



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



44th DIRECTING COUNCIL

55th SESSION OF THE REGIONAL COMMITTEE

Washington, D.C., USA, 22-26 September 2003

Provisional Agenda Item 5.5

CD44/21 (Eng.)
31 July 2003
ORIGINAL: ENGLISH

SALARY OF THE DIRECTOR

Amendments to the Staff Rules

1. In accordance with Staff Regulation 12.2, the Director submits to the 44th Directing Council for information the Staff Rule changes that were made by the Director of the Pan American Sanitary Bureau and confirmed by the Executive Committee at its 132nd session (see Annex A).

Salary of the Director

2. In December 2002, the United Nations General Assembly approved real salary increases for grades P4 to D2, which ranged from 1.3% to 9.1%. The purpose of these increases was to raise the margin for these grade levels since they had fallen below the desirable midpoint of 115. This salary revision was endorsed by the Executive Committee at its 132nd session, thereby ensuring consistency between the salary scales for professional and higher graded staff in the Pan American Sanitary Bureau and those in the United Nations common system. This change took effect on 1 January 2003.

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

4. In conformity with Staff Rule 330.3, the salaries of the Deputy Director and Assistant Director are established by the Director with the approval of the Executive Committee, whereas the salary of the Director is established by the Conference or Directing Council.

5. At its 132nd session, the Executive Committee approved, with effect from 1 January 2003, a 6.3% increase in salary (equivalent to the increase awarded at the D2 level) for the posts of Assistant Director and Deputy Director and recommended to the 44th Directing Council a similar 6.3% adjustment in the salary of the Director, which would result in a net salary of US\$ 125,609 per annum at dependency rate and \$113,041 at single rate (see Annex B).

Action by the Directing Council

6. In light of these revisions, the Directing Council may wish to consider the following resolution which would approve a revised salary for the Director:

Proposed Resolution

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

THE 44th DIRECTING COUNCIL,

Taking into account the decision by the Executive Committee at its 132nd Session to adjust the salaries of the Deputy Director and Assistant Director (Resolution CE132.R1);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution CE132.R1); 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 US\$ 125,609 at dependency rate and \$113,041 at single rate, effective 1 January 2003.

Annexes

AMENDMENTS TO THE STAFF RULES`

Former Text	New Text
<p>110. STANDARDS OF CONDUCT FOR STAFF MEMBERS</p> <p>110.7 The Director shall decide on the compatibility of any interests declared by staff members with Article I of the Staff Regulations, and on any action to be taken under this Rule:</p> <p>110.7.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization, or which has a commercial interest in the work of PAHO, or a common area of activity with PAHO, shall report the interest to the Director.</p>	<p>110. STANDARDS OF CONDUCT FOR STAFF MEMBERS <i>110.1 to 110.6 unchanged</i></p> <p>110.7 Unchanged</p> <p>110.7.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity:</p> <ul style="list-style-type: none"> (1) with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization; or (2) which has a commercial interest in the work of WHO, or (3) which has a common area of activity with WHO shall report the interest to the Director. <p><i>No further changes</i></p>
<p>320. SALARY DETERMINATION</p> <p>320.1 On appointment to a fixed-term position, the net base salary of staff members shall be fixed at step 1 of the grade of the post to be occupied. In exceptional circumstances it may be fixed at a higher step in the grade in order to maintain the staff member's former income level.</p>	<p>320. SALARY DETERMINATION</p> <p>320.1 On appointment to a fixed-term position, the net base salary of staff members shall normally be fixed at step 1 of the grade of the post to be occupied; in exceptional circumstances, however, it may be fixed at a higher step in the grade in order to take into account a staff member's qualifications, skills, and experience in relation to the requirements of the post.</p>

AMENDMENTS TO THE STAFF RULES`

Former Text		New Text	
410.	RECRUITMENT POLICIES	410.	RECRUITMENT POLICIES
410.1	The paramount considerations in the selection of staff shall be competence and integrity. For posts in the professional category and above, geographical representation shall also be given full consideration. Such representation is not a consideration in appointments to posts subject to local recruitment.	410.1	<i>Unchanged</i>
410.2	Candidates under 20 or over 62 years of age shall not normally be considered for appointment.	410.2	<i>Unchanged</i>
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.	410.3	<i>Unchanged</i>
410.3.1	The spouse of a staff member may be appointed provided that the spouse is fully qualified for the post and provided that the spouse is not given any preference for appointment by virtue of the relationship to the staff member.	410.3.1	The spouse of a staff member may be appointed provided that the spouse is fully qualified for the position and provided that the spouse is not given any preference for appointment by virtue of the relationship to the staff member.
410.3.2	A staff member who is related to another staff member as specified under Rules 410.3 and 410.3.1:	410.3.2	<i>Unchanged</i>
	410.3.2.1 shall not be assigned to serve in a post in the same unit, or to a post that is superior or subordinate in the line of authority to the post occupied by the staff member to whom he or she is related.		410.3.2.1 shall not be assigned to serve in a position in the same unit, or to a position that is superior or subordinate in the line of authority to the position occupied by the staff member to whom he or she is related.

AMENDMENTS TO THE STAFF RULES¹

Former Text	New Text
<p>410. RECRUITMENT POLICIES</p> <p>410.3.2.2 shall not participate in the process of selection, assignment, reassignment, or transfer of the related staff member; or in the taking or reviewing of an administrative decision affecting the employment status, entitlements, or other benefits of the related staff member.</p> <p>410.3.3 The marriage of one staff member to another shall not affect the contractual status of either spouse, but their entitlements and other benefits shall be modified as provided in the Staff Rules and Manual. The same modifications shall apply in the case of a staff member whose spouse is a staff member of another Organization participating in the United Nations common system.</p>	<p>410. RECRUITMENT POLICIES</p> <p>410.3.2.2 <i>Unchanged</i></p> <p>410.3.3 <i>Unchanged</i></p>
<p>760. MATERNITY LEAVE AND PATERNITY LEAVE ¹</p> <p>¹ Paternity leave is introduced on a trial basis for two years, with effect from 1 January 2001, to be reviewed in January 2003.</p>	<p>760. MATERNITY LEAVE AND PATERNITY LEAVE ¹</p> <p>¹ Paternity leave is introduced on a trial basis for two years, with effect from 1 January 2001, to be reviewed in January 2004.</p>



PAN AMERICAN HEALTH ORGANIZATION
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132nd SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 23-27 June 2003

CD44/21 (Eng.)
Annex B

RESOLUTION

CE132.R1

AMENDMENTS TO THE PAN AMERICAN SANITARY BUREAU STAFF RULES

THE 132nd SESSION OF THE EXECUTIVE COMMITTEE,

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in Annex 1 to Document CE132/26;

Taking into account the actions of the Fifty-sixth World Health Assembly relating to the remuneration of the Regional Directors, Senior Advisors, and the Director-General;

Bearing in mind the provisions of Staff Rule 020 and Staff Regulation 3.1 of the Pan American Sanitary Bureau and Resolution CD20.R20 of the 20th Directing Council;
and

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

RESOLVES:

1. To confirm in accordance with Staff Rule 020 the amendments to Staff Rule 330.2 that have been made by the Director with effect from 1 January 2003, concerning the salary scale applicable to staff in the professional and higher categories.
2. To establish, effective 1 January 2003:

- (a) The net annual salary of the Deputy Director at US\$ 115,207 at dependency rate and \$104,324 at single rate;
 - (b) The net annual salary of the Assistant Director at \$114,207 at dependency rate and \$103,324 at single rate.
3. To confirm in accordance with Staff Rule 020 the amendments to the Staff Rules that have been made by the Director with effect from 1 January 2003, as follows:
- (a) to Staff Rule 110.7 regarding standards of conduct;
 - (b) to Staff Rule 320.1 concerning salary determination;
 - (c) to Staff Rules 350.1, 350.2.2, and 355 with effect from the school year in progress on 1 January 2003, in respect of education grant entitlements; and
 - (d) to Staff Rules 410.3.1 and 410.3.2.1 regarding the employment of relatives.
4. To recommend to the 44th Directing Council to:
- (a) Note the amendments to the Staff Rules made by the Director and confirmed by the Executive Committee at its 132nd Session concerning, *inter alia*, Standards of Conduct, Education Grant Entitlements, Salary Determination, Recruitment Policies, and Paternity Leave;
 - (b) Confirm the annual salary of the Director at \$125,609 at dependency rate and \$113,041 at single rate, effective 1 January 2003.