

directing council

regional committee



PAN AMERICAN
HEALTH
ORGANIZATION

XXV Meeting

WORLD
HEALTH
ORGANIZATION



XXIX Meeting

Washington, D.C.
September-October 1977

INDEXED

Provisional Agenda Item 32

CD25/17 (Eng.)
24 August 1977
ORIGINAL: ENGLISH

SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU

Introduction

The Thirtieth World Health Assembly of WHO, upon the recommendation of the Executive Board and in keeping with the decision of the General Assembly of the United Nations to revise the schedule of salaries for the professional and higher categories, established the annual salary of the Deputy Director-General of WHO at \$44,344 at the dependency rate or \$40,220 at the single rate (Resolution WHA30.8).

It should be pointed out that the recommendation of the Executive Board approved by the World Health Assembly was based on the review carried out by the International Civil Service Commission concerning the professional salary system. The purpose of the change was to correct a number of imperfections which existed in the salary schedule and not to increase the general level of emoluments. The change likewise included the consolidation of five classes of post adjustment into base salary so as to restore pensionable remuneration to its normal par relationship to gross salary on 1 January 1977.

Salary of the Director

The Staff Rules provide, in Rule 230.3, that the salary of the Director will be fixed by the Pan American Sanitary Conference or the Directing Council.

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director of PASB at the same level as that of the Deputy Director-General of WHO.

In compliance with Resolution XX of the XX Meeting of the Directing Council, the Executive Committee at its 78th Meeting dealt with the subject of the salary of the Director of the Pan American Sanitary Bureau as set forth in Document CE78/13, attached, and adopted Resolution IX, which reads as follows:

THE EXECUTIVE COMMITTEE,

Considering the revision made to the schedule of salaries of the professional and higher categories of staff in graded posts, effective 1 January 1977;

Recognizing the dual responsibilities of the Pan American Sanitary Bureau as the secretariat of the Pan American Health Organization and the Regional Office of the World Health Organization for the Americas; and

Bearing in mind Resolution XX of the XX Meeting of the Directing Council,

RESOLVES:

To recommend to the Directing Council at its XXV Meeting that it establish the salary of the Director at \$44,344 (dependency rate) or \$40,220 (single rate) per annum, effective 1 January 1977, and that consequent upon the adjustment of salary appropriate revision be made of the post adjustment rate.

In view of the foregoing, the Directing Council may wish to determine the salary of the Director along the lines recommended by the Executive Committee.

Annex

*executive committee of
the directing council*

PAN AMERICAN
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*working party of
the regional committee*

WORLD
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CD25/17 (Eng.)
ANNEX



78th Meeting
Washington, D.C.
June 1977

Provisional Agenda Item 12

CE78/13 (Eng.)
12 May 1977
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AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

SALARIES FOR UNGRADED CATEGORIES OF POSTS

It is to be noted that the Thirtieth World Health Assembly, upon the recommendation of the Executive Board and in keeping with the decision of the General Assembly of the United Nations to revise the schedule of salaries for the professional and higher categories, established the annual salary of the Deputy Director-General at \$44,344 at the dependency rate or \$40,220 at the single rate, and that of the Regional Directors at \$40,269 at the dependency rate or \$36,661 at the single rate (WHA30.R8).

Salary of the Director

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director of PASB at the same level as that of the Deputy Director-General of WHO.

The XX Meeting of the Directing Council, in operative paragraph 2 of Resolution XX, requested "the Executive Committee, in cases of any future salary adjustments in respect of professional and ungraded categories of posts, to make recommendations to the Conference or the Directing Council concerning the appropriate level of the salary of the Director."

The Executive Committee, following this guide, may wish to recommend to the XXV Meeting of the Directing Council that it adjust the annual net salary of the Director to \$44,344 at the dependency rate or \$40,220 at the single rate, effective 1 January 1977, and that, consequent upon the adjustment of salary, appropriate revision be made of the post adjustment rate.

Salaries of the Deputy Director and Assistant Director

Since 1962, it has been the policy of the Executive Committee to set the salary of the Deputy Director at the level of other WHO Regional Directors, and that of the Assistant Director at \$1,000 less.

Considering that Article 3.1 of the Staff Regulations of PASB states: "The salaries for the Deputy Director and the Assistant Director shall be determined by the Director of the Bureau with the approval of the Executive Committee," the Committee may wish to follow this practice and adjust the annual net salary of the Deputy Director to \$40,269 at the dependency rate or \$36,661 at the single rate and that of the Assistant Director to \$39,269 at the dependency rate or \$35,661 at the single rate, effective 1 January 1977. The post adjustment rates for these officials would be proportionately changed.