

directing council



**PAN AMERICAN
HEALTH
ORGANIZATION**

XXXVIII Meeting

regional committee



**WORLD
HEALTH
ORGANIZATION**

XLVII Meeting

Washington, D.C.
25-29 September 1995

Provisional Agenda Item 6.4

CD38/22 (Eng.)

24 July 1995

ORIGINAL: ENGLISH

SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU

The Forty-eighth 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 base/floor salary scale for staff in the professional and higher categories, established the annual salary of the Deputy Director-General of WHO at \$93,735 at dependency rate or \$84,232 at single rate (Resolution WHA48.23).

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 base/floor salary scale for the professional and higher categories. The purpose of the revision was the consolidation of post adjustment classes into net base salary, on the basis of the "no loss - no gain" formula, resulting in a 4.1% increase, with effect from 1 March 1995.

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 CD20.R20 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 at its 116th Meeting dealt

with the subject as set forth in Document CE116/24 (Annex A) and adopted Resolution CE116.R11 (Annex B).

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

Proposed Resolution

**SALARY OF THE DIRECTOR OF THE
PAN AMERICAN SANITARY BUREAU**

THE XXXVIII MEETING OF THE DIRECTING COUNCIL,

Considering the revision made to the base/floor salary scale for the professional and higher categories of staff in graded posts, effective 1 March 1995;

Taking into account the decision by the Executive Committee at its 116th Meeting to adjust the salaries of the Deputy Director and Assistant Director (Resolution CE116.R11);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution CE116.R11); 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 \$93,735 at dependency rate and \$84,232 at single rate, effective 1 March 1995.

*executive committee of
the directing council*



**PAN AMERICAN
HEALTH
ORGANIZATION**

*working party of
the regional committee*



**WORLD
HEALTH
ORGANIZATION**

116th Meeting
Washington, D.C.
June 1995

CD38/22 (Eng.)
Annex A

Provisional Agenda Item 5.7

CE116/24 (Eng.)
27 March 1995
ORIGINAL: ENGLISH

**AMENDMENTS TO THE STAFF RULES OF THE
PAN AMERICAN SANITARY BUREAU**

In accordance with the provisions of Staff Rule 020, the Director submits to the Executive Committee, as Annex to this document, for confirmation, the amendments to the Staff Rules he has made since the 113th Meeting.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its Ninety-fifth Session (Resolution EB95.R20) and are in compliance with paragraph 2 of Resolution CE59.R19 adopted by the Executive Committee at its 59th Meeting (1968), which requested the Director to continue to introduce changes as he deems necessary to maintain close similarity between the provisions of the Staff Rules of PASB and those of WHO.

The amendments presented in section 1 result from decisions taken by the United Nations General Assembly at its forty-ninth session on the basis of recommendations made by the International Civil Service Commission (ICSC); the amendment in section 2 is made in the light of experience and in the interest of good personnel management.

The Annex to this document contains the text of the amended Staff Rules, the purpose of which is briefly explained below. The effective dates of these changes would be 1 January 1995 and 1 March 1995, as appropriate.

1. Amendments Considered Necessary in the Light of Decisions Taken by the United Nations General Assembly at its Forty-ninth Session on the Basis of Recommendations of the International Civil Service Commission

1.1 *Schedule of Salaries for the Professional Category and Directors' Posts*

The United Nations General Assembly approved, with effect from 1 March 1995, a revised base/floor salary scale for the professional and higher categories incorporating an increase of 4.1% through the consolidation of post adjustment classes into net base salary, on the basis of the "no loss-no gain" formula. As a consequence, adjustments will have to be made in the post adjustment indices and multipliers at all duty stations with effect from 1 March 1995. Changes will also be required to the schedule of staff assessment rates for professional and higher graded staff without dependents.

Staff Rules 330.1.1 and 330.2 have been modified accordingly.

1.2 *Salaries of Ungraded Posts*

As a consequence of the revision of the base/floor salary scale for the professional and higher categories described in the preceding paragraphs, modifications in the salaries of the posts of the Assistant Director, Deputy Director, and Director should also be made.

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 PASB Staff Regulation 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 net salary of the Deputy Director to \$85,972 per annum at dependency rate and \$77,763 per annum at single rate; and that of the Assistant Director at \$84,972 per annum at dependency rate and \$76,763 per annum at single rate, effective 1 March 1995.

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 CD20.R20, 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 Directing Council at its XXXVIII Meeting that it adjust the annual net salary of the Director to \$93,735 per annum at dependency rate and \$84,232 per annum at single rate, effective 1 March 1995.

The above changes are also on the basis of the "no loss-no gain" formula.

1.3 *Dependent's Allowance*

With respect to the professional and higher categories, the children's allowance has been increased from \$1,270 to \$1,400 and the secondary dependent's allowance from \$450 to \$500. The allowance for disabled children, being double the normal children's allowance, has been increased from \$2,540 to \$2,800, all increases coming into effect on 1 January 1995.

Rules 340.1, 340.2, and 340.3 have been amended accordingly and an editorial change has been made to Rule 340.4.

2. **Amendments Considered Necessary in the Light of Experience and in the Interest of Good Personnel Management**

2.1 *National Professional Officers*

The Global Policy Council (GPC) of WHO at its third meeting, held in Geneva on 29-30 April and 14 May 1994, discussed the creation of a National Professional Officer (NPO) category. The GPC decided that, based on a study to be undertaken by the development team on WHO's personnel policy, a proposal should be submitted to the Ninety-fifth Session of the Executive Board.

At its first meeting held in Geneva from 4 to 7 October 1994, the development team reviewed the issue and recommended the creation of the NPO category for a trial period of three years, with effect from 1 March 1995.

The development team proposed that NPOs be employed to perform administrative and technical functions in a managerial and supervisory capacity consistent with the ICSC revised criteria to be discussed by the United Nations General Assembly at its forty-ninth Session.

The posts of NPOs, like those of internationally recruited professional staff, are classified according to the ICSC Master Standard of Job Classification. The conditions of employment are based on the best prevailing conditions for staff of equivalent competence in the local employment market. This approach is based on the salary-setting formula for the locally recruited general service category.

New Rules 1340, 1340.1, and 1340.2 have been prepared.

3. **Budgetary Implications**

The budgetary implications of the above changes are additional estimated costs of \$95,000 in funds from all sources for the biennium. These additional costs will be met from the allocations established for the biennium 1994-1995.

4. **Action by the Executive Committee**

In consequence of these revisions, the Committee may wish to consider the following draft resolutions, which would (i) confirm the amendments to the Staff Rules as reproduced in the Annex to this document, and (ii) modify the gross and net salaries for the ungraded posts and recommend to the Directing Council at its XXXVIII Meeting a consequent modification in the gross and net salaries of the Director.

Proposed Resolution

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

THE 116th MEETING OF THE EXECUTIVE COMMITTEE,

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE116/24;

Recognizing the need for uniformity of conditions of employment of PASB and WHO staff; and

Bearing in mind the provisions of Staff Rule 020,

RESOLVES:

To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE116/24, with effect from 1 January 1995 concerning the primary and secondary dependents' allowances for

professional and higher categories of staff, and with effect from 1 March 1995 concerning the salary scale applicable to staff in the professional category and directors' posts, the rates of staff assessment for the professional and higher-graded staff, and the creation of the National Professional Officer (NPO) category.

Proposed Resolution

SALARIES FOR UNGRADED POSTS

THE 116th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the base/floor salary scale for the professional and higher categories, effective 1 March 1995;

Taking into account the recommendation of the Ninety-fifth Session of the WHO Executive Board to the Forty-eighth 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 CD20.R20 of the XX Meeting of the Directing Council,

RESOLVES:

1. Effective 1 March 1995 to:
 - (a) Establish the annual net salary of the Deputy Director at \$85,972 at dependency rate and \$77,763 at single rate;
 - (b) Establish the annual net salary of the Assistant Director at \$84,972 at dependency rate and \$76,763 at single rate.
2. To recommend to the Directing Council at its XXXVIII Meeting that it establish the annual net salary of the Director at \$93,735 at dependency rate and \$84,232 at single rate, effective 1 March 1995.

Annex

**AMENDMENTS TO THE STAFF RULES OF THE
PAN AMERICAN SANITARY BUREAU**

Text of the Amended Staff Rules

330 SALARIES

330.1 Gross base salaries shall be subject to the following assessments:

330.1.1 For professional and higher-graded staff:

Amounts per year	Assessment percent	
	Rate with dependents* (*as defined in Rules 310.5.1 and 310.5.2)	Rate without dependents*
	%	%
First US\$ 15,000	9.0	12.4
Next US\$ 5,000	21.0	26.9
Next US\$ 5,000	25.0	30.3
Next US\$ 5,000	29.0	34.6
Next US\$ 5,000	32.0	36.9
Next US\$ 10,000	35.0	40.5
Next US\$ 10,000	37.0	42.7
Next US\$ 10,000	39.0	44.5
Next US\$ 10,000	40.0	45.4
Next US\$ 15,000	41.0	46.0
Next US\$ 20,000	42.0	50.0
Remaining assessable payments	43.0	52.5

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330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply to all professional category and directors' posts:

S T E P S

Level		I US\$	II US\$	III US\$	IV US\$	V US\$	VI US\$	VII US\$	VIII US\$	IX US\$	X US\$	XI US\$	XII US\$	XIII US\$	XIV US\$	XV US\$
P-1	Gross	32 951	34 212	35 492	36 809	38 125	39 440	40 760	42 075	43 391	44 708					
	Net D	26 907	27 764	28 620	29 476	30 331	31 186	32 044	32 899	33 754	34 610					
	Net S	25 412	26 208	26 997	27 781	28 564	29 347	30 132	30 915	31 698	32 481					
P-2	Gross	43 754	45 131	46 543	47 957	49 369	50 783	52 197	53 609	55 026	56 485	57 943	59 405			
	Net D	33 990	34 882	35 772	36 663	37 553	38 443	39 334	40 224	41 116	42 006	42 895	43 787			
	Net S	31 914	32 730	33 539	34 349	35 158	35 969	36 779	37 588	38 399	39 209	40 018	40 830			
P-3	Gross	54 837	56 463	58 097	59 727	61 361	62 993	64 624	66 279	67 938	69 599	71 258	72 917	74 576	76 256	77 945
	Net D	40 997	41 993	42 989	43 983	44 980	45 975	46 971	47 967	48 963	49 959	50 955	51 950	52 946	53 941	54 938
	Net S	38 291	39 197	40 104	41 009	41 915	42 821	43 727	44 633	45 539	46 446	47 352	48 258	49 164	50 073	50 985
P-4	Gross	67 706	69 475	71 240	73 005	74 774	76 565	78 362	80 159	81 955	83 751	85 546	87 346	89 141	90 954	92 782
	Net D	48 824	49 885	50 944	52 003	53 064	54 123	55 183	56 244	57 304	58 363	59 422	60 484	61 543	62 603	63 664
	Net S	45 413	46 378	47 342	48 306	49 271	50 240	51 210	52 181	53 151	54 120	55 090	56 062	57 031	57 972	58 886
P-5	Gross	82 807	84 650	86 492	88 335	90 181	92 053	93 927	95 802	97 674	99 548	101 423	103 295	105 170		
	Net D	57 806	58 893	59 981	61 068	62 155	63 241	64 328	65 415	66 501	67 588	68 675	69 761	70 848		
	Net S	53 611	54 606	55 601	56 596	57 585	58 522	59 459	60 396	61 332	62 269	63 206	64 143	65 080		
P-6/ D-1	Gross	94 299	96 371	98 442	100 510	102 581	104 653	106 724	108 795	110 880						
	Net D	64 544	65 745	66 946	68 146	69 347	70 549	71 750	72 951	74 152						
	Net S	59 645	60 680	61 716	62 750	63 786	64 821	65 857	66 893	67 913						
D-2	Gross	107 062	109 482	111 934	114 394	116 855	119 317									
	Net D	71 946	73 349	74 752	76 154	77 558	78 961									
	Net S	66 026	67 236	68 414	69 582	70 751	71 921									

D = Rate applicable to staff members with a dependent spouse or dependent child.
S = Rate applicable to staff members with no dependent spouse or dependent child.

340 DEPENDENTS' ALLOWANCE

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- 340.1 US\$ 1,400 per annum for a child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.
- 340.2 US\$ 2,800 per annum for a child who is physically or mentally incapacitated subject to the conditions defined in Rule 340.1 except that if the staff member has no dependent spouse and received the "with dependent" rate of net salary by virtue of such a child, an allowance of US\$ 1,400 shall be payable.
- 340.3 US\$ 500 per year for a father, mother, brother or sister.
- 340.4 In certain designated official stations, the allowances under rules 340.1, 340.2 and 340.3 shall be established in local currency, as determined by the Director on the basis of procedures agreed among the international organizations concerned.

1340 NATIONAL PROFESSIONAL OFFICERS

- 1340.1 The Director may appoint National Professional Officers to perform work at the professional level without regard to the provisions of other sections of the rules. All posts in the National Professional category are subject to local recruitment.
- 1340.2 With respect to Rule 1340.1 the Director shall establish employment conditions for staff engaged in the local area to fill such posts, including the fixing of rates of pay and allowances in terms of the best prevailing practices in the local area.



EXECUTIVE COMMITTEE OF
THE DIRECTING COUNCIL

PAN AMERICAN
HEALTH
ORGANIZATION

WORKING PARTY OF
THE REGIONAL COMMITTEE

WORLD
HEALTH
ORGANIZATION



RESOLUTION

CD38/22 (Eng.)
Annex B

CE116.R11

SALARIES FOR UNGRADED POSTS

THE 116th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the base/floor salary scale for the professional and higher categories, effective 1 March 1995;

Taking into account the recommendation of the Ninety-fifth Session of the WHO Executive Board to the Forty-eighth 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 CD20.R20 of the XX Meeting of the Directing Council,

RESOLVES:

1. Effective 1 March 1995 to:
 - (a) Establish the annual net salary of the Deputy Director at \$85,972 at dependency rate and \$77,763 at single rate;
 - (b) Establish the annual net salary of the Assistant Director at \$84,972 at dependency rate and \$76,763 at single rate.
2. To recommend to the Directing Council at its XXXVIII Meeting that it establish the annual net salary of the Director at \$93,735 at dependency rate and \$84,232 at single rate, effective 1 March 1995.

*(Adopted at the seventh plenary session,
29 June 1995)*