



XIX PAN AMERICAN SANITARY CONFERENCE

XXVI REGIONAL COMMITTEE MEETING

WASHINGTON, D.C., U.S.A.

September-October 1974

Provisional Agenda Item 26CSP19/9 (Eng.)
25 July 1974
ORIGINAL: ENGLISHAMENDMENTS TO THE STAFF RULES AND REGULATIONS OF THE PAN AMERICAN SANITARY BUREAU

In accordance with Staff Regulation 12.2, the Director has the honor to report to the Pan American Sanitary Conference on the actions taken by the Executive Committee at its 72nd Meeting with regard to the Staff Rules and Regulations of the Pan American Sanitary Bureau.

A. Amendments to the Staff Rules of the Pan American Sanitary Bureau

Pursuant to the provisions of Staff Rule 030, amendments to the Staff Rules (as set forth in Annexes I and II of Document CE72/17, attached) were submitted to the 72nd Meeting of the Executive Committee for confirmation.

1. Annex I of Document CE72/17 contains revisions to the Staff Rules in line with those adopted by Resolution 5 of the Executive Board of the World Health Organization at its 53rd Session (EB53.R5). In Resolution XII the Executive Committee confirmed these amendments, which involve the following Rules: 210.3, 230.2, 230.4, 235.1, 255, 315, 455.2, 650.4, 730.1, 730.2, 730.3, and 1020.2.
2. The Staff Rule changes in Annex II of Document CE72/17 are the outcome of the report of the working group established by the Director after the XXII Meeting of the Directing Council 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 working group was composed of representatives of the Administration and the Staff Association. These amendments were confirmed by the 72nd Meeting of the Executive Committee in Resolution XIV and refer to Rules 236, 280.2, 310.1, 330.1, 330.2, 330.4, 330.5, 330.6, 340.3, 380, 460.3, 465.3, 670.3, 950.2, and 1210.

B. Amendments to the Staff Regulations of the Pan American Sanitary Bureau

The Director likewise wishes to report to the Pan American Sanitary Conference that he presented to the 72nd Meeting of the Executive Committee for consideration a study carried out by the working group regarding proposed

amendments to the Staff Regulations of the Pan American Sanitary Bureau. This review is set forth in Annex III of Document CE72/17.

The 72nd Meeting of the Executive Committee examined the proposed changes in the Staff Regulations and approved Resolution XV, as follows:

THE EXECUTIVE COMMITTEE,

Having considered the report of the Director on the comparison of the Staff Regulations of the Pan American Sanitary Bureau with those of the World Health Organization (Document CE72/17, Annex III);

Considering the advisability of maintaining uniformity of regulations for PASB and WHO; and

Bearing in mind the provisions of Staff Regulation 12.1,

RESOLVES:

To recommend to the XIX Pan American Sanitary Conference the adoption of the amendments to the Staff Regulations of the Pan American Sanitary Bureau as proposed by the Director and contained in Document CE72/17, Annex III.

After considering this matter, the Pan American Sanitary Conference may wish to adopt a resolution along the following lines:

Proposed Resolution

THE XIX PAN AMERICAN SANITARY CONFERENCE,

Having studied Document CE72/17, Annex III, relating to the amendments to the Staff Regulations of the Pan American Sanitary Bureau;

Considering the recommendation made by the Executive Committee at its 72nd Meeting in Resolution XV; and

Bearing in mind the provisions of Staff Regulation 12.1,

RESOLVES:

To approve the amendments to Articles 1.2, 1.11, 4.4, 4.5, 4.6, 6.1, and 9.5 of the Staff Regulations of the Pan American Sanitary Bureau as presented by the Director in Document CE72/17, Annex III, effective 1 January 1974.



*executive committee of
the directing council*

PAN AMERICAN
HEALTH
ORGANIZATION

72nd Meeting
Washington, D.C.
July 1974

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



Provisional Agenda Item 17

CE72/17 (Eng.)
7 June 1974
ORIGINAL: ENGLISH

AMENDMENTS TO THE STAFF RULES AND STAFF REGULATIONS OF THE PAN AMERICAN
SANITARY BUREAU

A. AMENDMENTS TO THE STAFF RULES PROPOSED IN CONFORMITY WITH THE REVISION
OF THE WHO STAFF RULES, AS ADOPTED BY THE 53RD 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 70th Meeting. These revisions are in line with those adopted by Resolution 5 of the Executive Board of the World Health Organization at its 53rd Session (EB53.R5), 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 amendment to Staff Rule 230.4, which has been submitted to and confirmed by the Members of the Executive Committee. In February 1974, letters were sent to the Members of the Executive Committee providing the background for the proposed amendment to Staff Rule 230.4 by the incorporation of five classes of post adjustment into the base salaries of the professional and higher categories, effective 1 January 1974. Upon receipt of affirmative replies from the Members of the Executive Committee, the Director implemented the change in the schedule of salaries, making the corresponding adjustment in the schedule of post adjustment (Staff Rule 235.1).

In view of the foregoing the Executive Committee may wish to approve a resolution along the following lines:

Proposed Resolution

THE EXECUTIVE COMMITTEE,

Having as Members confirmed the proposed amendment to Staff Rule 230.4;

Having been informed that the Director put the new schedule of annual salaries into effect as of 1 January 1974;

Having considered the other amendments to the Staff Rules of the Pan American Sanitary Bureau, contained in Annex I to Document CE72/17 submitted by the Director; and

Bearing in mind the provisions of Staff Rule 030,

RESOLVES:

1. To note the implementation, effective 1 January 1974, of the amendments to Staff Rules 230.4 and 235.1 of the Pan American Sanitary Bureau which are included in Annex I of Document CE72/17.
2. To confirm the other amendments to the Staff Rules of the Pan American Sanitary Bureau, submitted by the Director in Annex I of Document CE72/17, to be effective 1 January 1974.

B. FINANCIAL IMPLICATIONS OF THE STAFF RULE AMENDMENTS

In view of the fact that the regular budget of the Pan American Health Organization for 1974 did not include provision for the new salary scale, certain budgetary adjustments were necessary to meet the increased costs of approximately \$175,000.

The above information, together with a proposal to make the operational arrangements necessary to absorb this increase in the current budget without requesting a supplemental appropriation, was conveyed to the Members of the Executive Committee in February 1974. Upon receipt of affirmative replies from the Members of the Executive Committee, the Director implemented the requested change in the schedule of annual salaries and that of post adjustment.

In view of the foregoing the Executive Committee may wish to approve a resolution along the following lines:

Proposed Resolution

THE EXECUTIVE COMMITTEE,

Having as Members confirmed the proposed amendment to Staff Rule 230.4;

Considering that it is desirable to meet the increased costs arising from the Staff Rule changes included in Document CE72/17, Annex I, from within the authorized budget level; and

Believing that utilization for this purpose of funds from Part V of the budget intended for the Working Capital Fund would not endanger the financial position of the Organization,

RESOLVES:

To authorize the Director to transfer a maximum of \$175,000 from Part V to other parts of the PAHO regular budget for 1974, as necessary to meet the above-mentioned additional personnel costs.

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

The Director has the honor to report to the Executive Committee that, after the XXII Meeting of the Directing Council, he 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 proposed amendments to the Staff Rules as set forth in Annex II of this document are based on the comprehensive review.

After studying these amendments, 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 CE72/17, Annex II);

Considering 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 CE72/17, to be effective 1 January 1974.

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

The Director wishes to report to the Executive Committee that the scope of the working group has included study of the differences that exist between the Staff Regulations of the Pan American Sanitary Bureau and those of the World Health Organization and submits to the Executive Committee, for consideration, the proposed amendments to the Staff Regulations as outlined in Annex III of this document.

After reviewing these changes, 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 Regulations of the Pan American Sanitary Bureau with those of the World Health Organization (Document CE72/17, Annex III);

Considering the advisability of maintaining uniformity of regulations for PASB and WHO; and

Bearing in mind the provisions of Staff Regulation 12.1,

RESOLVES:

To recommend to the XIX Pan American Sanitary Conference the adoption of the amendments to the Staff Regulations of the Pan American Sanitary Bureau as proposed by the Director and contained in Document CE72/17, Annex III.

Annexes

CE72/17 (Eng.)
ANNEX I

PROPOSED AMENDMENTS TO THE STAFF RULES BASED ON
THE REVISION OF WHO STAFF RULES ADOPTED BY
THE 53RD SESSION OF THE EXECUTIVE BOARD

PROPOSED AMENDMENTS TO THE STAFF RULES

| <u>Staff Rule</u> | <u>Present Text</u> | <u>New Text</u> | <u>Comments</u> |
|-------------------|--|---|---|
| 210.3 | (a)...provided that if both husband and wife are staff members of international organizations applying the common system of salaries and allowances, neither may be recognized as a dependent for purposes of Rules 235.1 and 260. | (a)...provided that if both husband and wife are staff members of international organizations applying the common system of salaries and allowances, neither may be recognized as a dependent for purposes of Rules 235 and 260. | To correct an erroneous reference. |
| 230.2 | For general service and custodial level posts, the dates from which these amounts supersede existing assessment rates will be determined by the Director. | Delete | This was a transitional procedure which is no longer applicable. |
| 255 | EDUCATION GRANT A staff member internationally recruited shall be entitled, except during periods of assignment to the country of his place of residence (see Rule 360), to an education grant for each child for whom an allowance is payable under Rule 250 (b), subject to the following provisions: | EDUCATION GRANT | To incorporate changes concerning correspondence courses and private tuition agreed to at CCAQ and revise presentation for editorial reasons. |
| 255.1 | For full-time attendance at an educational institution outside the country or area of the duty station, the amount of the grant shall be: (a) where the institution provides board for the student, 75 per cent of the cost of attendance and board up to a maximum grant of US \$1,500 a year; | An internationally recruited staff member shall be entitled, in respect of each child for whom an entitlement exists under Staff Rule 250 (b), to an education grant fixed in US dollars for: (a) Full-time attendance at an educational institution outside the country or area of duty station, when the amount of the grant shall be: | |

(i) where the institution provides board for the student, 75 per cent of the cost of attendance and board up to a maximum grant of US \$1,500 a year;

(ii) where the institution does not provide board, US \$650 plus 75 per cent of the cost of attendance up to a maximum grant of US \$1,500 a year.

(b) Full-time attendance at an educational institution in the country or area of the duty station, when the amount of the grant shall be equal to 75 per cent of the cost of attendance, up to a maximum of US \$1,500 a year.

(b) where the institution does not provide board, US \$650 plus 75 per cent of the cost of attendance up to a maximum grant of US \$1,500 a year.

(c) Recognized correspondence courses, when the Director considers that such courses are either a substitute for full-time attendance referred to in 255.1 (b) or to supplement such full-time attendance where the curriculum does not include a course necessary for subsequent education, or as required for handicapped children.

(d) Private tuition given by a qualified teacher:

(i) in respect of handicapped children;
or

(ii) to supplement correspondence courses; or

Comments

New Text

Present Text

Staff Rule

(iii) for special coaching required in a subject taught by the school or in an additional subject required for subsequent education.

Total payments made under this rule may not exceed US \$1,500 a year.

The education grant shall not be paid for:

(a) periods during which the staff member is assigned to the country of his place of residence (see Rule 360);

(b) attendance at a kindergarten or nursery school;

(c) attendance at state-operated schools in the country or area of the duty station;

(d) attendance at a university situated in the country or area of the duty station;

(e) vocational training or apprenticeships which either did not involve full-time schooling or in which the child received some payment for services rendered.

No change

255.2 For full-time attendance at an educational institution in the country or area of the duty station, the amount of the grant shall be equal to 75 per cent of the cost of attendance, up to a maximum of US \$1,500 a year.

255.3 "Cost of attendance" is defined as the cost of enrollment, registration, prescribed textbooks, courses, examinations and diplomas, but not school uniforms or optional charges. It may include the cost of midday meals and the cost of daily group transportation when these are provided by the school and the cost included in the billing for the child's education.

Boarding fees may be included only as provided for under Rule 255.1 (a) and exceptionally for attendance at an educational institution (up to and including secondary level) in the country of the duty station, but beyond commuting distance from the duty station when no suitable education facilities exist in the area of the duty station.

"Full-time attendance" referred to in Rule 255.1 above is defined as not less than two-thirds of the scholastic year. The grant shall be proportionately reduced if in any scholastic year the staff member's period of employment with the Bureau or the attendance of the student at the educational institution is less than two-thirds. Provided the student continues in full-time attendance at an educational institution, the grant shall be paid up to the end of that scholastic year in which he reaches the age of 21.

255.4 "Full-time attendance" referred in Rule 255.1 and 255.2 above is defined as not less than two-thirds of the scholastic year. The grant shall be proportionately reduced if in any scholastic year the staff member's period of employment with the Bureau or the attendance of the student at an educational institution is less than two-thirds. Subject to these provisos, if the student is in full-time attendance at an educational institution, the grant shall be paid up to the end of that scholastic year in which he reaches the age of 21.

Deleted - see 255.1 and 255.2 above

255.5 The education grant shall not be paid for:

- (a) attendance at a kindergarten or nursery school;
- (b) attendance at state-operated schools in the country or area of the duty station;

Staff Rule

Present Text

New Text

Comments

(c) correspondence courses, except when, with the approval of the Director, it was considered that such courses were a substitute for full-time attendance at schools in the country or area of the duty station;

(d) attendance at a university situated in the country or area of the duty station;

(e) private tuition except tuition in a language of the home country or another language necessary to facilitate continued education;

(f) vocational training or apprenticeship which either did not involve full-time schooling or in which the child received some payment for services rendered.

315

(New Staff Rule)

COPYRIGHT AND INVENTIONS

All rights, including title, copyright and patent rights, in any work or invention produced or developed by a staff member as part of his official duties shall be vested in the Bureau. The Director shall decide on the use to be made of such vested rights.

To indicate the Bureau's policy regarding copyright and inventions.

| Staff Rule | Present Text | New Text | Comments |
|------------|--|---|---|
| 455.2 | <p>A staff member who has completed 20, 25 and 30 years of continuous, satisfactory service qualifies for meritorious increase under Staff Rule 455.1</p> | <p>A staff member who has completed 20, 25 and 30 years of satisfactory service qualifies for meritorious increase under Staff Rule 455.1.</p> | <p>Deleting the word "continuous" removes the inequity of denying the increase to staff who have completed 20 years (or more) total satisfactory service but whose employment has been interrupted by a break in service.</p> |
| 650.4 | <p>Periods of special leave or leave without pay in excess of 30 days shall not be credited for purposes of:</p> <ul style="list-style-type: none"> (a) Annual leave accrual; (b) Service credit towards within grade increase and completion of probation; (c) Service credit for repatriation grant and termination indemnities; (d) Service credit for home leave; <p>provided that periods of special leave without pay granted by the Director for advanced study shall be credited for all purposes.</p> | <p>Periods of special leave under insurance coverage or leave without pay in excess of 30 days shall not be credited for:</p> <ul style="list-style-type: none"> (a) Annual leave accrual; (b) Service credit towards within grade increase and completion of probation; (c) Service credit for repatriation grant and termination indemnities; (d) Service credit for home leave; <p>provided that periods of special leave with or without pay granted by the Director for advanced study shall be credited for all purposes.</p> | <p>To clarify two points:</p> <ul style="list-style-type: none"> (i) that service credit does not accrue during special leave under insurance coverage; and (ii) that service credit accrues under study leave whether with or without pay. |

Comments

New Text

Present Text

Staff Rule

To delete two references which are no longer applicable:
(i) reference to staff Rule 730.2; and
(ii) reference to Pan American Union Retirement and Pension Fund.

Full-time staff members upon appointment for one year or more shall be participants in the United Nations Joint Staff Pension Fund subject to the provisions of the Regulations and Rules of the fund and the agreement between WHO and the Fund, except those whose contract at the time of appointment precludes participation in the Pension Fund.

Full-time staff members upon appointment for one year or more shall be participants in the United Nations Joint Staff Pension Fund subject to the provisions of the Regulations and Rules of the Fund and the agreement between WHO and the Fund, except (i) those whose contract at the time of appointment precludes participation in the Pension Fund, or (ii) those appointed prior to 1 January 1967 under the terms of Staff Rule 730.2.

Staff members who are participating in the PAU Pension Plan may continue to do so until they leave the service of the Bureau...

Associate participation in the Pension scheme has been discontinued and therefore this Rule is no longer relevant.

Delete

A full-time staff member on a fixed term appointment of one year or more but less than five years, appointed before 1 January 1967, is an associate participant in the Joint Staff Pension Fund...

Change in numbering.

730.2 The remuneration of a staff member reported for computation of Pension Fund contributions...

The remuneration of a staff member reported for computation of Pension Fund contributions...

Editorial revision which underlines that, in the case of appeal against termination for medical reasons, the medical

Upon receipt of such an appeal the Director shall refer the appeal to a medical board of review consisting of three medical practitioners, one chosen to represent the Director,

Upon receipt of such an appeal the Director shall refer the appeal to a medical board of review consisting of three medical practitioners, one chosen to represent the Director,

730.1

730.2

730.3

1020.2

Staff Rule

Present Text

one selected by the staff member, and a third selected by the first two. This board shall have available to it the Bureau's medical records concerning the staff member and shall conduct such examinations of the individual as it may deem necessary. The decision of this board shall be final and none of the other appeal procedures described in this section shall apply.

New Text

one selected by the staff member, and a third selected by the first two. This board shall have available to it the Bureau's medical records concerning the staff member and shall conduct such examinations of the individual as it may deem necessary. The Director's decision is based on the medical recommendation of the board; his decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1040.

Comments

board is responsible for the medical recommendation on the basis of which the Director takes the final administrative decision. Reference to the text of Rule 1040, which includes accessibility of PASB staff to the Administrative Tribunal of the International Labor Organization, is subject to confirmation by the XIX Pan American Sanitary Conference.

PROPOSED 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 | Step II | Step III | Step IV | Step V | Step VI | Step VII | Step VIII | Step IX | Step X | Step XI | Step XII | Step XIII |
|-------|--------|---------|----------|---------|--------|---------|----------|-----------|---------|--------|---------|----------|-----------|
| | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ |
| P-1 | 11 260 | 11 720 | 12 180 | 12 640 | 13 100 | 13 560 | 14 020 | 14 480 | 14 940 | 15 400 | | | |
| (net) | 8 882 | 9 204 | 9 526 | 9 848 | 10 170 | 10 492 | 10 814 | 11 136 | 11 458 | 11 780 | | | |
| P-2 | 14 780 | 15 290 | 15 800 | 16 310 | 16 820 | 17 330 | 17 840 | 18 350 | 18 860 | 19 370 | 19 880 | | |
| (net) | 11 346 | 11 703 | 12 060 | 12 402 | 12 733 | 13 065 | 13 396 | 13 728 | 14 059 | 14 391 | 14 722 | | |
| P-3 | 18 410 | 19 010 | 19 610 | 20 210 | 20 810 | 21 410 | 22 010 | 22 610 | 23 210 | 23 810 | 24 410 | 25 010 | 25 610 |
| (net) | 13 767 | 14 157 | 14 547 | 14 937 | 15 327 | 15 717 | 16 107 | 16 497 | 16 887 | 17 277 | 17 646 | 18 006 | 18 366 |
| P-4 | 22 680 | 23 390 | 24 100 | 24 810 | 25 520 | 26 230 | 26 940 | 27 650 | 28 360 | 29 070 | 29 780 | 30 490 | |
| (net) | 16 542 | 17 004 | 17 460 | 17 886 | 18 312 | 18 738 | 19 164 | 19 590 | 20 016 | 20 442 | 20 868 | 21 294 | |
| P-5 | 28 530 | 29 330 | 30 130 | 30 930 | 31 730 | 32 530 | 33 330 | 34 130 | 34 930 | 35 730 | | | |
| (net) | 20 118 | 20 598 | 21 078 | 21 558 | 22 038 | 22 492 | 22 932 | 23 372 | 23 812 | 24 252 | | | |
| P6/D1 | 32 540 | 33 590 | 34 640 | 35 690 | 36 740 | 37 790 | 38 840 | | | | | | |
| (net) | 22 497 | 23 075 | 23 652 | 24 230 | 24 807 | 25 384 | 25 962 | | | | | | |
| D-2 | 39 030 | 40 140 | 41 250 | 42 360 | | | | | | | | | |
| (net) | 26 067 | 26 670 | 27 225 | 27 780 | | | | | | | | | |

PRESENT STAFF RULE

235. POST ADJUSTMENT

235.1 For each 5 per cent. 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 | | Step II | | Step III | | Step IV | | Step V | | Step VI | | Step VII | | Step VIII | | Step IX | | Step X | | Step XI | | Step XII | | Step XIII | | | |
|-------|--------|-------|---------|-------|----------|-------|---------|-------|--------|-------|---------|-------|----------|-------|-----------|-------|---------|-------|--------|-------|---------|-------|----------|-------|-----------|-------|-------|--|
| | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | |
| P-1 | D | 324 | 336 | 348 | 360 | 372 | 381 | 393 | 405 | 414 | 426 | | | | | | | | | | | | | | | | | |
| | S | 216 | 224 | 232 | 240 | 248 | 254 | 262 | 270 | 276 | 284 | | | | | | | | | | | | | | | | | |
| P-2 | D | 411 | 423 | 435 | 447 | 459 | 471 | 483 | 495 | 507 | 519 | 531 | | | | | | | | | | | | | | | | |
| | S | 274 | 282 | 290 | 298 | 306 | 314 | 322 | 330 | 338 | 346 | 354 | | | | | | | | | | | | | | | | |
| P-3 | D | 498 | 510 | 525 | 540 | 552 | 567 | 579 | 591 | 603 | 615 | 627 | 639 | 654 | | | | | | | | | | | | | | |
| | S | 332 | 340 | 350 | 360 | 368 | 378 | 386 | 394 | 402 | 410 | 418 | 426 | 436 | | | | | | | | | | | | | | |
| P-4 | D | 594 | 606 | 621 | 636 | 651 | 666 | 681 | 696 | 708 | 720 | 732 | 744 | | | | | | | | | | | | | | | |
| | S | 396 | 404 | 414 | 424 | 434 | 444 | 454 | 464 | 472 | 480 | 488 | 496 | | | | | | | | | | | | | | | |
| P-5 | D | 711 | 723 | 738 | 753 | 765 | 777 | 789 | 801 | 813 | 825 | | | | | | | | | | | | | | | | | |
| | S | 474 | 482 | 492 | 502 | 510 | 518 | 526 | 534 | 542 | 550 | | | | | | | | | | | | | | | | | |
| P6/D1 | D | 780 | 795 | 810 | 822 | 837 | 852 | 867 | | | | | | | | | | | | | | | | | | | | |
| | S | 520 | 530 | 540 | 548 | 558 | 568 | 578 | | | | | | | | | | | | | | | | | | | | |
| D-2 | D | 870 | 888 | 909 | 927 | | | | | | | | | | | | | | | | | | | | | | | |
| | S | 580 | 592 | 606 | 618 | | | | | | | | | | | | | | | | | | | | | | | |

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

PROPOSED STAFF RULE

235. POST ADJUSTMENT

235.1 For each 5 per cent. 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 | | Step II | | Step III | | Step IV | | Step V | | Step VI | | Step VII | | Step VIII | | Step IX | | Step X | | Step XI | | Step XII | | Step XIII | | | |
|-------|---|--------|-------|---------|-------|----------|-------|---------|-------|--------|-------|---------|-------|----------|-------|-----------|-------|---------|-------|--------|-------|---------|-------|----------|-------|-----------|-------|-------|-------|
| | | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | US \$ | |
| P-1 | D | 396 | 411 | 423 | 438 | 453 | 465 | 480 | 492 | 507 | 522 | 538 | 557 | 578 | 600 | 624 | 648 | 673 | 699 | 725 | 752 | 780 | 808 | 837 | 867 | 897 | 928 | 959 | |
| | S | 264 | 274 | 282 | 292 | 302 | 310 | 320 | 328 | 338 | 348 | 358 | 368 | 378 | 388 | 398 | 408 | 418 | 428 | 438 | 448 | 458 | 468 | 478 | 488 | 498 | 508 | 518 | 528 |
| P-2 | D | 504 | 519 | 534 | 549 | 564 | 576 | 591 | 606 | 618 | 633 | 648 | 663 | 678 | 693 | 708 | 723 | 738 | 753 | 768 | 783 | 798 | 813 | 828 | 843 | 858 | 873 | 888 | 903 |
| | S | 336 | 346 | 356 | 366 | 376 | 384 | 394 | 404 | 412 | 422 | 432 | 442 | 452 | 462 | 472 | 482 | 492 | 502 | 512 | 522 | 532 | 542 | 552 | 562 | 572 | 582 | 592 | 600 |
| P-3 | D | 606 | 621 | 639 | 657 | 672 | 687 | 705 | 720 | 735 | 750 | 765 | 780 | 795 | 810 | 828 | 843 | 858 | 873 | 888 | 900 | 915 | 930 | 945 | 960 | 975 | 990 | 1005 | 1020 |
| | S | 404 | 414 | 426 | 438 | 448 | 458 | 470 | 480 | 490 | 500 | 510 | 520 | 530 | 540 | 552 | 562 | 572 | 582 | 592 | 600 | 610 | 620 | 630 | 640 | 650 | 660 | 670 | 682 |
| P-4 | D | 723 | 738 | 759 | 774 | 792 | 810 | 828 | 843 | 858 | 873 | 888 | 900 | 915 | 930 | 945 | 960 | 975 | 990 | 1005 | 1020 | 1035 | 1050 | 1065 | 1080 | 1095 | 1110 | 1125 | 1140 |
| | S | 482 | 492 | 506 | 516 | 528 | 540 | 552 | 562 | 572 | 582 | 592 | 600 | 610 | 620 | 630 | 640 | 650 | 660 | 670 | 682 | 692 | 702 | 712 | 722 | 732 | 742 | 752 | 762 |
| P-5 | D | 864 | 876 | 894 | 912 | 927 | 939 | 954 | 966 | 978 | 993 | 1005 | 1018 | 1030 | 1042 | 1054 | 1066 | 1078 | 1090 | 1102 | 1114 | 1126 | 1138 | 1150 | 1162 | 1174 | 1186 | 1198 | 1210 |
| | S | 576 | 584 | 596 | 608 | 618 | 626 | 636 | 644 | 652 | 662 | 672 | 682 | 692 | 702 | 712 | 722 | 732 | 742 | 752 | 762 | 772 | 782 | 792 | 802 | 812 | 822 | 832 | 842 |
| P6/D1 | D | 942 | 960 | 978 | 990 | 1 005 | 1 023 | 1 038 | 1 052 | 1 066 | 1 080 | 1 094 | 1 108 | 1 122 | 1 136 | 1 150 | 1 164 | 1 178 | 1 192 | 1 206 | 1 220 | 1 234 | 1 248 | 1 262 | 1 276 | 1 290 | 1 304 | 1 318 | 1 332 |
| | S | 628 | 640 | 652 | 660 | 670 | 682 | 692 | 702 | 712 | 722 | 732 | 742 | 752 | 762 | 772 | 782 | 792 | 802 | 812 | 822 | 832 | 842 | 852 | 862 | 872 | 882 | 892 | 902 |
| D-2 | D | 1 044 | 1 068 | 1 089 | 1 110 | 1 130 | 1 150 | 1 170 | 1 190 | 1 210 | 1 230 | 1 250 | 1 270 | 1 290 | 1 310 | 1 330 | 1 350 | 1 370 | 1 390 | 1 410 | 1 430 | 1 450 | 1 470 | 1 490 | 1 510 | 1 530 | 1 550 | 1 570 | 1 590 |
| | S | 696 | 712 | 726 | 740 | 754 | 768 | 782 | 796 | 810 | 824 | 838 | 852 | 866 | 880 | 894 | 908 | 922 | 936 | 950 | 964 | 978 | 992 | 1006 | 1020 | 1034 | 1048 | 1062 | 1076 |

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, and for all minus adjustments

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

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> |
|-------------------|--|---|--|
| 236 | <p>The Director may apply temporary percentage differentials to the salaries of staff members in posts subject to international recruitment when he determines that the purchasing power of their salaries is materially affected by revaluation of the currency of the country in which they are stationed.</p> | <p>The Director may apply temporary percentage differentials to the salaries of staff members in posts in the professional category and above when he determines that the purchasing power of their salaries is materially affected by revaluation of the currency of the country in which they are stationed.</p> | <p>Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO, as amended by the 29th Session of the Executive Board (EB29.R13) in January 1962.</p> |
| 280.2 | <p>Terminal payments shall be computed as follows:</p> <p>(a) Payment in lieu of notice shall be in the same amount as if the staff member had remained in duty status;</p> <p>(b) Indemnities, payment for accumulated annual leave, and repatriation grant, shall be computed on salary as defined in Rule 210.1;</p> <p>.....</p> | <p>Terminal payments shall be computed as follows:</p> <p>(a) Payment in lieu of notice shall be in the same amount as if the staff member had remained in duty status;</p> <p>(b) Indemnities, payment for accumulated annual leave, and repatriation grant, shall be computed on salary as defined in Rule 210.1 plus any non-residence allowance;</p> <p>.....</p> | <p>Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO, as amended by the 23rd Session of the Executive Board (EB23.R9) in January 1959.</p> |

310.1 The paramount considerations in the selection of staff shall be the competence and integrity of the individuals under consideration. For posts subject to international recruitment, geographical representation shall also be given full consideration...

The paramount considerations in the selection of staff shall be the competence and integrity of the individuals under consideration. For posts in the professional category and above, geographical representation shall also be given full consideration...

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO. Reason for this change is the same as that for Rule 236 above.

330.1 Upon acceptance of an appointment and before commencing any travel to take up his appointment, a staff member shall undergo a prescribed medical examination by a qualified physician, the report of which shall be forwarded to the Bureau.

Upon acceptance of an appointment and before commencing any travel to take up his appointment, a staff member shall undergo a prescribed medical examination by a duly recognized physician, the report of which shall be forwarded to the Bureau's Staff Physician.

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO, as amended by the 13th Session of the Executive Board (EB13.R67), effective 1 June 1954.

330.2 Any offer of appointment is subject to a satisfactory report from a physician approved by the Bureau on the examination required in Rule 330.1. Should the result of either examination be unsatisfactory in any respect, the Director may cancel the offer of appointment or amend the terms of the offer of appointment as he considers appropriate.

Any offer of appointment is subject to a satisfactory report from the Staff Physician on the examination required in Rule 330.1. Should the result of the examination be unsatisfactory in any respect, the Director may cancel the offer of appointment or amend the terms of the offer of appointment as he considers appropriate.

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO. Reason for this change is the same as that for Rule 330.1 above.

330.4 No appointment shall be confirmed at the completion of probation without a certification by a physician approved by the Bureau that there is no health reservation which would prevent confirmation.

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.

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO. Reason for this change is the same as that for Rule 330.1 above.

330.5 Staff members shall, during their employment, be reexamined by an approved physician at such intervals as required by the Director.

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO. Reason for this change is the same as that for Rule 330.1 above.

330.6 Upon appointment and before any subsequent travel for the Bureau a staff member shall have such inoculations as the Bureau shall prescribe.

Upon appointment and before any subsequent travel for the Bureau a staff member shall have such inoculations as the Staff Physician shall prescribe.

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO. Reason for this change is the same as that for Rule 330.1 above.

340.3 The offer of appointment (including the Staff Regulations and Staff Rules) and the notice of acceptance shall constitute the contract of employment. The terms of the appointment shall be confirmed by an appointment notification upon reporting for duty and shall be subsequently modified as necessary to reflect any change in status. (See Section 400-499).

The offer of appointment (including the Staff Regulations and Staff Rules) and the notice of acceptance shall constitute the contract of employment. The terms of the appointment shall be confirmed by an appointment notification when the staff member reports for duty and shall be subsequently modified as necessary to reflect any change in status (see Section 400-499).

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO. Reason for this change is the same as that for Rule 330.1 above.

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:

(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;

To bring the text up to date in accordance with the

Charter of the Organization of American States, amended by the "Protocol of Buenos Aires" which was signed at the 3rd Special Inter-American Conference

on 27 February 1967 and was ratified on 27 February 1970.

(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;

(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;

(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.

(c) 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.

460.3

Posts below the level of Division Chief, other than those of a temporary nature which become vacant, shall normally be notified to the staff if they represent a promotional opportunity for any staff and selection for such posts shall normally be on a competitive basis. These requirements shall not apply to any post which it is in the interest of the Bureau to fill by reassignment of a staff member without promotion.

Posts below the level of Departmental Chief, other than those of a temporary nature which become vacant, shall normally be notified to the staff if they represent a promotional opportunity for any staff and selection for such posts shall normally be on a competitive basis. These requirements shall not apply to any post which it is in the interest of the Bureau to fill by reassignment of a staff member without promotion.

To reflect the present organizational structure of the Bureau.

Staff Rule Present Text New Text Comments

465.3 So far as practicable, vacancies in posts subject to international recruitment shall be filled by the reassignment of staff members between the different activities and offices of the Bureau in the interest of developing a versatile career staff. In accepting appointment, a staff member accepts the applicability of this policy to himself.

So far as practicable, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members between the different activities and offices of the Bureau in the interest of developing a versatile career staff. In accepting appointment, a staff member accepts the applicability of this policy to himself.

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO. Reason for this change is the same as that for Rule 236 above.

670.3 In any case of illness the staff member shall submit such periodic reports on his condition as the Bureau shall require and shall be examined by the physician approved by the Bureau if the Director so decides.

In any case of illness the staff member shall submit such periodic reports on his condition as the Staff Physician shall require and shall be examined by the Staff Physician if the latter so decides.

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO. Reason for this change is the same as that for Rule 330.1 above.

950.2 When a post of indefinite duration, which is filled, is abolished, a reduction-in-force shall take place, in accordance with procedures established by the Director, based upon the following principles:

When a post of indefinite duration, which is filled, is abolished, a reduction-in-force shall take place, in accordance with procedures established by the Director, based upon the following principles:

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO. Reason for this change is the same as that for Rule 236 above.

- (a) Competition for retention shall be limited to other staff performing similar duties at the same grade level as that of the post to be abolished.
- (a) Competition for retention shall be limited to other staff performing similar duties at the same grade level as that of the post to be abolished.

(b) If the post is subject to international recruitment, competition shall extend to all offices; if the post is subject to local recruitment, competition shall be limited to the locality in which the post is to be abolished.

(b) If the post is in the professional category and above, competition shall extend to all offices; if the post is subject to local recruitment, competition shall be limited to the locality in which the post is to be abolished.

.....

.....

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 Bureau'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.

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 Bureau'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, other United Nations organizations and the Organization of American States in the development of joint activities and in the expression of views on matters affecting the international civil service.

Editorial change to maintain close similarity between the Staff Rules of PASB and those of WHO, as amended by the 13th Executive Board (EB13.R67), effective 1 June 1954; and to delete reference to the Pan American Union, which is no longer applicable, and substitute it with the Organization of American States (see Rule 380 above).

CE72/17 (Eng.)
ANNEX III

REPORT OF THE WORKING GROUP:
PROPOSED AMENDMENTS TO THE STAFF REGULATIONS

REPORT OF THE WORKING GROUP:
PROPOSED AMENDMENTS TO THE STAFF REGULATIONS

| <u>Article</u> | <u>Present Text</u> | <u>New Text</u> | <u>Comments</u> |
|----------------|---|--|---|
| 1.2 | All staff members are subject to the authority of the Director and to assignment by him to any of the activities or offices of the Pan American Sanitary Bureau. They are responsible to him in the exercise of their functions. In principle, the whole time of the staff shall be at the disposal of the Director. | All staff members are subject to the authority of the Director and to assignment by him to any of the activities or offices of the Pan American Sanitary Bureau. They are responsible to him in the exercise of their functions. In principle, the whole time of the staff members shall be at the disposal of the Director. | Editorial change to maintain close similarity between the Staff Regulations of PASB and those of WHO, as adopted by the Fourth World Health Assembly (WHA4.51), May 1951. |
| 1.11 | The oath or declaration shall be made orally by the Director at a public meeting of the Directing Council, and by other staff members before the Director or his authorized deputy. | The oath or declaration shall be made orally by the Director at a public meeting of the Directing Council, by the Deputy Director and Assistant Director before the Director, and in writing by other staff members. | To maintain close similarity between the Staff Regulations of PASB and those of WHO, as amended by the Twelfth World Health Assembly (WHA12.33) in May 1959. The size of the Bureau makes it impractical to administer the oath personally in each case as envisaged by the present text. |
| 4.4 | Without prejudice to the inflow of fresh talent at the various levels, vacancies shall be filled by promotion of persons already in the service of the Pan American Sanitary Bureau in preference to persons from outside. This preference shall also be applied on a reciprocal basis to the World Health Organization and the Pan American Union. | Without prejudice to the inflow of fresh talent at the various levels, vacancies shall be filled by promotion of persons already in the service of the Pan American Sanitary Bureau in preference to persons from outside. This preference shall also be applied on a reciprocal basis to the World Health Organization and the Organization of American States. | To bring the text up to date in accordance with the Charter of the Organization of American States, amended by the "Protocol of Buenos Aires" which was signed at the 3rd Special Inter-American Conference on 27 February 1967, and ratified on 27 February 1970. |

To maintain close similarity between the Staff Regulations of PASB and those of WHO, as adopted by the Fourth World Health Assembly (WHA4.51) in May 1951, and amended by the Twelfth World Health Assembly (WHA12.33), May 1959.

The Director shall appoint the Deputy Director and Assistant Director for a specific duration with the approval of the Executive Committee. Other staff members shall be granted either permanent or temporary appointments, under such terms and conditions consistent with these regulations as the Director may prescribe.

To maintain close similarity between the Staff Regulations of PASB and those of WHO, as adopted by the Fourth World Health Assembly (WHA4.51), May 1951.

The Director shall establish appropriate medical standards which prospective staff members shall normally be required to meet before appointment.

(New Staff Regulation)

To maintain close similarity between the Staff Regulations of PASB and those of WHO, as amended by the Twelfth World Health Assembly (WHA12.33) in May 1959. When the Executive Committee resolved at its 13th Meeting in May 1951 to approve 1 January 1951 as the effective date for participation of the PASB staff in the United Nations Joint Staff Pension Fund, five staff members remained in the Pan American Union Retirement and Pension Fund (CE13.R15; CE14.R8; CD5.20; CD5.21; and CD5.25). Inasmuch as every one of the five staff members has left the Bureau, the last sentence of Article 6.1 is obsolete.

Provision shall be made for the participation of staff members in the United Nations Joint Staff Pension Fund in accordance with the regulations of that fund.

Provision shall be made for the participation of staff members in the United Nations Joint Staff Pension Fund in accordance with the regulations of that fund. Staff members not eligible to participate in this fund shall participate in a staff provident fund under conditions to be established by the Director.

4.5

4.6

6.1

| <u>Article</u> | <u>Present Text</u> | <u>New Text</u> | <u>Comments</u> |
|----------------|---|--|---|
| 9.5 | <p>Normally, a staff member shall not be retained in active service beyond the age specified in the appropriate pension fund regulations as the age of retirement. The Director may, in the interest of the Bureau, extend this age limit in exceptional cases.</p> | <p>Normally, a staff member shall not be retained in active service beyond the age specified in the Pension Fund regulations as the age of retirement. The Director, may, in the interest of the Bureau, extend this age limit in exceptional cases.</p> | <p>To maintain close similarity between the Staff Regulations of PASB and those of WHO, as adopted by the Fourth World Health Assembly (WHA4.51), May 1951. The reason for this change is the same as that for Article 6.1 above.</p> |