

155th SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 3 October 2014

Agenda Item 5.1

CE155/6, Rev. 2
3 October 2014
Original: English

AMENDMENTS TO THE PASB STAFF RULES AND REGULATIONS

Introduction

1. In accordance with Staff Rule 020, the Staff Rules of the Pan American Sanitary Bureau (PASB) may be amended by the Director, subject to confirmation by the Executive Committee of PAHO.
2. Accordingly, the Director will submit for confirmation to the 155th Session of the Executive Committee the amendments to the Staff Rules issued by the Director since the Committee's 154th Session (Annex A).

Amendments to the Staff Rules

3. Members of the Organization's Integrity and Conflict Management System (ICMS), in consultation with the PAHO Staff Association, have been working to update the PAHO Board of Appeal (Board) Rules of Procedure. The Rules of Procedure regulate the conduct of proceedings before the Board. The Board is an internal body responsible for examining appeals filed by PAHO staff members against a final administrative action or decision affecting their appointment status. The Staff Rule changes below are necessary for clarity and consistency between the Staff Rules governing internal appeals and the Rules of Procedure.

PAHO Board of Appeal

4. Staff Rule 1230.3.4 is amended to clarify that the Chairperson of the Board of Appeal as well as the members of the Board are eligible for re-appointment or re-election at the end of their term on the Board.
 5. Staff Rule 1230.6 currently provides that both PAHO Administration (Bureau) and an appellant staff member have the right to object to the participation of a specific Board member in an Examining Appeal Panel scheduled to hear a particular case.
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Procedural details regarding the right to object have been updated in the Rules of Procedure and, consequently, are deleted in Staff Rule 1230.6 as redundant.

6. Staff Rule 1230.7 is revised to reflect that the parties in an appeals process may request an oral hearing before the Board of Appeal.

Financial Implications

7. These amendments have no financial implications for the 2014-2015 biennium.

Action by the Executive Committee

8. The Executive Committee is requested to review the Amendments to the PASB Staff Rules contained in the present document and consider approval of the proposed resolution attached as Annex B.

Annexes

Annex A

FORMER TEXT	NEW TEXT
<p>1230. BOARD OF APPEAL</p> <p>...</p> <p>1230.3.4 Staff panel members shall be eligible for re-election at the end of their term.</p> <p>...</p> <p>1230.6 Using a system of rotation, the Board Chairperson shall call two members of the Board of Appeal as required, to constitute an Examining Appeal Panel. The appellant shall have the right to object to one of the two members called upon by the Board Chairperson to hear a particular case. The Administration shall also have the right to object to one of the two members but must make a showing of good cause, in writing, to the Board Chairpersons. If objection is raised against the members from the staff panel, the member shall be replaced by another member of the same panel. If objection is raised against the members of the panel designated by the Director, the member shall be replaced by another member of the same panel.</p>	<p>1230. BOARD OF APPEAL</p> <p>...</p> <p>1230.3.4 The Chairperson and the members of the Board of Appeal Staff panel members shall be are eligible for re-appointment or re-election at the end of their terms, as applicable.</p> <p>1230.6 Using a system of rotation, the Board Chairperson shall call nominate two members of the Board of Appeal as required, to constitute participate on an Examining Appeal Panel. The appellant and the Administration shall each have the right to object to any member nominated by the Chairperson, in accordance with procedures set forth in the Board of Appeal Rules of Procedure. The appellant shall have the right to object to one of the two members called upon by the Board Chairperson to hear a particular case. The Administration shall also have the right to object to one of the two members but must make a showing of good cause, in writing, to the Board Chairpersons. If objection is raised against the members from the staff panel, the member shall be replaced by another member of the same panel. If objection is raised against the members of the panel designated by the Director, the member shall be replaced by another member of the same panel.</p>

<p>1230.7 The reporting procedure of the Board of Appeal shall be as follows:</p> <p>1230.7.1 The Board Chairperson shall submit the findings and recommendations of an Examining Appeal Panel to the Director within 120 calendar days of:</p> <p>(1) the date that all pleadings and relevant documentation have been received by the Examining Appeal Panel; or</p> <p>(2) the conclusion of an oral hearing, if one was requested by the appellant, and receipt of any relevant documentation requested by the Examining Appeal Panel during the hearing.</p> <p>This period may be extended by the Board Chairperson if both the appellant and the Administration agree.</p> <p>...</p>	<p>1230.7 The reporting procedure of the Board of Appeal shall be as follows:</p> <p>1230.7.1 The Board Chairperson shall submit the findings and recommendations of an Examining Appeal Panel to the Director within 120 calendar days of:</p> <p>(1) the date that all pleadings and relevant documentation have been received by the Examining Appeal Panel; or</p> <p>(2) the conclusion of an oral hearing, if one was requested by the appellant, and receipt of any relevant documentation requested by the Examining Appeal Panel during the hearing.</p> <p>This period may be extended by the Board Chairperson if both the appellant and the Administration agree</p> <p>...</p>
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Pan American
Health
Organization



World Health
Organization
REGIONAL OFFICE FOR THE Americas

155th SESSION OF THE EXECUTIVE COMMITTEE

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Annex B
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PROPOSED RESOLUTION

AMENDMENTS TO THE PASB STAFF RULES AND REGULATIONS

THE 155th SESSION 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 CE155/6, Rev. 2;

Bearing in mind the provisions of Staff Rule 020 of the Pan American Sanitary Bureau;

Recognizing the need for Staff Rules which facilitate and expedite the management of internal appeal cases before the PAHO Board of Appeal,

RESOLVES:

To confirm in accordance with Staff Rule 020 the Staff Rule amendments that have been made by the Director effective _____ 2014 concerning: Board of Appeal
