

directing council

regional committee



PAN AMERICAN
HEALTH
ORGANIZATION

WORLD
HEALTH
ORGANIZATION



XXXV Meeting

Washington, D.C.
September 1991

XLIII Meeting

Provisional Agenda Item 6.4

CD35/24 (Eng.)
16 July 1991
ORIGINAL: ENGLISH

SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU

The Forty-fourth World Health Assembly, upon the recommendation of the Executive Board of WHO and in keeping with the decision of the General Assembly of the United Nations to revise the schedule of salaries for staff in the professional and higher categories, established the annual salary of the Deputy Director-General of WHO at \$77,639 at the dependency rate, or \$69,628 at the single rate (Resolution WHA44.15).

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 revision was the consolidation of five multiplier points of post adjustment into base salary, following the principle of "no gain - no loss," resulting in a 5% increase, with effect from 1 March 1991.

The Staff Rules provide, in Rule 330.3, 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 accordance with Resolution XX of the XX Meeting of the Directing Council (1971), which 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 dealt at its 107th Meeting with the subject as set forth in Document CE107/14, ADD. I (see Annex I) and adopted Resolution XIII (Annex II).

After considering the matter, the Directing Council may wish to adopt a resolution along the following lines:

Proposed Resolution

THE XXXV MEETING OF THE DIRECTING COUNCIL,

Considering the revision made to the schedule of salaries for the professional and higher categories of staff in graded posts, effective 1 March 1991;

Taking into account the decision by the Executive Committee at its 107th Meeting to adjust the salaries of the Deputy Director and the Assistant Director (Resolution CE107.R13);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution CE107.R13); and

Bearing in mind the provisions of Staff Rule 330.3,

RESOLVES:

To establish the annual net salary of the Director of the Pan American Sanitary Bureau at \$77,639 (dependency rate) or \$69,628 (single rate), effective 1 March 1991.

Annexes

*executive committee of
the directing council*

PAN AMERICAN
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*working party of
the regional committee*

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107th Meeting
Washington, D.C.
June 1991

CD35/24 (Eng.)
ANNEX I

Provisional Agenda Item 5.3

CE107/14, ADD. I (Eng.)
29 May 1991
ORIGINAL: ENGLISH

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

As a result of the decisions taken by the United Nations General Assembly at its Forty-fifth Session on the recommendations of the International Civil Service Commission, the Director has authorized a number of amendments to the Staff Rules, subject to confirmation by the Executive Committee at its 107th Meeting. These amendments are in line with those adopted by the Executive Board of the World Health Organization at its Eighty-seventh Session. In this regard document CE107/14 is submitted to the Executive Committee for review.

One of these amendments concerns the consolidation of five multiplier points of post adjustment into the net base salaries for the professional and higher graded posts. A consequential adjustment in the salaries of ungraded posts should likewise be considered. At the time of preparation of document CE107/14 the corresponding rates of salaries for ungraded posts had not been made available by WHO. The addendum is therefore presented to the Executive Committee, following the action taken on the matter by the Forty-fourth World Health Assembly (WHA44.15).

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

Considering that PASB Staff Regulation Article 3.1 states, "the salaries of the Deputy Director and the Assistant Director shall be determined by the Director of the Bureau with the approval of the Executive Committee," this body may wish to follow the same practice and adjust the annual net salary of the Deputy Director to \$70,350 at dependency rate and \$63,600 at single rate; and that of the Assistant Director to \$69,350 at dependency rate and \$62,600 at single rate, effective 1 March 1991.

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director 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 case of any future adjustments in respect of professional and ungraded categories of posts, to make recommendation 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 XXXV Meeting of the Directing Council that it adjust the annual net salary of the Director to \$77,639 at dependency rate and \$69,628 at single rate, effective 1 March 1991.

As the consolidation of post adjustment is based on a "no loss - no gain" formula, there are no budgetary implications.

The Executive Committee is invited to consider the following resolution concerning the revision of the remuneration levels of staff in the ungraded posts.

Proposed Resolution

SALARIES FOR UNGRADED POSTS

THE 107th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the schedule of salaries for the professional and higher categories in graded posts, effective 1 March 1991;

Taking into account the decision taken by the Forty-fourth World Health Assembly related to the remuneration of the Regional Director, the Deputy Director-General, and the Director-General; and

Bearing in mind Staff Regulation 3.1 of the Pan American Sanitary Bureau and Resolution XX of the XX Meeting of the Directing Council,

RESOLVES:

1. To approve the proposal of the Director, effective 1 March 1991, to:
 - a) Establish the annual net salary of the Deputy Director at \$70,350 (dependency rate) or \$63,600 (single rate);
 - b) Establish the annual net salary of the Assistant Director at \$69,350 (dependency rate) or \$62,600 (single rate).
2. To recommend to the XXXV Meeting of the Directing Council that it establish the annual net salary of the Director at \$77,639 (dependency rate) or \$69,628 (single rate), effective 1 March 1991.



EXECUTIVE COMMITTEE OF
THE DIRECTING COUNCIL

PAN AMERICAN
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RESOLUTION

XIII

CD35/24 (Eng.)
ANNEX II

SALARIES FOR UNGRADED POSTS

THE 107th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the schedule of salaries for the professional and higher categories in graded posts, effective 1 March 1991;

Taking into account the decision taken by the Forty-fourth World Health Assembly related to the remuneration of the Regional Director, the Deputy Director-General, and the Director-General; and

Bearing in mind Staff Regulation 3.1 of the Pan American Sanitary Bureau and Resolution XX of the XX Meeting of the Directing Council,

RESOLVES:

1. To approve the proposal of the Director, effective 1 March 1991, to:
 - a) Establish the annual net salary of the Deputy Director at \$70,350 (dependency rate) or \$63,600 (single rate);
 - b) Establish the annual net salary of the Assistant Director at \$69,350 (dependency rate) or \$62,600 (single rate).
2. To recommend to the XXXV Meeting of the Directing Council that it establish the annual net salary of the Director at \$77,639 (dependency rate) or \$69,628 (single rate), effective 1 March 1991.

(Adopted at the eighth plenary session,
27 June 1991)