

**13th SESSION OF THE SUBCOMMITTEE  
ON PROGRAM, BUDGET, AND ADMINISTRATION  
OF THE EXECUTIVE COMMITTEE**

*Washington, D.C., USA, 27-29 March 2019*

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*Provisional Agenda Item 4.2*

SPBA13/9  
17 January 2019  
Original: English

**AMENDMENTS TO THE PASB STAFF REGULATIONS AND RULES**

**Introduction**

1. The Staff Regulations of the Pan American Sanitary Bureau (PASB) may be supplemented or amended by the Directing Council or the Pan American Sanitary Conference of the Pan American Health Organization (PAHO) pursuant to Staff Regulation 12.1.
2. In accordance with Staff Rule 020, the Staff Rules of the PASB may be amended by the Director, subject to confirmation by the Executive Committee of PAHO.
3. Accordingly, the Director will submit for confirmation to the 164th Session of the Executive Committee the amendments to the Staff Rules issued by the Director since the Committee's 163rd Session, as shown in Annex A of this document.

**Amendments to the Staff Rules**

4. These amendments are made to maintain consistency in the conditions of employment of staff of the Pan American Sanitary Bureau with the United Nations Common System Agencies, to align with the World Health Organization (WHO), and in light of experience and in the interest of good human resources management.
5. The amendments described in this document stem from decisions made by the United Nations General Assembly at its Seventy-third session, based on recommendations set out by the International Civil Service Commission (hereinafter the "Commission") in its annual report for 2018.<sup>1</sup>

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<sup>1</sup> Report of the International Civil Service Commission for the Year 2018, A/73/30 (2018).

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### ***Remuneration of Professional and Higher Categories***

6. The United Nations General Assembly (UNGA), at its Seventy-third session, approved the International Civil Service Commission recommendation that the current base/floor salary scale for the professional and higher categories be increased by 1.83% through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points, resulting in no change in net take-home pay (i.e., on a no-loss/no-gain basis).<sup>2</sup> In addition, in accordance with General Assembly Resolution 70/244 in sec. III, paras. 9 (a) and (b), the adjustment to the salary scale should also be applied to the pay protection points for staff whose salaries were higher than those at the maximum steps of their grade upon conversion to the unified salary scale.<sup>3</sup> The increases took effect on 1 January 2019.

7. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and appear in Annex B of this document.

### ***Salaries of Staff in Ungraded Posts and the Director's Salary***

8. As a result of the change in salary for staff in the professional and higher categories, a similar revision to the salaries for the posts of Director, Deputy Director, and Assistant Director is also required.

9. According to Staff Regulation 3.1, the salary of the Director shall be fixed by the Executive Committee. The salaries of the Deputy Director and Assistant Director shall be determined by the Director of the Bureau with the approval of the Executive Committee.

### ***Common Scale of Staff Assessment***

10. The Commission also recommended to the General Assembly, and the Assembly approved, the introduction of a common scale of staff assessment, which requires an amendment to Staff Rule 330.1, as shown in Annex A of this document.

### **Financial Implications**

11. The financial implications associated with the International Civil Service Commission's recommendation on the increase to the base/floor salary scale are estimated at approximately US\$ 802,000<sup>4</sup> per annum, across the United Nations system, with respect to the scale of separation payments.

12. The financial implications of the Commission's recommended changes in pensionable remuneration for both categories of staff are estimated at \$38.4 million per annum, United Nations system-wide.

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<sup>2</sup> UNGA Resolution A/RES/73/273.

<sup>3</sup> UNGA Resolution A/RES/70/244.

<sup>4</sup> Unless otherwise indicated, all monetary figures in this report are expressed in United States dollars.

**Action by the Subcommittee on Program, Budget, and Administration**

13. The Subcommittee is requested to review the amendments to the PASB Staff Regulations and Rules contained in the present document and to make recommendations to the Executive Committee.

Annexes

**Annex A**

**Amendments to PASB Staff Rules Issued by the Director since the 163rd Session of the Executive Committee**

Former text	New text																																
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**Annex B**  
**Appendix 1 to the Staff Rules**

**A. SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES**  
**SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS**  
**AFTER APPLICATION OF STAFF ASSESSMENT**

(Effective 1 January 2019)<sup>1</sup>  
(in U.S. Dollars)

<i>Level</i>		<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>
<b>D-2</b>	<b>Gross</b>	<b>143 813</b>	<b>146 943</b>	<b>150 079</b>	<b>153 402</b>	<b>156 726</b>	<b>160 048</b>	<b>163 368</b>	<b>166 691</b>	<b>170 012</b>	<b>173 332</b>	–	–	–
	Net	110 169	112 360	114 552	116 745	118 939	121 132	123 323	125 516	127 708	129 899	–	–	–
<b>D-1</b>	<b>Gross</b>	<b>128 707</b>	<b>131 457</b>	<b>134 210</b>	<b>136 963</b>	<b>139 706</b>	<b>142 459</b>	<b>145 209</b>	<b>147 956</b>	<b>150 753</b>	<b>153 667</b>	<b>156 583</b>	<b>159 497</b>	<b>162 415</b>
	Net	99 595	101 520	103 447	105 374	107 294	109 221	111 146	113 069	114 997	116 920	118 845	120 768	122 694
<b>P-5</b>	<b>Gross</b>	<b>110 869</b>	<b>113 209</b>	<b>115 550</b>	<b>117 887</b>	<b>120 229</b>	<b>122 566</b>	<b>124 909</b>	<b>127 246</b>	<b>129 586</b>	<b>131 924</b>	<b>134 266</b>	<b>136 601</b>	<b>138 944</b>
	Net	87 108	88 746	90 385	92 021	93 660	95 296	96 936	98 572	100 210	101 847	103 486	105 121	106 761
<b>P-4</b>	<b>Gross</b>	<b>90 970</b>	<b>93 050</b>	<b>95 129</b>	<b>97 209</b>	<b>99 288</b>	<b>101 483</b>	<b>103 744</b>	<b>106 001</b>	<b>108 259</b>	<b>110 514</b>	<b>112 776</b>	<b>115 029</b>	<b>117 287</b>
	Net	72 637	74 218	75 798	77 379	78 959	80 538	82 121	83 701	85 281	86 860	88 443	90 020	91 601
<b>P-3</b>	<b>Gross</b>	<b>74 649</b>	<b>76 574</b>	<b>78 499</b>	<b>80 421</b>	<b>82 347</b>	<b>84 271</b>	<b>86 195</b>	<b>88 122</b>	<b>90 046</b>	<b>91 970</b>	<b>93 897</b>	<b>95 821</b>	<b>97 747</b>
	Net	60 233	61 696	63 159	64 620	66 084	67 546	69 008	70 473	71 935	73 397	74 862	76 324	77 788
<b>P-2</b>	<b>Gross</b>	<b>57 661</b>	<b>59 383</b>	<b>61 103</b>	<b>62 824</b>	<b>64 546</b>	<b>66 270</b>	<b>67 993</b>	<b>69 711</b>	<b>71 434</b>	<b>73 154</b>	<b>74 875</b>	<b>76 599</b>	<b>78 318</b>
	Net	47 322	48 631	49 938	51 246	52 555	53 865	55 175	56 480	57 790	59 097	60 405	61 715	63 022
<b>P-1</b>	<b>Gross</b>	<b>44 593</b>	<b>45 931</b>	<b>47 269</b>	<b>48 607</b>	<b>49 943</b>	<b>51 401</b>	<b>52 862</b>	<b>54 324</b>	<b>55 784</b>	<b>57 246</b>	<b>58 707</b>	<b>60 166</b>	<b>61 628</b>
	Net	37 012	38 123	39 233	40 344	41 453	42 565	43 675	44 786	45 896	47 007	48 117	49 226	50 337

<sup>1</sup> The normal qualifying period for in-grade movement between consecutive steps is one year. The shaded steps in each grade require two years of qualifying service at the preceding step.

**B. PAY PROTECTION POINTS FOR STAFF  
WHOSE SALARIES ARE HIGHER THAN THE MAXIMUM SALARIES  
ON THE UNIFIED SALARY SCALE**

(Effective 1 January 2019)  
(in U.S. dollars)

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<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
<b>P-4</b>	<b>Gross</b>	<b>119 547</b>	<b>121 806</b>
	Net	93 183	94 764
<b>P-3</b>	<b>Gross</b>	<b>99 670</b>	<b>101 730</b>
	Net	79 249	80 711
<b>P-2</b>	<b>Gross</b>	<b>80 041</b>	–
	Net	64 331	–
<b>P-1</b>	<b>Gross</b>	<b>63 088</b>	–
	Net	51 447	–

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