

*executive committee of  
the directing council*



PAN AMERICAN  
SANITARY  
ORGANIZATION

*working party of  
the regional committee*

WORLD  
HEALTH  
ORGANIZATION



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Topic 7: CONDITIONS OF EMPLOYMENT OF REGULAR AND PROJECT PERSONNEL

NOTE BY THE DIRECTOR

Inequities in the allowances of personnel on staff duty and of that on project assignment has been a major disturbing factor in staff morale for several years. Repeated long term efforts of the Director to get WHO to change the staff regulations authorizing dual allowances to staff assigned to projects failed. These inequities were called to the attention of the Directing Council at its VIII Meeting (Document CD8/36). The Council referred the matter to the Executive Committee for study, with the recommendation that a subcommittee be charged with examining the conditions of employment of regular and project personnel. (Resolution XVII).

The Executive Committee at its 27th Meeting resolved:

1. To designate one of its Members as Rapporteur to study the problem and prepare a report for the Committee.
2. To confirm, as a temporary measure, the suppression by the Director of special allowances to regular staff assigned to projects.

Since the 27th Meeting of the Executive Committee, the suppression of special allowances have resulted in uniform treatment of PASB personnel away from Washington whether on staff or project duty. Dual entitlements have been avoided. Regular staff members now go to projects under the conditions of employment of regular staff members and a major step has been taken toward establishing uniform conditions of employment.

The problem however has not been solved since WHO insists that regular staff assigned to projects in the Americas must be given double allowances. This failure of the WHO to concur in the abolition of dual allowances, would if accepted maintain the inequity between regular and project personnel and establish, following last year's action of the Director, a similar inequity between PASB and WHO project personnel.

The following cases requiring immediate solution are illustrative of the situation:

### Case 1

A regular staff Nurse, P.3, stationed in Zone Office III has the preparation which makes her the outstanding choice for a project in Brazil (Brazil-22), to be financed with UN/TA funds. WHO has denied the request to assign this Nurse to Brazil with the entitlements of a regular staff member.

### Case 2

A regular staff Nurse, P.3 stationed in Zone Office IV has the preparation required for a position in the Ecuadorean project in Rural Public Health (Ecuador-4) financed with WHO/Regular funds. The request to WHO to transfer this Nurse with the entitlements of a regular staff member has been denied.

### Case 3

A regular staff Engineer P.4, stationed in the Washington Office is pre-eminently fitted for service on a Local Health Service project in Venezuela (Venezuela-1) financed with UN/TA funds. Action on the transfer of the engineer from the Washington Office to the Venezuela project, where his services are urgently required, have been delayed pending the consideration of the cases noted above, by the Executive Committee.

The Director General of WHO has been familiar with the problem since 1952 and is interested in its solution not only for the Americas but also for other regions. However, considering the ties of WHO to the United Nations and to the Technical Assistance Program, the WHO believes itself unable to act until the United Nations itself acts.

The Director turns to the Executive Committee for instructions on action to be taken in resolving the present impasse. Possible means of relieving this situation have been reviewed in detail, all available solutions involve continuing inequities in payments of staff. Among these solutions are the following:

1. Dual allowances to WHO Project Personnel.
2. Dual allowances to Project Personnel, WHO and PASB (status and rules existing previous to July 1955).

3. Dual allowances to Project Personnel, WHO and PASB, and to regular PASB staff away from Headquarters, thereby affording all personnel in the field uniform conditions of employment.
4. No Dual allowances:
  - a) Staffing of all WHO/TA Projects with non-regular staff.
  - b) Staffing all Projects with PASB personnel.

The report of the Rapporteur appointed by the Executive Committee at its 27th Meeting is in Document CE 28/7.