



*executive committee of  
the directing council*

PAN AMERICAN  
HEALTH  
ORGANIZATION

*working party of  
the regional committee*

WORLD  
HEALTH  
ORGANIZATION



95th Meeting  
Washington, D.C.  
June-July 1985

Provisional Agenda Item 9

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AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

In accordance with the provisions of Staff Rule 020, the Director submits to the Executive Committee, as Annex to this document, for confirmation, the amendments to the Staff Rules he has made since the 92nd Meeting.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its Seventy-fifth Session (Resolution EB75.R9) and are in compliance with paragraph 2 of Resolution XIX adopted by the Executive Committee at its 59th Meeting (1968), which requested the Director to continue to introduce changes as he deems necessary to maintain close similarity between the provisions of the Staff Rules of PASB and those of WHO.

Some of these amendments result from the decisions taken by the United Nations General Assembly at its thirty-ninth (1984) session on the recommendations of the International Civil Service Commission (ICSC) concerning the consolidation of 20 points of post adjustment into the net base salaries for staff in the professional and higher categories. A consequential modification in the salaries and post adjustment rates for ungraded posts is likewise proposed. Others arise from the decision of ICSC regarding a financial incentive at designated official stations.

The Executive Committee is invited to consider two proposed resolutions: the first confirms the amendments reproduced in the Annex to this document; the second concerns the revision of the salaries and post adjustment for ungraded posts.

## AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

Amendments considered necessary in the light of decisions taken by the United Nations General Assembly at its thirty-ninth session on the basis of recommendations of the International Civil Service Commission (ICSC)

1. Incorporation of 20 points of post adjustment into net base salary

In order to meet the shortfall in the amount required from staff assessment income to finance the United Nations Tax Equalization Fund, the United Nations requested that consideration be given to consolidating a part of post adjustment into net base salary. To this end, ICSC recommended that on the basis of the "no loss-no gain" formula, 20 points of post adjustment should be consolidated into net base salary with effect from 1 January 1985. The General Assembly agreed to this recommendation.

As a result, changes are required to the schedules of a) staff assessment rates for professional and higher graded staff; b) gross and net base salaries for staff in the professional and higher categories; c) positive post adjustment rates; and d) negative post adjustment rates appearing in the Staff Rules. Accordingly, amendments have been made to Rules 330.1.1, 330.2, 335.3 and 335.4.

2. Salaries for ungraded posts

The technical adjustments to salaries described in the preceding paragraphs call for similar adjustments to the salaries of the Assistant Director, the Deputy Director and the Director.

Since 1962, it has been the policy of the Executive Committee to set the salary of the Deputy Director at the level of other WHO Regional Directors and that of the Assistant Director at \$1,000 less.

Considering that PASB Staff Regulation Article 3.1 states: "The salaries for the Deputy Director and the Assistant Director shall be determined by the Director of the Bureau with the approval of the Executive Committee," this Body may wish to follow the same practice and adjust the annual net salary of the Deputy Director to \$59,203 and that of the Assistant Director to \$58,203, effective 1 January 1985. The post adjustment rates for these officials would be proportionately changed.

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director of PASB at the same level as that of the Deputy Director-General of WHO.

The XX Meeting of the Directing Council, in operative paragraph 2 of Resolution XX, requested "the Executive Committee, in case of any future salary adjustments in respect of professional and ungraded categories of posts, to make recommendations to the Conference or the Directing Council concerning the appropriate level of the salary of the Director."

The Executive Committee, following this guide, may wish to recommend to the XXXI Meeting of the Directing Council that it adjust the net salary of the Director to \$65,320 per annum, effective 1 January 1985, and that consequent upon the adjustment of salary appropriate revision be made of the post adjustment rate.

Amendments considered necessary in the light of decisions taken by the International Civil Service Commission under Article 11 of its Statute

Increase in the basic level of financial incentive and introduction of a second level of the incentive

The payment of financial incentive to staff members serving at certain designated official stations was introduced by ICSC with effect from 1 January 1981. The Commission decided at its nineteenth session to increase the amount of the incentive from US\$1,200 per annum for staff without dependents and \$2,400 per annum for staff with dependents to \$1,800 per annum and \$3,600 per annum respectively. Staff Rules 360.4.1 and 360.4.2 have been amended accordingly. The effective date of these amendments is 1 July 1984. At the same session the Commission decided to introduce a second, higher level of financial incentive to be paid to staff serving at a restricted number of very difficult official stations. The higher levels are \$2,400 per annum for staff without dependents and \$4,800 per annum for staff with dependents. Accordingly, new Staff Rules 360.4.3 and 360.4.4 have been added. The effective date of these amendments is 1 January 1985.

Budgetary implications

As the consolidation is based on a "no loss-no gain" formula, there are no real budgetary implications. The revision of Staff Rules related to the payment of financial incentive has minimal budgetary significance and will therefore be absorbed within the averages established for staff costs.

Proposed Resolution

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

THE 95th MEETING 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 CE95/10;

Recognizing the need for uniformity of conditions of employment of PASB and WHO staff; and

Bearing in mind the provisions of Staff Rule 020,

RESOLVES:

To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE95/10, with effect from 1 July 1984, concerning the increase in the basic level of financial incentive, and with effect from 1 January 1985 concerning the introduction of a second level of the financial incentive and the consolidation of 20 points of post adjustment into net base salary.

Proposed Resolution

SALARIES FOR THE UNGRADED POSTS

THE 95th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the schedule of salaries of the professional and higher categories of staff in graded posts, effective 1 January 1985;

Taking into account the recommendation of the Seventy-fifth Session of the WHO Executive Board to the Thirty-eighth World Health Assembly related to the salaries of the Regional Director, the Deputy Director-General and the Director-General; and

Bearing in mind Staff Regulation 3.1 of the Pan American Sanitary Bureau and Resolution XX of the XX Meeting of the Directing Council,

RESOLVES:

1. To approve the proposal of the Director, effective 1 January 1985, to:

- a) Establish the salary of the Deputy Director at \$59,203 (dependency rate) or \$53,866 (single rate) per annum;
- b) Establish the salary of the Assistant Director at \$58,203 (dependency rate) or \$52,866 (single rate) per annum.

2. To note that, consequent upon the revision of salaries for these officials, appropriate reduction will be made in the post adjustment rates.

3. To recommend to the Directing Council at its XXXI Meeting that it establish the salary of the Director at \$65,320 (dependency rate) or \$58,918 (single rate) per annum, effective 1 January 1985, and that, consequent upon the adjustment of salary, appropriate reduction be made of the post adjustment rate.

Annex —

AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

Texts of the Amended Staff Rules

330. SALARIES

330.1 Gross base salaries, and terminal remuneration figures used for computation of separation payments under Rule 380.2, shall be subject to the following assessments:

330.1.1 For professional and higher graded staff:

Amounts per year	Assessment per cent	
	Rate with dependents*	Rate without dependents*
First US \$ 16 000	14.7	19.2
Next US \$ 4 000	31.0	36.0
Next US \$ 4 000	34.0	39.0
Next US \$ 4 000	37.0	42.0
Next US \$ 5 000	39.0	44.2
Next US \$ 5 000	42.0	47.2
Next US \$ 5 000	44.0	49.4
Next US \$ 6 000	47.0	52.1
Next US \$ 6 000	50.0	55.0
Next US \$ 6 000	52.0	57.0
Next US \$ 7 000	53.5	58.1
Next US \$ 7 000	55.0	59.4
Next US \$ 7 000	56.0	60.4
Next US \$ 8 000	57.0	62.1
Next US \$ 10 000	59.0	64.5
Next US \$ 10 000	60.5	66.5
Next US \$ 10 000	62.0	68.5
Over US \$ 120 000	63.5	71.0
.....		

\*as defined in Rules 310.5.1 and 310.5.2

330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply to all professional category and directors' posts:

Level	STEPS													
	I US \$	II US \$	III US \$	IV US \$	V US \$	VI US \$	VII US \$	VIII US \$	IX US \$	X US \$	XI US \$	XII US \$	XIII US \$	
P-1	Gross	22 315	23 257	24 220	25 194	26 184	27 173	28 191	29 182	30 156	31 098			
	Net D	17 936	18 557	19 187	19 800	20 424	21 047	21 684	22 289	22 883	23 458			
	Net S	16 900	17 475	18 056	18 621	19 195	19 768	20 354	20 908	21 451	21 976			
P-2	Gross	29 815	30 878	31 930	32 987	34 105	35 215	36 336	37 439	38 575	39 731	40 868		
	Net D	22 675	23 323	23 965	24 610	25 259	25 903	26 553	27 193	27 840	28 487	29 124		
	Net S	21 261	21 854	22 441	23 031	23 622	24 208	24 799	25 382	25 969	26 554	27 129		
P-3	Gross	37 613	38 980	40 329	41 639	42 983	44 431	45 878	47 295	48 586	49 910	51 278	52 623	53 997
	Net D	27 294	28 067	28 822	29 556	30 309	31 077	31 843	32 594	33 279	33 953	34 637	35 310	35 997
	Net S	25 474	26 174	26 857	27 519	28 200	28 894	29 587	30 265	30 884	31 491	32 107	32 713	33 331
P-4	Gross	47 315	48 833	50 433	52 033	53 665	55 216	56 815	58 416	60 096	61 825	63 518	65 151	
	Net D	32 605	33 409	34 215	35 014	35 830	36 602	37 369	38 138	38 944	39 761	40 549	41 308	
	Net S	30 275	31 002	31 727	32 447	33 181	33 875	34 563	35 251	35 973	36 708	37 417	38 101	
P-5	Gross	60 816	62 578	64 298	65 966	67 655	69 358	71 084	72 800	74 528	76 266			
	Net D	39 290	40 112	40 912	41 687	42 473	43 244	44 021	44 793	45 571	46 340			
	Net S	36 283	37 023	37 744	38 443	39 150	39 846	40 547	41 244	41 945	42 638			
P-6/ D-1	Gross	69 840	72 044	74 220	76 440	78 660	80 843	82 986						
	Net D	43 461	44 453	45 432	46 417	47 393	48 354	49 287						
	Net S	40 042	40 937	41 820	42 707	43 586	44 451	45 283						
D-2	Gross	83 262	85 671	88 102	90 606									
	Net D	49 406	50 441	51 487	52 552									
	Net S	45 387	46 300	47 222	48 156									

D - Rate applicable to staff members with a dependent spouse or dependent child.

S - Rate applicable to staff members with no dependent spouse or dependent child.

335.3 The following schedule of positive post adjustment rates applies to cost-of-living indices above the base:

Additions

Level	STEPS													
	I US \$	II US \$	III US \$	IV US \$	V US \$	VI US \$	VII US \$	VIII US \$	IX US \$	X US \$	XI US \$	XII US \$	XIII US \$	
P-1	D	159.75	165.14	170.46	175.84	181.21	186.56	192.30	196.90	201.93	206.99			
	S	150.53	155.50	160.41	165.37	170.31	175.22	180.51	184.70	189.29	193.92			
P-2	D	200.14	206.22	211.49	217.22	222.87	228.58	234.27	239.57	245.26	250.96	256.25		
	S	187.66	193.23	198.04	203.28	208.42	213.62	218.80	223.61	228.78	233.93	238.70		
P-3	D	240.91	247.85	253.97	259.78	266.34	272.91	279.83	286.44	291.98	297.15	302.68	307.86	313.84
	S	224.85	231.13	236.65	241.88	247.81	253.74	259.99	265.97	270.97	275.61	280.57	285.21	290.59
P-4	D	286.82	293.19	299.60	305.57	312.76	318.02	323.30	328.59	334.12	341.35	348.15	354.70	
	S	266.32	272.06	277.82	283.16	289.64	294.33	299.02	303.72	308.63	315.14	321.26	327.16	
P-5	D	341.73	346.73	351.46	356.29	361.88	366.33	371.99	377.26	382.46	387.31			
	S	315.57	320.03	324.25	328.56	333.57	337.54	342.63	347.36	352.04	356.37			
P-6/ D-1	D	370.99	377.17	382.93	389.09	394.90	401.21	407.19						
	S	341.81	347.33	352.49	358.00	363.18	368.83	374.11						
D-2	D	406.81	415.70	424.52	433.32									
	S	373.72	381.57	389.35	397.08									

D - Rate applicable to staff members with a dependent spouse or dependent child.

S - Rate applicable to staff members with no dependent spouse or dependent child.



335.4 The following schedule of negative post adjustment rates applies to cost-of-living indices below the base:

Deductions

Level		STEPS												
		I US \$	II US \$	III US \$	IV US \$	V US \$	VI US \$	VII US \$	VIII US \$	IX US \$	X US \$	XI US \$	XII US \$	XIII US \$
P-1	D	143.42	148.37	153.37	158.35	163.31	168.26	173.37	178.09	182.92	187.65			
	S	135.14	139.17	144.32	148.91	153.48	158.04	162.73	167.05	171.48	175.80			
P-2	D	181.20	186.58	191.71	196.87	202.07	207.21	212.42	217.54	222.71	227.89	232.99		
	S	169.90	174.83	179.52	184.24	188.97	193.65	198.39	203.05	207.74	212.42	217.03		
P-3	D	218.35	224.53	230.57	236.44	242.46	248.60	254.74	260.75	266.22	271.62	277.09	282.47	287.96
	S	203.79	209.38	214.85	220.15	225.58	231.14	236.68	242.12	247.06	251.92	256.85	261.69	266.63
P-4	D	260.83	267.27	273.71	280.11	286.64	292.71	298.73	304.75	311.07	317.64	324.12	330.31	
	S	242.19	248.01	253.81	259.57	265.45	270.90	276.29	281.68	287.34	293.25	299.09	304.66	
P-5	D	314.23	320.78	327.13	333.25	339.55	345.56	351.81	357.97	364.17	370.28			
	S	290.18	296.08	301.80	307.32	312.99	318.41	324.05	329.60	335.20	340.70			
P-6/ D-1	D	347.50	355.36	363.18	371.04	378.85	386.42	393.75						
	S	320.16	327.25	334.31	341.39	348.42	355.23	361.76						
D-2	D	394.53	403.10	411.66	420.29									
	S	362.44	370.01	377.55	385.14									

D - Rate applicable to staff members with a dependent spouse or dependent child.

S - Rate applicable to staff members with no dependent spouse or dependent child.

360. ASSIGNMENT ALLOWANCE AND FINANCIAL INCENTIVE

360.4 A financial incentive shall be paid to the staff members defined in Rule 360.1 serving at designated official stations, in the form of a supplement to the assignment allowance and at the following annual rates:

Level I official stations:

360.4.1 Staff without dependents as defined in Rules 310.5.1 and 310.5.2: US\$1,800

360.4.2 Staff with dependents as defined in Rules 310.5.1 and 310.5.2: US\$3,600

Level II official stations:

360.4.3 Staff without dependents as defined in Rules 310.5.1 and 310.5.2: US\$2,400

360.4.4 Staff with dependents as defined in Rules 310.5.1 and 310.5.2: US\$4,800



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AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

Presentation of the PAHO/WHO Staff Association to the 95th Meeting  
of the PAHO Executive Committee

On behalf of the Staff Association, I wish to thank you for having provided us once again the opportunity to inform you about the activities of the PAHO/WHO Staff Association and to present to you some of the concerns of the staff.

During the past year, the Association continued to make its presence felt in the international community. Several of its officers participated in meetings of the Advisory Committee on Post Adjustment Questions (ACPAQ) in New York, Pension Board in Paris and Geneva, Legal Rights in Paris, Career Progression U.N. New York, conferred with U.N. International Civil Service Commission (ICSC) officials and attended the Meeting of WHO Regional Staff Associations in Geneva. The Association also held its Annual Staff Council in Brasilia which delegates from 15 duty stations in the Hemisphere attended.

The Council approved 53 recommendations and 10 resolutions which were transmitted to the PAHO Administration for consideration.

In addition, PAHO agreed to host the Federation of International Civil Service Associations (FICSA) Council in Washington, D.C., which was attended by 85 delegates from 26 duty stations throughout the world.

In accordance with the purposes and objectives for which the Staff Association was established and given legitimacy in the Staff Rules for the proper representation of staff's interests, we have attempted in all of the above meetings to represent and safeguard the rights of the staff and to improve their conditions of service.

In those areas for which the PAHO Administration has authority to take action, we have dialogued with administration officials and with the Director and have kept open communication to resolve problems as they arise. Administration officials as well as the Director have responded

promptly to requests for such meetings. Issues concerning individual staff members which cannot be resolved through negotiations have been submitted to the ILO Tribunal for adjudication.

There are, however, matters which are solely of the competence of this Executive Committee and which we respectfully bring to your attention today.

1. Due Process Safeguards in Cases of Termination for Disciplinary Reasons

In the course of preparing a digest of International Labor Organization (ILO) Judgments, we have found a consistent principle running through the opinions rendered by the ILO Tribunal in cases involving disciplinary measures, i.e. that the respondent organizations a) must present proof of wrongdoing by the staff member; b) that an investigation of the facts in which the affected staff member is represented must precede the disciplinary action; opportunity be given to the affected staff member to confront evidence against him and present evidence in his favor.

During the past two years, we have had three cases of disciplinary actions (one of which was negotiated). We feel, however, that: a) the provisions of the current Staff Rules do not provide sufficient safeguards to prevent circumstantial evidence from effecting a possible miscarriage of justice; b) there are no provisions for investigation of the facts; and c) there is no participation by or representation of the affected official prior to imposing disciplinary measures.

Most recently, eight justices of the U.S. Supreme Court appeared to support the legal principle long held by ILO in sustaining that "public employees have a due process right to a hearing before they are fired"; that "they cannot be deprived of this constitutional right"; or that they "have a right to the employer's evidence with an opportunity to present their side of the story."

PAHO's Staff Rule 1130 does not provide the staff member with these basic and fundamental rights, and neither does the internal appeal process which only comes into play after the staff member has been terminated.

For these reasons, we are proposing an amendment to Staff Rule 1130 in order to safeguard the right of the staff member to be heard before the action of termination is effected. The proposed amendment conforms to due process requirements and is in line with both the U.N. and the ILO Tribunals in their often stated opinions with respect to this very basic and universally acknowledged right.

The Staff Association trusts that the Executive Committee will favorably consider this amendment to the Staff Rules (See Annex).

2. Establishment of Ad hoc Boards of Appeal in the Field

Last year, in the wake of the Administration's proposal to eliminate the Boards of Appeal in the Field, to conform with decentralization, the Staff Association conducted a poll of all Field and Headquarter staff to determine their feelings on the matter. The results, which were published in June 1984 during the meeting of the PAHO Executive Committee in Washington, showed that 95% of the respondents overwhelmingly supported the retention of this mechanism of redress for Field personnel.

The Administration's proposal to eliminate the Boards of Appeal and the Association's position against it were presented to the PAHO Executive Committee at its 92nd Meeting.

During the deliberations of the Executive Committee and in reply to a concern expressed by the Delegate from Canada, the Director assured the Executive Committee that a form of redress for Field staff would be studied jointly with the Staff Association to ensure due process for Field staff.

To a further inquiry from the Canadian Delegate as to whether in case of "disagreement with the Staff Association, the Executive Committee would be able to have further input," the Director replied that in accordance with Resolution V, he would "proceed to examine the mechanism which would best resolve differences of Field staff and would submit it for the consideration of the Executive Committee" (Provisional Summary Records CE92/SR/1, page 34).

On the basis of the above and considering the staff's expressed wishes to retain in the Field a local mechanism of redress among their own peers and in the light of local conditions, the Association respectfully requests the establishment of ad hoc boards in the Field, as needed or required. Ad hoc boards would provide the kind of flexibility which permanent boards do not have, particularly with respect to permanently designated board members who at the time of an appeal may be on duty travel, etc., thus preventing hearing of appeals on a timely basis. Ad hoc members on the other hand could be selected among the staff in the duty station at the time of the appeal.

There is no question that by the elimination of Field boards, the Field staff are placed in an unequal situation with Headquarters staff, e.g.:

- . Geographical distance encumbers the transmission of documents.
- . Consultation with the Association's Legal Counsel must often be done outside of office hours to protect the confidentiality which the office environment does not provide.

- . This consultation is frequently done at the appellant's expense.
- . More often than not Field staff do not know the Headquarters Board members and hence they have to forsake the right to object (guaranteed by the Staff Rules) to two of the five Board members.
- . Field staff can never have an oral hearing nor present witnesses, due to their geographic separation from Headquarters.

None of these adverse conditions apply to Headquarters staff who quite definitely are in a preferred situation vis-à-vis the Field staff. It is interesting to note that the Headquarters staff voted almost unanimously to provide the same conditions they enjoy at Headquarters to their colleagues in the Field.

It is therefore respectfully requested that serious consideration be given to the establishment of ad hoc boards of appeal as needed or required by Field staff. Specific details for such ad hoc boards can be worked out between the Administration and the Staff Association.

### 3. Pension Rights

The decisions of the 39th Session of the U.N. General Assembly have caused considerable concern among the staff of all of the agencies of the common system.

The PAHO/WHO Staff Association together with FICSA have sought ways of preventing the disminution of pension benefits for our staff which would result if the lower scale of the pensionable remuneration approved by the Assembly is put into effect by PAHO/WHO.

The Association will sponsor appeals through the U.N. Tribunal to determine the legality of the Assembly's action.

We sustain that although the General Assembly has the authority to establish the levels of pensionable remuneration, under Article 49 of the UNJSPF, it is nevertheless prohibited by Article 26 to effect such changes for the purpose of correcting deficits in the Fund.

Legal arguments based on the above are being developed to present them to the Tribunal for adjudication of the matter.

Pending a favorable decision by the Tribunal and a reversal by the U.N. General Assembly of its decision of December 1984, the PAHO Administration has continued to collect the pension contribution from the staff at the 1984 level, transmitting to the Fund the lower amount approved by the U.N. Assembly and placing the difference in an interest bearing account in the meantime.

The support of the PAHO Executive Committee at the appropriate U.N. levels is respectfully requested since additional actions to also lower the level of lump-sum pension payments are being contemplated for the forthcoming session of the U.N. General Assembly.

4. Post Adjustment

The General Assembly does not have the right to set post adjustment classification levels. It delegates this power to the ICSC under Article 11 (c) of the Statute of the ICSC. Until the General Assembly amends the ICSC Statute to take back this power, any interference by the General Assembly in questions of post adjustment is illegal. PAHO and WHO, as signatories of treaties with the ICSC, are obligated to reject the interference of the General Assembly. This much is clear.

What has made the situation less clear is the action of the ICSC in March to ratify the "request" of the General Assembly not to raise the classification of New York. Now that the ICSC has officially changed its mind, its violation of the law is less obvious but nevertheless clear upon examination.

The ICSC's decision in August 1984 to raise the classification of New York was soundly based on pre-existing formulas for changing classifications and on fresh surveys of cost-of-living factors. The March decision has absolutely no factual basis to support it. It is purely arbitrary. Thus, upon examination, there is no question the March decision was nothing more than acquiescence of the illegal interference from the General Assembly.

The PAHO/WHO Staff Association and FICSA are supporting a large number of appeals to the ILO Tribunal challenging the legality of the above actions. Because the Association is mandated under its Constitution to safeguard the rights of the staff, it has undertaken this monumental task of challenging all of the above decisions of the U.N. General Assembly, despite its meager human and financial resources.

The support of the PAHO Executive Committee is therefore requested to safeguard not only the acquired rights of the PAHO staff but also to protect the purchasing value of their salaries.

5. Pensioners' Rights

The Staff Association equally feels a responsibility to safeguard the pension rights of our retired staff, the majority of whom live on fixed incomes.

On 18 December 1984, the U.N. General Assembly adopted a resolution which affects retired participants.

Under the previous system, benefits in payment were adjusted semiannually, provided that the applicable consumer price index moved at least five percentage points.

In the future, the index will be measured only once a year instead of twice a year. Furthermore, when the benefit is readjusted, this adjustment will be reduced by 1.5 percentage points.

The Staff Association is committed to assist retirees who wish to appeal these reductions of their acquired rights to the U.N. Tribunal based on the provisions of Article 26 of the United Nations Joint Staff Pension Fund (UNJSPF) regulations.

6. Unwarranted Attacks on International Civil Servants

Last but not least, the Association would like to address a request to you, our employers, to reject at the appropriate U.N. levels the unjust and unwarranted attacks on the dedication and commitment of international civil servants. Such attacks as have recently emanated from a few U.N. delegations and condoned by the silence of others, unfairly overlook the hardships, sacrifices, kidnappings, and even the loss of life of staff throughout the world, who have given ample witness of their dedication and commitment, often under dangerous and difficult working conditions.

The PAHO/WHO Staff Association has joined over 50,000 other staff members represented by FICSA in protesting the generalizations recently heard at the 39th Session of the U.N. General Assembly, since they erode morale, weaken the service, and overlook the enormous contribution of international civil servants throughout the world.

Once again on behalf of the PAHO staff, I thank you for the opportunity to bring these concerns to your attention.

Annex



PROPOSED AMENDMENT TO STAFF RULE 1130

- 1130.1 The statement of the charges, the staff member's reply, and all the evidence shall be submitted to an Investigating Committee for review. The Committee shall have the same powers of inquiry as the Board of Appeal.
- 1130.2 The Committee shall consist of three members as follows:
- 1130.2.1 One member appointed by the Director.
- 1130.2.2 One member appointed by the Staff Association.
- 1130.2.3 One member jointly appointed by the Director and the Staff Association.
- 1130.2.4 The Committee shall designate one of their members as Chairman.
- 1130.3 No disciplinary action shall be taken until the Committee submits its report to the Director and the Director makes a final decision on the findings.

The last sentence of Article 1130 should also be repealed. It is not necessary because Article 1120 covers all emergencies.