

*executive committee of
the directing council*



PAN AMERICAN
HEALTH
ORGANIZATION

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



109th Meeting
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Provisional Agenda Item 5.5

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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 107th Meeting.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its Eighty-ninth Session (Resolution EB89.R12) 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.

The amendments presented in section 1 result from decisions taken by the United Nations General Assembly at its Forty-fifth and Forty-sixth Sessions on the basis of recommendations made by the International Civil Service Commission (ICSC).

The Annex to this document contains the text of the amended Staff Rules, the purpose of which is briefly explained below. The effective dates of these changes are 1 July 1990, 1 January 1992, and 1 March 1992, as appropriate.

1. Amendments Considered Necessary in Light of Decisions Taken by the United Nations General Assembly at its Forty-fifth and Forty-sixth Sessions on the Basis of Recommendations of the International Civil Service Commission
- 1.1 Non-locally Recruited General Service Staff

Consequent to a decision taken by the General Assembly at its Forty-fifth Session, the Executive Committee, at its 107th Meeting, amended Rule 1310.5 to introduce the mobility and hardship scheme for non-locally recruited general service staff and abolish, concurrently, other entitlements with effect from 1 July 1990. Rule 1310.6 has now also been amended to delete a reference to the entitlement of financial incentive which no longer exists.

1.2 Schedule of Salaries for the Professional Category and Directors' Posts

The Commission recommended an increase of 8.6% in the current base/floor salary scale through the consolidation of post adjustment classes.

The United Nations General Assembly approved, with effect from 1 March 1992, a revised base/floor salary scale for the professional and higher categories incorporating an increase of 6% through the consolidation of post adjustment classes into net base salary, on the basis of the "no loss-no gain" formula. As a consequence, there will be adjustments in the post adjustment indices and multipliers at all duty stations, effective 1 March 1992. The increase is intended to reduce the gap between the comparator's current net base salary and the present United Nations scale. As a consequence, changes are also required to the schedule of staff assessment rates for professional and higher-graded staff without dependants, effective 1 March 1992.

Staff Rules 330.1.1 and 330.2 have been amended accordingly.

1.3 Salaries of Ungraded Posts

As a consequence of the revision of the base/floor salary scale for the professional and higher categories described in the preceding paragraphs, adjustments to the remunerations of the Assistant Director, the Deputy Director, and the Director should also be considered.

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 3.1 states, "the salaries of 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 \$74,571 at dependency rate and \$67,436 at single rate; and that of the Assistant Director at \$73,571 at dependency rate and \$66,436 at single rate, effective 1 March 1992.

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director 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 adjustments in respect of professional and ungraded categories of posts, to make recommendation 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 XXXVI Meeting of the Directing Council that it adjust the annual net salary of the Director to \$82,297 at dependency rate and \$73,824 at single rate, effective 1 March 1992.

The above changes are also on the basis of the "no loss-no gain" formula.

1.4 Staff Assessment Rates for the General Service Category

Pending completion of the comprehensive review of pensionable remuneration and consequent pensions of the general service and related categories of staff, the General Assembly has approved a revised scale of assessment for this category of staff with effect from 1 January 1992. Rule 330.1.2 has been amended accordingly.

2. Budgetary Implications

The budgetary implications of the above changes in 1992-1993 are additional estimated costs of \$250,000 in funds from all sources. This is due to the impact of the higher-base salary scale on the mobility and hardship scheme and on terminal payments. These additional costs will be met during 1992-1993 from within the allocations established.

3. Draft Resolutions

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 remuneration levels of staff in the ungraded posts.

Proposed Resolution

AMENDMENTS TO THE STAFF RULES OF THE
PAN AMERICAN SANITARY BUREAU

THE 109th 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 CE109/21;

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 CE109/21, with effect from 1 July 1990, concerning the elimination of the financial incentive for non-locally recruited general service staff; with effect from 1 January 1992 concerning the staff assessment rates for the general service category; and with effect from 1 March 1992 concerning the salary scale applicable to staff in the professional category and directors' posts and the rates of staff assessment for the professional and higher-graded staff without dependants.

Proposed Resolution

SALARIES FOR UNGRADED POSTS

THE 109th MEETING OF THE EXECUTIVE COMMITTEE,

Considering the revision made to the base/floor salary scale for the professional and higher categories, effective 1 March 1992;

Taking into account the recommendation of the Eighty-ninth Session of the WHO Executive Board to the Forty-fifth World Health Assembly related to the remuneration of the Regional Directors, 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. Effective 1 March 1992, to:
 - a) Establish the annual net salary of the Deputy Director at \$74,571 at dependency rate and \$67,436 at single rate;
 - b) Establish the annual net salary of the Assistant Director at \$73,571 at dependency rate and \$66,436 at single rate.

2. To recommend to the XXXVI Meeting of the Directing Council that it establish the annual net salary of the Director at \$82,297 at dependency rate and \$73,824 at single rate, effective 1 March 1992.

Annex

AMENDMENTS TO THE STAFF RULES OF THE
PAN AMERICAN SANITARY BUREAU

Text of the Amended Staff Rules

330 SALARIES

330.1 Gross base salaries shall be subject to the following assessments:

330.1.1 For professional and higher-graded staff:

	Assessment per cent	
	Rate with dependents*	Rate without dependents*
	(*as defined in Rules 310.5.1. and 310.5.2)	
Amounts per year		
First US\$ 15,000	13.0	17.3
Next US\$ 5,000	31.0	34.3
Next US\$ 5,000	34.0	38.5
Next US\$ 5,000	37.0	41.8
Next US\$ 5,000	39.0	43.8
Next US\$ 10,000	41.0	45.9
Next US\$ 10,000	43.0	48.1
Next US\$ 10,000	45.0	50.4
Next US\$ 15,000	46.0	51.0
Next US\$ 20,000	47.0	52.6
Remaining assessable payments	48.0	57.0

330.1.2 For the general service category:

Amounts per year	Assessment per cent
First US\$ 2,000	15
Next US\$ 2,000	18
Next US\$ 2,000	20
Next US\$ 2,000	21
Next US\$ 4,000	22
Next US\$ 4,000	23
Next US\$ 4,000	24
Next US\$ 6,000	25
Next US\$ 6,000	25.5
Next US\$ 6,000	26
Next US\$ 8,000	26.5
Next US\$ 8,000	27
Next US\$ 8,000	27.5
Next US\$ 8,000	28
Remaining assessable payments	29

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 \$	XIV US \$	XV US \$
P-1	Gross	30 638	31 856	33 072	34 290	35 524	36 781	38 041	39 298	40 556	41 815					
	Net D	23 339	24 082	24 824	25 567	26 309	27 051	27 794	28 536	29 278	30 021					
	Net S	22 034	22 718	23 401	24 086	24 768	25 449	26 130	26 810	27 491	28 172					
P-2	Gross	40 903	42 214	43 522	44 832	46 181	47 535	48 891	50 246	51 602	52 956	54 311	55 691			
	Net D	29 483	30 256	31 028	31 801	32 573	33 345	34 118	34 890	35 663	36 435	37 207	37 980			
	Net S	27 679	28 388	29 095	29 804	30 508	31 211	31 914	32 618	33 321	34 024	34 727	35 428			
P-3	Gross	51 421	52 937	54 453	56 002	57 573	59 142	60 713	62 284	63 855	65 433	67 031	68 631	70 230	71 830	73 430
	Net D	35 560	36 424	37 288	38 151	39 015	39 878	40 742	41 606	42 470	43 334	44 197	45 061	45 924	46 788	47 652
	Net S	33 227	34 014	34 801	35 582	36 361	37 139	37 919	38 698	39 477	40 257	41 040	41 824	42 608	43 392	44 176
P-4	Gross	63 635	65 313	67 015	68 717	70 420	72 122	73 824	75 528	77 230	78 931	80 645	82 383	84 117	85 851	87 587
	Net D	42 349	43 269	44 188	45 107	46 027	46 946	47 865	48 785	49 704	50 623	51 542	52 463	53 382	54 301	55 221
	Net S	39 368	40 198	41 032	41 866	42 701	43 535	44 369	45 204	46 038	46 871	47 701	48 525	49 346	50 168	50 991
P-5	Gross	78 037	79 783	81 558	83 338	85 117	86 894	88 674	90 453	92 230	94 009	95 789	97 566	99 345		
	Net D	50 140	51 083	52 026	52 969	53 912	54 854	55 797	56 740	57 682	58 625	59 568	60 510	61 453		
	Net S	46 433	47 289	48 133	48 977	49 820	50 663	51 506	52 350	53 192	54 035	54 879	55 721	56 565		
P-6/ D-1	Gross	89 026	90 992	92 958	94 923	96 889	98 855	100 837	102 840	104 842						
	Net D	55 984	57 026	58 068	59 109	60 151	61 193	62 235	63 277	64 318						
	Net S	51 673	52 605	53 537	54 469	55 400	56 332	57 265	58 196	59 127						
D-2	Gross	101 163	103 504	105 844	108 183	110 523	112 863									
	Net D	62 405	63 622	64 839	66 055	67 272	68 489									
	Net S	57 375	58 382	59 388	60 394	61 400	62 406									

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.

- 1310.6 The non-resident's allowance and other entitlements referred to in Staff Rule 1310.4 and 1310.5 may cease upon determination by the Director that a resident status within the area of the official station has been acquired by the staff member.