulation 3.2)</p> <p><i>1310.1 to 1310.4 [no changes]</i></p> <p>1310.5 At designated official stations, a mobility and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to P.3. The Director shall establish, on the basis of procedures agreed among the international organizations concerned in the common system, the criteria under which the non-resident's allowance or the mobility and hardship allowance may be payable.</p> <p><i>1310.6 to 1310.9 [no changes]</i></p>
<p>SCOPE AND PURPOSE</p> <p>N.010 The following Staff Rules are for the purpose of implementing Articles 1.12, 1.13, 1.14 and 1.15 of the Staff Regulations of the Pan American Sanitary Bureau, as they apply to staff recruited by the Bureau. These Staff Rules are effective as from 1 July 1987. All subsequent modifications shall become effective as from the date shown thereon.</p> <p>...</p>	<p>SCOPE AND PURPOSE</p> <p>N.010 The following Staff Rules are for the purpose of implementing Articles 1.12, 1.13, 1.14 and 1.15 Staff Regulations 13.1, 13.2, 13.3 and 13.4 of the Staff Regulations of the Pan American Sanitary Bureau, as they apply to staff employees recruited by the Bureau. These Staff Rules are effective as from 1 July 1987. All subsequent modifications shall become effective as from the date shown thereon.</p> <p><i>[no further changes]</i></p>
<p>CLASSIFICATION OF POSTS</p> <p>N.110 All posts established under Staff Regulation Article 1.14 shall be classified in accordance with local standards pertaining to the classification of posts in comparable occupations.</p>	<p>CLASSIFICATION OF POSTS</p> <p>N.110 All posts established under Staff Regulation Article 1.14 13.3 shall be classified in accordance with local standards pertaining to the classification of posts in comparable occupations.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>RECRUITMENT AND APPOINTMENT</p> <p>N.310 The main consideration in the selection of national staff shall be competence in relation to the post to be filled and the integrity of the individual under consideration.</p> <p>N.320 The Director or his delegated representative shall have the authority to appoint national staff for periods of one year or more, or for indefinite periods, subject to a satisfactory medical determination. Fixed-term appointments could be extended for further periods, as required. Each appointment shall be in keeping with local labor practice.</p> <p>N.330 All national staff shall be selected on a competitive basis by means of selection committees established in each locality. Selection committees normally should be composed of three staff members: the supervisor serving as representative of the receiving unit, one staff member serving as representative of the staff, and one serving as an independent staff member. Selections must be approved by the Director or his delegated representative.</p> <p>N.340. No person closely related by blood or marriage to an existing staff member of the Bureau shall be appointed unless an exception has been obtained by the Director. When exceptions are made, such persons should not be assigned within the same line of authority.</p> <p>N.350 National staff selected for posts in the Bureau should normally devote the whole of their time to the Organization. National staff wishing to seek employment elsewhere in addition to the position to which they have been selected in the Bureau must receive prior approval of the Director.</p>	<p>RECRUITMENT AND APPOINTMENT</p> <p>N.310 The main consideration in the selection of national staff employees shall be competence in relation to the post to be filled and the integrity of the individual under consideration.</p> <p>N.320 The Director or his delegated representative shall have the authority to appoint national staff employees for periods of one year or more, or for indefinite periods, subject to a satisfactory medical determination. Fixed-term appointments could be extended for further periods, as required. Each appointment shall be in keeping with local labor practice.</p> <p>N.330 All national staff employees shall be selected on a competitive basis by means of selection committees established in each locality. Selection committees normally should be composed of three staff members: the supervisor serving as representative of the receiving unit, one staff member serving as representative of the staff, and one serving as an independent staff member. Selections must be approved by the Director or his delegated representative.</p> <p>N340. No person closely related by blood or marriage to an existing staff member of the someone working in the Bureau shall be appointed unless an exception has been obtained by the Director. When exceptions are made, such persons should not be assigned within the same line of authority. A person is closely related by blood or marriage if they are the mother, father, brother, sister, son, daughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandmother, grandfather, grandson, granddaughter, uncle, aunt, nephew, niece, husband, wife, step-parent, step-child, step-brother, step-sister, guardian or ward of someone working in the Bureau.</p> <p>N.350 National staff employees selected for posts in the Bureau should normally devote the whole of their time to the Organization. National staff employees wishing to seek employment elsewhere in addition to the position to which they have been selected in the Bureau must receive prior approval of the Director.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>SOCIAL SECURITY</p> <p>...</p> <p>N.520 Each Representation/Center/Project shall ensure compliance by national staff members with social security requirements, including tax legislation, when applicable. The Bureau shall report to the authorities, as well as to national staff members, such withholdings as may be required by local laws for pertinent purposes.</p> <p>N.530 National staff shall be compensated in accordance with the rules of the national social security system in the event of illness, accident or death attributable to the performance of their official duties on behalf of the Bureau. Where there is no such scheme available, the Bureau shall provide reasonable compensation.</p>	<p>SOCIAL SECURITY</p> <p><i>N.510 [no change]</i></p> <p>N.520 Each Representation/Center/Project shall ensure compliance by national staff members employees with social security requirements, including tax legislation, when applicable. The Bureau shall report to the authorities, as well as to national staff members employees, such withholdings as may be required by local laws for pertinent purposes.</p> <p>N.530 National staff employees shall be compensated in accordance with the rules of the national social security system in the event of illness, accident or death attributable to the performance of their official duties on behalf of the Bureau. Where there is no such scheme available, the Bureau shall provide reasonable compensation.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>CONDUCT AND DISCIPLINARY MEASURES</p> <p>N.610 The basic standards of conduct for national staff are set forth in Article 1 of the Staff Regulations to the extent that the Article relates to national staff.</p> <p>...</p> <p>N620.4 dismissal</p> <p>N 630. National Staff shall not be dismissed as a result of misconduct before they have been notified of the charges made against them and been given an opportunity to reply to those charges. Such notification shall be in writing, and unless the urgency of the situation prevents, the individual shall be given a reasonable time to submit the reply.</p>	<p>CONDUCT AND DISCIPLINARY MEASURES</p> <p>N.610 The basic standards of conduct for national staff are set forth in Article 1 of the Staff Regulations to the extent that the Article relates to national staff.</p> <p><i>N.620 to N.620.3 [no changes]</i></p> <p>N620.4 5dismissal</p> <p>N 630. National Staff shall not be dismissed as a result of misconduct before they have been notified of the charges made against them and been given an opportunity to reply to those charges. Such notification shall be in writing, and unless the urgency of the situation prevents, the individual shall be given a reasonable time to submit the reply. A disciplinary measure listed in Rule N. 620 may be imposed only with respect to national employee if they have been notified in writing of the charges. National employees shall be given eight calendar days from receipt of the notification within which to submit a written reply. This period may be shortened if the urgency of the situation requires it.</p>
<p>RIGHT OF ASSOCIATION</p> <p>N.810 National staff at each locality shall have the right to associate themselves for the purpose of ensuring that the terms of their appointment are observed and for the purpose of promoting their interests.</p>	<p>RIGHT OF ASSOCIATION</p> <p>N.810 National staff employees at each locality shall have the right to associate themselves for the purpose of ensuring that the terms of their appointment are observed and for the purpose of promoting their interests.</p>

ANNEX 2

AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>GRIEVANCE PROCEDURE</p> <p>N.910 Grievances resulting from the interpretation of the Staff Rules or the terms of the employment contract should be settled as a first step at the level of the supervisor(s) and the staff member concerned, at the local level. If the grievance cannot be settled, it should be referred within 60 days to the Director and his representative(s), who should provide a proposed settlement after review and consideration of all the facts of the case.</p>	<p>GRIEVANCE PROCEDURE</p> <p>N.910 Grievances resulting from the interpretation of the Staff these Rules or the terms of the employment contract should be settled as a first step at the level of the supervisor(s) and the staff member national employee concerned, at the local level. If the grievance cannot be settled, it should be referred within 60 days to the Director and his representative(s), who should provide a proposed settlement after review and consideration of all the facts of the case.</p>
<p>GENERAL PROVISION</p> <p>N.1000 Any matter arising which has not been foreseen by the above-mentioned Staff Rules shall be considered, reviewed and settled in accordance with the Bureau's practices and local legislation and practices, without prejudice to the privileges and immunities of the Organization.</p> <p>N.1010 In case of differences between local legislation and any provision of these Staff Rules, these Staff Rules shall prevail.</p>	<p>GENERAL PROVISION</p> <p>N.1000 Any matter arising which has not been foreseen by the above-mentioned Staff Rules shall be considered, reviewed and settled in accordance with the Bureau's practices and local legislation and practices, without prejudice to the privileges and immunities of the Organization.</p> <p>N.1010 In case of differences between local legislation and any provision of these Staff Rules, these Staff Rules shall prevail.</p>

ANNEX 3

AMENDMENTS TO THE STAFF REGULATIONS BASED ON ORGANIZATION EXPERIENCE

[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
ARTICLE I	ARTICLE I- XIII
Duties, Obligations and Privileges	Duties, Obligations and Privileges
...	...
1.12 The Bureau may hire under local conditions of employment national staff members (nationals of the country and aliens, whether residents or not, who legally qualify for the employment there) to whom the Staff Regulations and Rules shall not apply save in regard to the present Article 1 on Duties, Obligations and Privileges as national employees and not as international functionaries. Respecting privileges, such employees shall be governed by the Basic Agreement on Privileges and Immunities between the Organization and the country in which they are employed.	1-12 13.1 The Bureau may hire under local conditions of employment national staff members employees (nationals of the country and aliens, whether residents or not, who legally qualify for the employment there) to whom the Staff Regulations and Rules shall not apply save in regard to the present except with regard to Article 1 on Duties, Obligations and Privileges as national employees and not as international functionaries. Respecting privileges, such employees shall be governed by the Basic Agreement on Privileges and Immunities between the Organization and the country in which they are employed.
1.13 The contracts of such national employees shall be governed by the labor laws and practices of the country concerned, including those of work-related accidents, social security and pensions, without prejudice to the privileges and immunities of the Organization.	1-13 13.2 The contracts of such national employees shall be governed by the labor laws and practices of the country concerned, including those of work-related accidents, social security and pensions, without prejudice to the privileges and immunities of the Organization Bureau .
1.14 The Director shall determine the posts to be subject to these rules and shall establish scales of salaries and allowances, in conformity with competitive conditions of employment of the locality in the type of work performed or related to the functions of the office.	1-14 13.3 The Director Bureau shall determine the posts to be subject to these rules and shall establish scales of salaries and allowances, in conformity with competitive conditions of employment of the locality in the type of work performed or related to the functions of the office.
1.15 In accordance with their respective contracts, national employees shall have access to arbitration in the countries in which they are employed for the settlement of disputes and shall therefore have no access to the local labor tribunals or the Administrative Tribunal of the International Labour Organization, whose competence is not recognized in respect of national employees. Such access to arbitration shall be without prejudice to the privileges and immunities of the Organization under international law.	1-15 13.4 In accordance with their respective contracts, national employees shall have access to arbitration in the countries in which they are employed for the settlement of disputes and shall therefore have no access to the local labor tribunals or the Administrative Tribunal of the International Labour Organization, whose competence is not recognized in respect of national employees. Such access to arbitration shall be without prejudice to the privileges and immunities of the Organization Bureau under international law.
