



*executive committee of
the directing council*

PAN AMERICAN
HEALTH
ORGANIZATION

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



59th Meeting
Washington, D. C.
July-August 1968

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AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

A. MERGER OF THE PAN AMERICAN HEALTH ORGANIZATION AND THE WORLD HEALTH ORGANIZATION HEALTH INSURANCE FUNDS

In accordance with Staff Rule 030, the Director has the honor to submit to the Executive Committee, for information, the amendment to the Staff Rules of the Pan American Sanitary Bureau which was submitted to and confirmed by the members of the Executive Committee since its last meeting.

In January 1968 letters were sent to the members of the Executive Committee providing an explanation of the planned merger of the PAHO and WHO health insurance funds, and proposing the corresponding amendment to Paragraph 710.1 of the Staff Rules. Upon receipt of affirmative replies from the members of the Executive Committee the Director implemented the merger.

PROPOSED RESOLUTION

THE EXECUTIVE COMMITTEE,

Having as members confirmed the proposal for merger of the PAHO/WHO health insurance funds and the corresponding amendment of Staff Rule 710.1 of the PASB;

Having been informed that the Director put the merger into effect as of 1 January 1968; and

Considering the provisions of Staff Rule 030,

RESOLVES:

To note the implementation, effective 1 January 1968, of the amendment to Staff Rule 710.1 of the Pan American Sanitary Bureau which now reads as follows: "All full-time staff members appointed for a

period of one year or more shall participate in, and their dependents enjoy the benefits of, the combined PAHO/WHO Staff Health Insurance in accordance with established rules."

B. COMPARISON OF THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU AND THE WORLD HEALTH ORGANIZATION

The Director has the honor to report to the Executive Committee that in accordance with the Resolution XXXIV, paragraph 2, adopted at the XVII Meeting of the Directing Council, which stated:

2. To instruct the Director to explore any remaining differences between the Staff Rules of the Pan American Health Organization and the World Health Organization and to report the results of this exploration and the progress made in reconciling them to the next meeting of the Executive Committee,

a review has been made of the remaining differences between the Staff Rules of the Pan American Sanitary Bureau and those of the World Health Organization.

The substantive differences in the two sets of rules are set forth in Annex I, attached hereto. Rules in which there are only differences of an editorial nature are not detailed. Editorial distinctions include the names of the Organizations and Governing Bodies, designations of organizational structure, and titles of officials varying in accordance with statutory requirements of the two Organizations.

Annex I

PASB STAFF RULES

230 SALARIES

230.3 The salary of the Director is fixed by the Conference or the Directing Council. The salaries of the Deputy Director and the Assistant Director are fixed by the Director with the approval of the Executive Committee.

320 APPOINTMENT POLICIES

320.1 Temporary appointments are appointments for a limited period. They may be on a full-time, part-time or when actually employed basis.

320.2 A permanent appointment is an appointment without time limit subject to the satisfactory completion of a probationary period and fulfillment of such other requirements as the Director may lay down.

WHO STAFF RULES

320.1 Temporary appointments are appointments for a limited period. They may be on a full-time, part-time or when-actually-employed basis.

320.2 All staff shall be appointed initially on a temporary fixed-term basis.

REMARKS

No corresponding rule in the WHO Staff Rules; however, the WHO Staff Regulation 3.1 has a similar provision which reads as follows:

"3.1 The salaries for the Deputy Director-General, Assistant Directors-General and Regional Directors shall be determined by the World Health Assembly on the recommendation of the Director-General and with the advice of the Executive Board."

The PASB permanent appointment is comparable to the WHO career-service appointment.

PASB STAFF RULES

320.3 Any full time appointment of one year or more shall be subject to a period of probation, which shall be at least one year and may be extended to eighteen months, or exceptionally to two years when necessary for adequate evaluation of the staff members' fitness. Prior satisfactory service for the Bureau in the same type of post may be credited toward completion of probation.

WHO STAFF RULES

320.3 Any full-time appointment of one year or more shall be subject to a period of probation, which shall be at least one year and may be extended to 18 months or exceptionally to two years when necessary for adequate evaluation of the staff member's fitness. Prior satisfactory service for the Organization in the same type of post may be credited towards completion of probation.

320.4 A career-service appointment is an appointment without time limit and is "permanent" within the meaning of Staff Regulation 4.5. A staff member may be granted a career-service appointment upon completion of at least five years' satisfactory service and fulfillment of such other requirements as the Director-General may lay down.

REMARKS

380 INTER-ORGANIZATION TRANSFERS

Within limits otherwise established by these rules, a staff member accepted for appointment by transfer from the World Health Organization or the Pan American Union:

380.1 Within limits otherwise established by these rules, a staff member accepted for appointment by transfer from another United Nations organization:

The differences reflect the association of the PASB to the Inter-American System compared to that of WHO to the U.N. System.

PASB STAFF RULES

(a) May be appointed at an advanced step in the grade of the post to which he is being assigned if necessary to maintain his existing salary level;

(b) Shall be credited on transfer with accumulated annual leave and earned service time toward the next within-grade increase, home leave and repatriation grant;

(c) Shall transfer his pension fund credit if a participant in the United Nations Joint Staff Pension Fund;

(d) Shall serve the same probationary period as any other staff member but upon confirmation shall have the same seniority status as if all prior uninterrupted service with the World Health Organization or the Pan American Union had been with the Pan American Sanitary Bureau.

WHO STAFF RULES

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(b) shall be credited on transfer with accumulated annual leave and earned service time towards the next within-grade increase, home leave and repatriation grant;

(c) shall transfer his pension fund credit if a participant in the United Nations Joint Staff Pension Fund;

(d) shall serve the same probationary period as any other staff member but upon confirmation shall have the same seniority status as if all prior uninterrupted service with United Nations organizations had been with the World Health Organization.

380.2 A staff member who is transferred to another organization in the United Nations system of organizations shall not be paid repatriation grant or any other terminal benefit, but his credit for all entitlements will be passed to the receiving organization. The subsequent entitlements of the staff member will be according to the rules of the receiving organization.

REMARKS

PASB STAFF RULES

WHO STAFF RULES

REMARKS

670 SICK LEAVE

670.4 Sick leave may be taken in units of one hour.

670.4 Sick leave shall be recorded in units of days and half-days.

In the Americas leave is taken in units of one hour.

630 ANNUAL LEAVE

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In the Americas leave is taken in units of one hour.

920 RETIREMENT FOR AGE

Staff members shall retire at the end of the month in which they reach age of 60.¹ In exceptional circumstances the Director may, in the interest of the Bureau, extend the retirement age, provided that not more than one year extension shall be granted at any time and that in no case shall any extension be granted beyond the staff member's sixty-fifth birthday.

920. RETIREMENT FOR AGE

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Retirement age at 65 is only applicable for those few staff members who were participants in the Pan American Union Pension Fund and elected to remain in the Fund after the agreement between the WHO and the PAHO providing for the PASB to serve as a regional office of the WHO for the Western Hemisphere was signed on 24 May 1949.

Foot Note 1

But for those who remain in the Pan American Union Pension Fund the retirement age is 65, and it may be extended year by year to 70.

1040 ADMINISTRATIVE TRIBUNAL

Note: The Pan American Sanitary Bureau has no Administrative Tribunal, the Board of Inquiry and Appeal being the final recourse in appeals. The IV

1040.1 Pending definitive arrangements for the use of the Administrative Tribunal of the United Nations, disputes between the Organization

Discussions have been held with officials of the Pan American Union exploring the possibility of establishing

PASB STAFF RULES

WHO STAFF RULES

REMARKS

1040 ADMINISTRATIVE TRIBUNAL (cont.)

Meeting of the Directing Council, held at Ciudad Trujillo during September 1950, authorized the Director to negotiate for participation in the Administrative Tribunal of the United Nations at the same time as, and through, the World Health Organization. (CD 4/R/XVII Res. 2).

and a staff member which cannot be resolved internally may be referred to the Administrative Tribunal of the International Labour Organisation, provided that such disputes relate to observance of the terms of a staff member's contract or arise out of a disciplinary action. No other appeals are receivable by the Administrative Tribunal.

an administrative tribunal within the Inter-American System. These discussions are still in progress.

1040.2 An appeal shall be made in accordance with the Statute of the Tribunal and shall not be receivable by the Tribunal unless the decision contested is a final decision and the person concerned has exhausted such other means of resisting it as are open to him under these Staff Rules and in particular Rules 1010 to 1030.

1120 TEMPORARY STAFF

1120.1 The Director may appoint temporary staff for conference and other short-term service without regard to the provisions of other sections of the Staff Rules.

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The Director-General may appoint temporary staff for conference and other short-term service without regard to the provisions of other sections of the Staff Rules.

The application of the PASB and the WHO Rules is the same. However, the PASB Rule spells out the procedure which is in effect.

PASB STAFF RULES

1120.2 Conditions of employment for such staff, including rates of pay, shall normally be established on the basis of best prevailing practices for the locality in which such staff will serve, provided that for categories of staff not normally recruited locally, rates may be established on the basis of the prevailing practice for international conferences.

1210 RIGHT OF ASSOCIATION

The staff, at any office or location, shall have the right to associate themselves together in a formal organization for the purpose of developing staff activities and making representations to the Bureau concerning personnel policy and conditions of service. The staffs at the several offices and locations of the Organization's activities shall have the right to form an association of all staff members for the same purposes. The staff of the Bureau may associate themselves with the staffs of the World Health Organization and the Pan American Union in the development of joint activities and in the expression of views on matters affecting the international civil service.

WHO STAFF RULES

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REMARKS

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