

*executive committee of
the directing council*



PAN AMERICAN
HEALTH
ORGANIZATION

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



40th Meeting
Washington, D. C.
April 1960

CE40/9 (Eng.)
5 April 1960
ORIGINAL: ENGLISH

Topic 13: SECONDMENT OF STAFF FROM MEMBER STATES

The Directing Council, at its XI Meeting (September 1959) considered the problem of recruitment of professional personnel and adopted Resolution XXIII which, *inter alia*, requested the Director "to report to the Executive Committee on the results of the action of the World Health Organization on this matter and on his proposals for action by the Pan American Health Organization".

By means of Circular Letter 33 dated 21 December 1959 (Annex I) addressed to all Member Governments, the Director-General discussed the difficulties connected with the recruitment of professional personnel. He brought to their attention the resolution adopted by the Executive Board at its Twenty-third Session on 26 January 1959 relative to the secondment of staff from national administrations for service with the World Health Organization (EB23.R25).

The resolution contained the principles governing secondments which the Executive Board considered desirable to embody in national legislation to facilitate the movement of trained employees to the World Health Organization and their subsequent return to the national service.

The Director-General invited comments on Resolution EB23.R25 adopted at the Twenty-third Session of the Executive Board and indicated that he had in mind the desirability of ultimately establishing common conditions which may be easily and uniformly applied when considering the appointment of officials of national administrations to the staff of the World Health Organization for determinate periods.

In view of the action taken by the WHO, the Director of the Pan American Sanitary Bureau believes that the PAHO should await the development of action by WHO in order that a basically similar position may be taken by the two organizations.

Paragraph 2 of Resolution XXIII of the XI Meeting of the Directing Council called upon the Member Governments to provide for secondment of officials to PAHO under the same conditions as those established for and included in the WHO Executive Board resolution (EB23.R25). It is hoped that when Governments adopt legislation providing for secondment of their nationals they will include provisions for secondment to both WHO and PAHO.

The Executive Committee may wish to consider a resolution along the following lines:

Proposed Resolution

The Executive Committee,

Having considered the report of the Director on the action taken by the World Health Organization on the matter of recruitment of professional personnel and the secondment of staff from national administrations for service with the World Health Organization; and

Considering that the World Health Organization is awaiting comments pertaining to Resolution EB23.R25 from the Member Governments and is contemplating the establishment of common conditions pertaining to secondment of staff,

RESOLVES:

To request the Director to keep the Executive Committee informed on the future developments with respect to the secondment of personnel of national health administrations.

ORGANISATION MONDIALE DE LA SANTE
Palais des Nations
Genève, Suisse

REF : C. L. 33.1959

TELEGR. : UNISANTE, GENEVE

TEL. : 33 10 00 - 33 20 00 - 33 40 00

Geneva, 21 December 1959

Sir,

I have the honour to remind you that the Executive Board, at its twenty-third session on 26 January 1959, adopted a resolution relative to the secondment of staff from national administrations for service with the World Health Organization (EB23.R25).

This resolution requested the Director-General to circulate to all Member governments a document summarizing certain basic principles which, the Board decided, it would be desirable to embody in national legislation providing for secondment of staff to international service.

Some Member governments already have such legislation, others have provision for secondment without defining the terms under which it may occur, while others have no provision at all for secondment of staff to international organizations.

As the work of the Organization develops, it is becoming more and more difficult to find staff of the calibre required to carry out the field programme, particularly candidates with experience in national administrations. Such persons can only be recruited from countries which have fully trained officials and often their recruitment by WHO deprives the national administrations of their more valuable officials.

C. L. 33.1959

Geneva, 21 December 1959

Hence it is in the interests both of the World Health Organization and of the national administrations that these latter should make their officials easily available to the World Health Organization for longer or shorter periods, the Organization thus benefiting from the assistance given to it by experienced officials, and the national administration in turn benefiting from the knowledge gained by the officials during their period of secondment.

So far, although in not a few cases governments have made officials available to the World Health Organization, secondment has been upon a sporadic and ad hoc basis and on occasion lengthy and complicated correspondence has been necessary before a candidate could be released for service.

Many of the posts in field operations for which the Organization requires technical staff with national experience are of comparatively short duration, typically of from one to three years. They are not foreseen as "career" posts and, once the project has been completed, the staff would be released from service. Although possibilities of reassignment to similar work in other areas often exist, no guarantee of lengthy continuing employment can be given, and certainly no guarantee of long continuity in a given locality.

Hence, a valuable and experienced official who holds a secure and pensionable post in his own administration may well hesitate to accept employment with the World Health Organization if he cannot return to his former employment or if in doing so it would be with loss of seniority and possibly to a less significant post than the one he left.

In debating this question the Executive Board gave voice to certain principles governing secondment which Member governments might care to agree as a minimum basis for seconding their officials to the World Health Organization.

These principles were that national government officials seconded to the World Health Organization should:

- (a) be assured of their acquired seniority in their own services during the whole period of secondment;
- (b) have the assurance of being able to return to a post at least equivalent to the one occupied before secondment, with total emoluments at least equal to those they normally would have received had they not been seconded;
- (c) keep their acquired rights toward a pension;
- (d) be enabled either to continue their affiliation to the national pension fund, or have the possibility of validating their periods of secondment on return from secondment.

Beyond the basic principles, the Board also recommended that national administrations might consider the preservation of other benefits, such as social security, leave, etc.

C. L. 33.1959

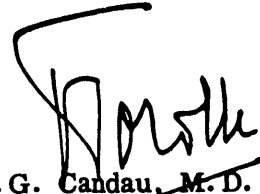
Geneva, 21 December 1959

In making you acquainted with the terms of this resolution of the Executive Board, and inviting your comments thereon, I have in mind the desirability ultimately of establishing common conditions among Member governments which may be easily and uniformly applied when considering the appointments of officials of national administrations to the staff of the World Health Organization for determinate periods.

I have the honour to be,

Sir,

Your obedient Servant,

A handwritten signature in black ink, appearing to be 'M. G. Candau', written over a horizontal line.

for M. G. Candau, M. D.
Director General