

*executive committee of
the directing council*



PAN AMERICAN
HEALTH
ORGANIZATION

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



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AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

A. PROPOSED AMENDMENTS TO THE STAFF RULES BASED ON THE REVISION OF THE WHO STAFF RULES ADOPTED BY THE 55TH SESSION OF THE EXECUTIVE BOARD

In accordance with the provisions of Staff Rule 030, the Director submits to the Executive Committee as Annex I to this document, for confirmation, the amendments to the Staff Rules which he has made since the 72nd Meeting. These revisions are in line with those adopted by the Executive Board of the World Health Organization at its 55th Session (EB55.R6, EB55.R41), and are in compliance with paragraph 2 of Resolution XIX adopted by the Executive Committee at its 59th Meeting, which reads as follows:

To request the Director to continue to introduce changes as he deems necessary to maintain close similarity between the provisions of the Staff Rules of the Pan American Sanitary Bureau and those of the World Health Organization.

The proposed amendments include the changes in salaries and allowances of staff in the professional and higher categories which have been submitted to and confirmed by the members of the Executive Committee. In January 1975, letters were sent to the members of the Executive Committee providing the background for the proposed amendments to the following Staff Rules:

- (1) Revision in base salaries by a net salary increase of 6% (Staff Rule 230.4);
- (2) Corresponding adjustment in the schedule of post adjustment (Staff Rule 235.1);
- (3) Increase in children's allowance from US\$300 per annum to US\$450 per annum (Staff Rule 250 (b)); and

- (4) Increase in rate of assignment allowance for duty stations outside North America, as follows:

<u>Grade</u>	<u>Staff Without Dependents</u>	<u>Staff With Dependents</u>
P.4 and below	US\$ 1,600	US\$ 2,000
P.5 and above	US\$ 1,900	US\$ 2,400

Upon receipt of affirmative replies from the members of the Executive Committee, the Director implemented the changes in salaries and allowances of staff in the professional and higher categories, effective 1 January 1975.

The proposed Staff Rule changes set forth in Annex I to this document also contain amendments designed to eliminate existing differences in conditions of employment and entitlements of staff members based upon sex. These differences, which relate mainly to travel expenses and separation payments, arose from the traditional concept of considering the husband as the normal "breadwinner" in the family and to regard the wife, but not the husband, of a staff member as automatically financially dependent on the spouse. The resulting discrimination entails not only differential treatment but also a distinct disadvantage with respect to married female staff members.

After studying these amendments, the Executive Committee may wish to approve a resolution along the following lines:

Proposed Resolution

THE EXECUTIVE COMMITTEE,

Having as members confirmed the proposed amendments to Staff Rules 230.4, 235.1 and 250(b) and the revised rate of assignment allowance;

Noting that the Director, pursuant to the decision of the Executive Committee, put the new schedules of annual salaries and allowances into effect as of 1 January 1975;

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau, contained in Annex I to Document CE74/20 submitted by the Director; and

Bearing in mind the provisions of Staff Rule 030,

RESOLVES:

To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in Annex I of Document CE74/20, to be effective 1 January 1975.

B. REPORT OF THE WORKING GROUP: COMPARISON OF THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU WITH THOSE OF THE WORLD HEALTH ORGANIZATION

The Executive Committee will recall that, after the XXII Meeting of the Directing Council, the Director established a working group composed of representatives of the Administration and the Staff Association for the purpose of reviewing the remaining differences between the Staff Rules of the Pan American Sanitary Bureau and those of the World Health Organization. The initial findings of the working group were reported to the 72nd Meeting of the Executive Committee. The proposed amendments to the Staff Rules as set forth in Annex II of this document are a further outcome of the comprehensive review.

After considering the report, the Executive Committee may wish to approve a resolution along the following lines:

Proposed Resolution

THE EXECUTIVE COMMITTEE,

Having considered the report of the Director on the comparison of the Staff Rules of the Pan American Sanitary Bureau with those of the World Health Organization (Document CE74/20, Annex II);

Recognizing the advisability of maintaining uniformity of rules for PASB and WHO staff; and

Bearing in mind the provisions of Staff Rule 030,

RESOLVES:

To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau, submitted by the Director in Annex II of Document CE74/20, to be effective 1 January 1975.

Annexes

PROPOSED AMENDMENTS TO THE STAFF RULES BASED ON
THE REVISION OF WHO STAFF RULES ADOPTED BY
THE 55TH SESSION OF THE EXECUTIVE BOARD

SALARIES AND ALLOWANCES: PROFESSIONAL AND HIGHER CATEGORIES OF POSTS

PRESENT STAFF RULE

230.4 The following schedule of annual salaries and of annual net salaries shall apply to all professional category posts and to directors:

Level	Step I US \$	Step II US \$	Step III US \$	Step IV US \$	Step V US \$	Step VI US \$	Step VII US \$	Step VIII US \$	Step IX US \$	Step X US \$	Step XI US \$	Step XII US \$	Step XIII US \$
P-1 (net)	11 260 8 882	11 720 9 204	12 180 9 526	12 640 9 848	13 100 10 170	13 560 10 492	14 020 10 814	14 480 11 136	14 940 11 458	15 400 11 780			
P-2 (net)	14 780 11 346	15 290 11 703	15 800 12 060	16 310 12 402	16 820 12 733	17 330 13 065	17 840 13 396	18 350 13 728	18 860 14 059	19 370 14 391	19 880 14 722		
P-3 (net)	18 410 13 767	19 010 14 157	19 610 14 547	20 210 14 937	20 810 15 327	21 410 15 717	22 010 16 107	22 610 16 497	23 210 16 887	23 810 17 277	24 410 17 646	25 010 18 006	25 610 18 366
P-4 (net)	22 680 16 542	23 390 17 004	24 100 17 460	24 810 17 836	25 520 18 312	26 230 18 738	26 940 19 164	27 650 19 590	28 360 20 016	29 070 20 442	29 780 20 868	30 490 21 294	
P-5 (net)	28 530 20 118	29 330 20 598	30 130 21 078	30 930 21 558	31 730 22 038	32 530 22 492	33 330 22 932	34 130 23 372	34 930 23 812	35 730 24 252			
P6/D1 (net)	32 540 22 497	33 590 23 075	34 640 23 652	35 690 24 230	36 740 24 807	37 790 25 384	38 840 25 962						
D-2 (net)	39 030 26 067	40 140 26 670	41 250 27 225	42 360 27 780									

NEW STAFF RULE

230.4 The following schedule of annual salaries and of annual net salaries shall apply to all professional category posts and to directors:

Level	Step I US \$	Step II US \$	Step III US \$	Step IV US \$	Step V US \$	Step VI US \$	Step VII US \$	Step VIII US \$	Step IX US \$	Step X US \$	Step XI US \$	Step XII US \$	Step XIII US \$
P-1 (net)	12 020 9 414	12 510 9 757	13 000 10 100	13 490 10 443	13 980 10 786	14 470 11 129	14 960 11 472	15 450 11 815	15 940 12 158	16 430 12 480			
P-2 (net)	15 750 12 025	16 300 12 395	16 850 12 753	17 400 13 110	17 950 13 468	18 500 13 825	19 050 14 183	19 600 14 540	20 150 14 898	20 700 15 255	21 250 15 613		
P-3 (net)	19 670 14 586	20 320 15 008	20 970 15 431	21 620 15 853	22 270 16 276	22 920 16 698	23 570 17 121	24 220 17 532	24 870 17 922	25 520 18 312	26 170 18 702	26 820 19 092	27 470 19 482
P-4 (net)	24 220 17 532	24 990 17 994	25 760 18 456	26 530 18 918	27 300 19 380	28 070 19 842	28 840 20 304	29 610 20 766	30 380 21 228	31 150 21 690	31 920 22 152	32 690 22 580	
P-5 (net)	30 540 21 324	31 410 21 846	32 280 22 354	33 150 22 833	34 020 23 311	34 890 23 790	35 760 24 268	36 630 24 747	37 500 25 225	38 370 25 704			
P6/D1 (net)	35 000 23 850	36 140 24 477	37 280 25 104	38 420 25 731	39 560 26 358	40 700 26 950	41 840 27 520						
D-2 (net)	42 060 27 630	43 270 28 235	44 480 28 840	45 690 29 445									

PRESENT STAFF RULE

235. POST ADJUSTMENT

235.1 For each 5% by which the cost of living in Geneva or at any other official station exceeds the base level to which the salary scale of staff in the professional category and above is related, such staff at that official station shall be paid a post adjustment as follows:

Level		Step I US \$	Step II US \$	Step III US \$	Step IV US \$	Step V US \$	Step VI US \$	Step VII US \$	Step VIII US \$	Step IX US \$	Step X US \$	Step XI US \$	Step XII US \$	Step XIII US \$
P-1	D	396	411	423	438	453	465	480	492	507	522			
	S	264	274	282	292	302	310	320	328	338	348			
P-2	D	504	519	534	549	564	576	591	606	618	633	648		
	S	336	346	356	366	376	384	394	404	412	422	432		
P-3	D	606	621	639	657	672	687	705	720	735	750	765	780	795
	S	404	414	426	438	448	458	470	480	490	500	510	520	530
P-4	D	723	738	759	774	792	810	828	843	858	873	888	900	
	S	482	492	506	516	528	540	552	562	572	582	592	600	
P-5	D	864	876	894	912	927	939	954	966	978	993			
	S	576	584	596	608	618	626	636	644	652	662			
P6/D1	D	942	960	978	990	1 005	1 023	1 038						
	S	628	640	652	660	670	682	692						
D-2	D	1 044	1 068	1 089	1 110									
	S	696	712	726	740									

D = Rate of post adjustment applicable to staff with one or more primary dependants.

S = Rate of post adjustment applicable to staff members with no primary dependants.

NEW STAFF RULE

235. POST ADJUSTMENT

235.1 For each 5% by which the cost of living in Geneva or at any other official station exceeds the base level to which the salary scale of staff in the professional category and above is related, such staff at that official station shall be paid a post adjustment as follows:

Level		Step I US \$	Step II US \$	Step III US \$	Step IV US \$	Step V US \$	Step VI US \$	Step VII US \$	Step VIII US \$	Step IX US \$	Step X US \$	Step XI US \$	Step XII US \$	Step XIII US \$
P-1	D	420	435	450	465	480	495	510	522	537	552			
	S	280	290	300	310	320	330	340	348	358	368			
P-2	D	534	549	564	579	594	609	624	639	654	669	684		
	S	356	366	376	386	396	406	416	426	436	446	456		
P-3	D	642	660	678	693	711	729	747	765	780	795	810	825	840
	S	428	440	452	462	474	486	498	510	520	530	540	550	560
P-4	D	765	783	801	819	837	852	867	882	900	918	936	954	
	S	510	522	534	546	558	568	578	588	600	612	624	636	
P-5	D	915	930	945	960	975	990	1 005	1 020	1 035	1 050			
	S	610	620	630	640	650	660	670	680	690	700			
P6/D1	D	999	1 017	1 035	1 053	1 071	1 089	1 107						
	S	666	678	690	702	714	726	738						
D-2	D	1 104	1 128	1 152	1 179									
	S	736	752	768	786									

D = Rate of post adjustment applicable to staff with one or more primary dependants.

S = Rate of post adjustment applicable to staff members with no primary dependants.

SALARIES AND ALLOWANCES: PROFESSIONAL AND HIGHER CATEGORIES OF POSTS

<u>Staff Rule</u>	<u>Present Text</u>	<u>New Text</u>	<u>Comments</u>
250	<p>A full time staff member of professional grade or above, except those appointed under Rules 1120 and 1130, having dependants as defined in Rule 210.3 shall be entitled to dependents' allowances as follows:</p> <p>(a) US\$ 400 per annum for a spouse; (b) US\$ 300 per annum for a child; (c) US\$ 200 per annum for a parent, or a brother or sister;</p> <p>. . .</p>	<p>A full time staff member of professional grade or above, except those appointed under Rules 1120 and 1130, having dependants as defined in Rule 210.3 shall be entitled to dependents' allowances as follows:</p> <p>(a) US\$ 400 per annum for a spouse; (b) <u>US\$ 450</u> per annum for a child; (c) <u>US\$ 200</u> per annum for a parent, or a brother or sister;</p> <p>. . .</p>	<p>Pursuant to the decision of the United Nations General Assembly adopted by the Executive Board of WHO at its fifty-fifth session (EB55.R6).</p>

AMENDMENTS TO THE STAFF RULES TO ELIMINATE DIFFERENCES IN CONDITIONS OF EMPLOYMENT
AND ENTITLEMENTS OF STAFF MEMBERS BASED ON SEX

<u>Staff Rule</u>	<u>Present Text</u>	<u>New Text</u>	<u>Comments</u>						
040	In these rules, terms referring to persons and staff members in the masculine gender shall apply also to women except where the contrary intention is evident from the context.	In these rules, terms referring to persons and staff members in the masculine gender shall apply <u>equally to men and women</u> except where the contrary intention is evident from the context.	To remove the present sex discrimination in the rule.						
270.1	The grant shall be computed in accordance with the following schedule: <table style="margin-left: 40px; border: none;"> <tr> <td style="padding-right: 20px;">Years of service</td> <td style="padding-right: 20px;">Without dependents</td> <td>Weeks of salary With dependents</td> </tr> </table>	Years of service	Without dependents	Weeks of salary With dependents	The grant shall be computed in accordance with the following schedule: <table style="margin-left: 40px; border: none;"> <tr> <td style="padding-right: 20px;">Years of service</td> <td style="padding-right: 20px;">Without spouse or dependent children</td> <td>Weeks of salary With Spouse and/or dependent children</td> </tr> </table>	Years of service	Without spouse or dependent children	Weeks of salary With Spouse and/or dependent children	To remove the present discrimination in the rule against the spouse of a female staff member, thus allowing her to receive the repatriation grant at the higher rate under circumstances similar to those of a male staff member
Years of service	Without dependents	Weeks of salary With dependents							
Years of service	Without spouse or dependent children	Weeks of salary With Spouse and/or dependent children							
270.2	For purposes of this rule "dependents" shall mean a wife, or a fully dependent husband or a child recognized under Staff Rule 210.3(b). Calculations of the grant shall be made on the basis of the dependency status of the staff member at the date of leaving the Bureau.	<u>In the application of this rule, the higher of the two rates in Staff Rule 270.1 shall apply when the staff member has a spouse and/or a child recognized under Staff Rule 210.3(b), as determined on the date he leaves the Bureau.</u>	ditto						
270.5	In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to eligible dependents as defined in Rule 270.2 who are entitled to repatriation: (a) At the single rate if there is one dependent;	In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to <u>the spouse and dependent children</u> who are entitled to repatriation: (a) At the single rate if there is <u>a spouse or one dependent child</u> ;	To include the spouse within these provisions.						

Present Text

New Text

Comments

270.5
(cont.)

(b) At the dependency rate if there is more than one dependent.

(b) At the higher rate if there is either a spouse and at least one dependent child or more than one dependent child.

640.3

Home leave entitlement shall consist of travel time without charge to annual leave and return transportation at the Bureau's expense for the staff member and eligible dependents, between the official station and the place of residence in the home country, or any other place in the home country which does not involve greater expense to the Bureau. It is a condition of eligibility for payment of travel expenses involved that the staff member and his dependents spend a reasonable period of leave in the home country. (For detailed travel provisions see Rules 810 and 820.)

Home leave entitlement shall consist of travel time without charge to annual leave and return transportation at the Bureau's expense for the staff member, spouse and eligible dependents between the official station and the place of residence in the home country, or any other place in the home country which does not involve greater expense to the Bureau. It is a condition of eligibility for payment of travel expenses involved that the staff member, spouse and dependent children spend a reasonable period of leave in the home country. (For detailed travel provisions see Rules 810 and 820.)

To include a spouse, irrespective of dependency status, in the home leave entitlement of the staff member.

640.5

If both husband and wife are staff members eligible for home leave, the wife shall have the choice either of exercising her own home leave entitlement or accompanying her husband as a dependent. If she accompanies her husband, she shall be allowed travel time not exceeding that which would have been authorized had she chosen to exercise her own entitlement.

If both husband and wife are staff members in organizations in the UN system, eligible for home leave, each shall have the choice of exercising the home leave entitlement as a staff member or as a spouse but not both. Such choice normally may not result in more than one home leave in every two-year cycle.

This proposal places the husband and wife, when both are working in international organizations in the UN system, on equal footing.

640.9

Travel of dependents on home leave shall normally take place in conjunction with the travel of the staff member.

Travel of the spouse and dependent children on home leave shall normally take place in conjunction with the travel of the staff member.

Necessary change arising from amendments to Staff Rule 640.3.

Staff Rule

Present Text

New Text

Comments

660.2 If such leave of absence is expected to continue for at least six months, the Bureau shall, at the request of the staff member, repatriate him and any recognized dependents, if such expenses are not borne by his government, and provided that any such expenses shall be charged against the next home leave of the staff member.

If such leave of absence is expected to continue for at least six months, the Bureau shall, on request of the staff member, repatriate the staff member, spouse and dependent children, if such expenses are not borne by his government, and provided that any such expenses shall be charged against the next home leave of the staff member.

To include the spouse recognized under amended Staff Rule 640.3

810 The Bureau shall pay the travel expenses of a staff member under the following circumstances:
.....

The Bureau shall pay the travel expenses of a staff member under the following circumstances:
.....

Changes consequent to amended Staff Rule 820.4.

(e) On a schedule S assignment of at least two years' duration (see Rule 410.2) once in each interval between home leave entitlements (or once during a two year appointment) from the official station to the place where the staff member's dependents as defined in Rule 820.4 are residing and return to the official station, provided:

(e) On a schedule S assignment of at least two years' duration (see Rule 410.2) once in each interval between home leave entitlements (or once during a two year appointment) from the official station to the place where the staff member's spouse and dependent children as defined in Rule 820.4 are residing and return to the official station, provided:

(i) the staff member has an entitlement to transportation of his dependents under Rule 820 and has waived it; and
.....

(i) the staff member has an entitlement to transportation of the spouse and dependent children under Rule 820 and has waived it; and
.....

820 TRAVEL OF DEPENDENTS

TRAVEL OF SPOUSE AND DEPENDENT CHILDREN

ditto

820.1 Except for staff referred to in Rules 1120 and 1130, the Bureau shall pay the travel expenses of a staff member's dependents as defined in Rule 820.4 under the following circumstances:

Except for staff referred to in Rules 1120 and 1130, the Bureau shall pay the travel expenses of a staff member's spouse and dependent children as defined in Rule 820.4 under the following circumstances:

ditto

Staff Rule

Present Text

New Text

Comments

820.1 (Cont.) (a) On appointment for a period of not less than one year, from the place of residence or, at the option of the Bureau the place of recruitment, to the official station, or from some other place provided that the cost to the Bureau does not exceed that for the travel from the place of residence, and subject to the requirement that in any case the dependents remain at the official station at least six months.

(a) On appointment for a period of not less than one year, from the place of residence or, at the option of the Bureau the place of recruitment, to the official station, or from some other place provided that the cost to the Bureau does not exceed that for the travel from the place of residence, and subject to the requirement that in any case the spouse and dependent children remain at the official station at least six months.

Changes consequent to amended Staff Rule 820.4.

(d) On home leave to the home country and return to the official station, if entitled under the provisions of Rule 640 and provided the dependents will remain at the official station for at least six months after return from home leave.

(d) On home leave to the home country and return to the official station, if entitled under the provisions of Rule 640 and provide the spouse and dependent children will remain at the official station for at least six months after return from home leave.

ditto

(e)
 (iv) the timing of the child's journey is reasonable in relation to the other authorized travel of the staff member or his dependents;

(e)
 (iv) the timing of the child's journey is reasonable in relation to the other authorized travel of the staff member, spouse or dependent children;

ditto

820.2 "The official station," for purposes of dependents' travel, shall include any adjacent area suitable for dependents, provided that the cost to the Bureau of travel to such area does not exceed that for travel to the official station.

"The official station," for purposes of travel of the spouse and dependent children, shall include an adjacent area suitable for them, provided that the cost to the Bureau of travel to such area does not exceed that for travel to the official station.

ditto

Staff Rule	Present Text	New Text	Comments
820.3	The eligibility for travel of dependents to any official station, including travel under 820.1(e) above, shall be subject to a determination by the Bureau that conditions at the official station are suitable for dependents.	The eligibility for travel of <u>the spouse and dependent children</u> to any official station, including travel under 820.1(e) above, shall be subject to a determination by the Bureau that conditions at the official station are suitable for <u>them</u> .	Changes consequent to amended Staff Rule 820.4.
820.4	Dependents recognized for purposes of travel at the Bureau's expense shall be limited to: (a) a wife; a husband recognized as a dependent under Rule 210.3(a).	<u>Family members</u> recognized as eligible for purposes of travel at the Bureau's expense shall be limited to: (a) <u>a spouse</u> .	Definition of family members recognized for payment of travel expenses amended to include the spouse, irrespective of dependency status.
820.5	Entitlement of any member of a staff member's family shall be governed by the dependency status of that member at the date of commencement of his travel.	Entitlement of any of <u>the children</u> of a staff member shall be governed by the dependency status of that <u>child</u> at the date of commencement of his travel.	Changes consequent to amended Staff Rule 820.4.
820.6	The Bureau does not assume responsibility for travel risks of dependents.	The Bureau does not assume responsibility for travel risks of <u>the spouse and dependent children</u> .	ditto
820.7	A staff member who acquires status as the dependent of another staff member may not exercise entitlement to home leave or repatriation both as a staff member and as a dependent. The Bureau reserves the option of deciding on which status to grant entitlement.	<u>If both husband and wife are staff members in organizations in the UN system, eligible for repatriation, each shall have the choice of exercising the repatriation entitlement as a staff member or as a spouse but not both. Such choice may not result in more than one travel under any circumstances.</u>	Similar to the provisions on home leave travel under Rule 640.5; this places the husband and wife on equal footing.
830.1	During any period of authorized travel, a staff member shall be paid a travel per diem. Per diem shall be paid with respect to dependents when they are in authorized travel status, except for travel authorized	During any period of authorized travel, a staff member shall be paid a travel per diem. Per diem shall be paid with respect to <u>eligible family members, as defined in Rule 820.4</u> , when they are in authorized travel status,	To include the spouse for payment of travel and installation per diem, and to delete restriction of total of four dependents eligible for installation per diem.

<u>Staff Rule</u>	<u>Present Text</u>	<u>New Text</u>	<u>Comments</u>
830.1 (cont.)	under Rule 820.1(e). On appointment for a year or more, or change of official station, involving authorized travel, installation per diem shall be paid to the staff member for himself and eligible dependents, up to a total of four, normally for the following periods:	except for travel authorized under Rule 820.1(e). On appointment for a year or more, or change of official station, involving authorized travel, installation per diem shall be paid to the staff member for himself, <u>spouse and dependent children</u> , normally for the following periods:	WHO, UN and other organizations in the UN system have eliminated this restriction.
830.2	If a staff member resigns and is actually separated from the Bureau within six months of date of appointment, installation allowance paid for staff member and dependents shall be recoverable.	If a staff member resigns and is actually separated from the Bureau within six months of date of appointment, installation allowance paid for staff member, <u>spouse and dependent children</u> shall be recoverable.	To permit the recovery of installation allowance paid for a spouse.
910.2	A staff member holding an appointment of one year or more who resigns before completing a year of service forfeits all entitlement to return transportation at the Bureau's expense for himself, his dependents and their possessions. A staff member resigning within six months from the date of return from home leave or from the date of qualifying for it, whichever is the later, or from leave under Rule 810(e), forfeits entitlement to return transportation for himself and such members of his family as accompanied him on such leave. Exceptions may be granted by the Director in case of resignation compelled by illness or emergency.	A staff member holding an appointment of one year or more who resigns before completing a year of service forfeits all entitlement to return transportation at the Bureau's expense for himself, <u>his spouse and dependent children</u> and their possessions. A staff member resigning within six months from the date of return from home leave or from the date of qualifying for it, whichever is the later, or from leave under Rule 810(e), forfeits entitlement to return transportation for himself and such members of his family as accompanied him on such leave. Exceptions may be granted by the Director in case of resignation compelled by illness or emergency.	To clarify that the restrictions apply to the spouse as well as to the dependent children.

OTHER AMENDMENTS TO THE STAFF RULES

<u>Staff Rule</u>	<u>Present Text</u>	<u>New Text</u>	<u>Comments</u>
290	(New Staff Rule)	When a staff member incurs an illness or accident for which a third party may be wholly or in part liable and for which the staff member is placed on sick leave, he shall have the right to receive his salary during the period of the sick leave by reason of the Bureau's automatic subrogation in respect of his rights against third parties up to the amount of the remuneration which the Bureau has paid.	Included to facilitate the recovery by the Bureau from third parties of amounts representing the cost of salary payments to staff members absent on sick leave for illness or accident for which the third party is responsible.
330.4	No appointment shall be confirmed at the completion of probation without a certification by the Staff Physician that there is no health reservation which would prevent confirmation.	DELETE	To eliminate the second medical certification for confirmation of appointment.
440	A performance evaluation report (see Rule 430.2) shall be made before the end of the normal probationary period. On the basis of this report and the medical certification required by Rule 330.4, a decision shall be taken, and notified to the staff member, that his:	A performance evaluation report (see Rule 430.2) shall be made before the end of the normal probationary period. On the basis of this report a decision shall be taken, and notified to the staff member, that his:	To eliminate a second medical review, subsequent to the one on appointment, for confirmation of appointment.
915	(New Staff Rule)	SEPARATION BY MUTUAL AGREEMENT The Director may terminate the appointment of a staff member who holds an appointment for one year or more if such action would be in the interest of the Bureau and in accordance with the standards outlined in the Staff Regulations, provided that the action is not contested by the staff member concerned.	To permit separation of a staff member, when it is in the interest of the Bureau, by mutual agreement. Similar provision exists in the UN and some of the other agencies in the UN system.

Staff Rule

Present Text

New Text

Comments

930.5

When, on the advice of the Staff Physician, a staff member is unable to continue his present functions because of physical limitations, although he would be suitable for another assignment in the Bureau, but for whom no such assignment can be found, his appointment shall be terminated. He shall be entitled to a notice period equivalent to that specified in Staff Rule 950.3 and to an indemnity equivalent to that specified in Staff Rule 950.4.

When, on the advice of the Staff Physician, a staff member is unable to continue his present functions because of physical limitations, although he would be suitable for another assignment in the Bureau, but for whom no such assignment can be found, the staff member or a physician designated by him will be informed of the medical conclusions as outlined in Staff Rule 1020.1 and his appointment shall be terminated. He shall be entitled to a notice period equivalent to that specified in Staff Rule 950.3 and to an indemnity equivalent to that specified in Staff Rule 950.4.

To enable the staff member or his physician to obtain the requisite medical information in a routine manner.

960

If, during an initial or extended probationary period, a staff member's performance or conduct is not satisfactory, if he is found unsuited to international service, or if he fails to qualify medically, the appointment will not be confirmed but terminated. The staff member shall be given one month's notice. No indemnity is payable.

If, during an initial or extended probationary period, a staff member's performance or conduct is not satisfactory, or if he is found unsuited to international service, the appointment will not be confirmed but terminated. The staff member shall be given one month's notice. No indemnity is payable.

Change consequent to deletion of Staff Rule 330.4.

1020.1

A decision based on Rule 960 not to confirm a staff member's appointment because of failure to qualify medically, or a decision to terminate the appointment under the provisions of Rule 930 because of physical or mental disability, may be appealed by him if he disagrees with the medical conclusions upon which the decision is based. Such appeal must be supported by medical evidence and be made in writing to the Director within eight days of receipt of notice of non-confirmation or termination.

A decision to terminate a staff member's appointment under the provisions of Rule 930 because of physical or mental disability may be appealed by the staff member concerned if he indicates in writing to the Director within eight days of receipt of notice of such termination that he wishes to appeal against the decision. The Bureau's Staff Physician will normally inform the staff member in writing of the medical conclusions upon which the decision is based except when, if he feels that such information may be harmful to the staff member, the medical findings may be provided in writing to a physician designated by the staff member.

Editorial revision in keeping with change in Staff Rule 930.5 and deletion of Staff Rule 330.4.

SECOND REPORT OF THE WORKING GROUP:
PROPOSED AMENDMENTS TO THE STAFF RULES

SECOND REPORT OF THE WORKING GROUP: PROPOSED AMENDMENTS TO THE STAFF RULES

<u>Staff Rule</u>	<u>Present Text</u>	<u>New Text</u>	<u>Comments</u>
260.2	The amount of the allowance shall vary by grade level and differentiate between those with and without dependents as defined in Rule 210.3(a) and (b).	The amount of the allowance shall vary by grade level and differentiate between those with and without dependents as defined in Rule 210.3(a) and (b). <u>The Director in concert with the Director-General of the World Health Organization and the Executive Heads of the United Nations and other specialized agencies shall establish a table of rates which gives effect to these principles.</u>	To maintain close similarity between the Staff Rules of PASB and those of WHO.
380	<p>INTER-ORGANIZATION TRANSFERS</p> <p>Within limits otherwise established by these rules, a staff member accepted for appointment by transfer from the World Health Organization or the Organization of American States</p> <p>.....</p> <p>(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 Organization of American States had been with the Pan American Sanitary Bureau.</p>	<p>INTER-ORGANIZATION TRANSFERS</p> <p>380.1 Within limits otherwise established by these rules, a staff member accepted for appointment by transfer from the World Health Organization, <u>or another United Nations organization</u>, or the Organization of American States</p> <p>.....</p> <p>(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, <u>or other United Nations organizations</u>, or the Organization of American States had been with the Pan American Sanitary Bureau.</p>	To maintain close similarity between the Staff Rules of PASB and those of WHO and to revise presentation for editorial reasons.
380.2	(New Staff Rule)	A staff member who is transferred to the World Health Organization, or another United Nations organization, or the Organization of American States shall not be paid repatriation grant or any other terminal benefits, but credit for all entitlements will be passed to the receiving organization. The subsequent entitlements of the staff member will be according to the rule of the receiving organization.	To maintain close similarity between the Staff Rules of PASB and those of WHO.

Staff Rule

Present Text

New Text

Comments

730.2 The remuneration of a staff member reported for computation of Pension Fund contributions and benefits is called "pensionable remuneration" and is defined as follows:
.....

(c) For staff entitled to a non-residence allowance, in accordance with Staff Rule 1110, the base pensionable remuneration is increased by the amount of such allowance.

The remuneration of a staff member reported for computation of Pension Fund contributions and benefits is called "pensionable remuneration" and is defined as follows:
.....

(c) For staff entitled to a non-residence allowance and/or a language allowance in accordance with Staff Rule 1110, the base pensionable remuneration is increased by the amount of such allowances.

To maintain close similarity between the Staff Rules of PASB and those of WHO by inclusion of a language allowance as pensionable.

1010.1 A decision based on Rule 960 not to confirm a staff member's appointment because of unsatisfactory performance or conduct, or because of unsuitability, may be appealed by him if he considers that such decision has been made for reasons not connected with his performance, conduct or suitability for international service. Such appeal must be made in writing to the Director within eight days of receipt of notice of non-confirmation. The Director's decision shall be final and none of the other appeal procedures described in this section shall apply.

A decision based on Rule 960 not to confirm a staff member's appointment because of unsatisfactory performance or conduct, or because of unsuitability, may be appealed by him if he considers that such decision has been made for reasons not connected with his performance, conduct or suitability for international service. Such appeal must be made in writing to the Director within eight days of receipt of notice of nonconfirmation. The Director's decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1040.

To maintain close similarity between the Staff Rules of PASB and those of WHO by indicating accessibility of PASB staff to the Administrative Tribunal of the International Labour Organization.

1030.4 The headquarter's Board of Inquiry and Appeal shall consist of five members having equal votes as follows:
.....

The Headquarters' Board of Inquiry and Appeal shall consist of five members having equal votes as follows:
.....

To maintain close similarity between the Staff Rules of PASB and those of WHO.

Staff Rule

Present Text

New Text

Comments

1030.4
(cont.)

The members of the panel shall be elected annually by the staff, four persons being elected for each of Groups I and II and six persons for Group III. They are eligible for re-election at the end of their year of office.

The members of the panel shall be elected biennially by the staff, four persons being elected for each of Groups I and II and six persons for Group III. They are eligible for re-election at the end of their term of office.

1040.1

Note: The Pan American Sanitary Bureau has no Administrative Tribunal, the Board of Inquiry and Appeal being the final recourse in appeals. The IV 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 (CD4.17, par. 2).

Pending definitive arrangements for the use of the Administrative Tribunal of the United Nations, disputes between the Bureau and a staff member which cannot be resolved internally may be referred to the Administrative Tribunal of the International Labour Organization, 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.

To maintain close similarity between the Staff Rules of PASB and those of WHO by indicating accessibility of PASB staff to Administrative Tribunal of the International Labour Organization.

1040.2

(New Staff Rule)

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.

ditto

Staff Rule

Present Text

New Text

Comments

1050	Copies of the rules of procedure of the Board of Inquiry and Appeal shall be maintained in the personnel offices of the Bureau and made available to any staff member on request.	Copies of the rules of procedure of the <u>Headquarters' Board of Inquiry and Appeal and the Statute of the Tribunal</u> shall be maintained in the personnel offices of the Bureau and made available to any staff member on request.	To recognize staff access to the Administrative Tribunal of the International Labour Organization.
1110.1	All posts in the secretariat at clerical, custodial, sub-professional and junior administrative levels shall be filled by the recruitment of persons from the local commuting area of each office.	All posts in the secretariat at clerical custodial, sub-professional and junior administrative levels shall be filled, <u>as far as possible</u> , by the recruitment of persons from the local commuting area of each office.	To maintain close similarity between the Staff Rules of PASB and those of WHO.