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AMENDEMENTS AU STATUT ET AU RÈGLEMENT DU PERSONNEL DU BUREAU SANITAIRE PANAMÉRICAIN

Introduction

1. Le Statut du personnel du Bureau sanitaire panaméricain (PASB ou Bureau) peut être complété ou amendé par le Conseil directeur ou par la Conférence sanitaire panaméricaine de l'Organisation panaméricaine de la Santé (OPS) en vertu de l'article 12.1 du Statut du personnel.
2. Conformément aux dispositions de l'article 020 du Règlement du personnel, le Directeur peut amender le Règlement du personnel du BSP, sous réserve de confirmation par le Comité exécutif de l'OPS.
3. En conséquence, la Directrice soumet pour confirmation à la 166^e session du Comité exécutif les amendements au Règlement du personnel qu'elle a apportés depuis la 164^e session du Comité, comme indiqué dans les annexes A et B du présent document.

Amendements de fond au Règlement du personnel

4. Les présents amendements sont apportés aux fins de cohérence entre les conditions d'emploi du personnel du Bureau sanitaire panaméricain et celles des organisations appartenant au régime commun des Nations Unies, et pour les aligner sur celles de l'Organisation mondiale de la Santé (OMS), compte tenu de l'expérience et dans l'intérêt d'une bonne gestion des ressources humaines.

Rémunération du personnel des catégories professionnelle et de rang supérieur

5. Dans son rapport correspondant à l'année 2019,¹ la Commission de la fonction publique internationale (la Commission) recommande que le barème actuel des traitements

¹ Rapport de la Commission de la fonction publique internationale pour l'année 2019, document A/74/30 (2019).

de base minima pour les catégories professionnelle et de rang supérieur ainsi que les niveaux de protection de la rémunération soient augmentés de 1,21 %. Pour ce faire, il convient d'appliquer la méthode standard de consolidation consistant à augmenter les traitements de base et à réduire proportionnellement les niveaux des coefficients d'ajustement de poste, le résultat ne modifiant pas la rémunération nette effectivement perçue (c.-à-d., selon le principe « ni perte-ni gain »). Les niveaux de protection de la rémunération s'appliquent aux membres du personnel dont le traitement était, au moment du passage au barème unifié, supérieur à celui qui correspond au dernier échelon de la classe. Aux fins de cohérence avec le régime commun des traitements, allocations et avantages de l'ONU, ces augmentations établies par le BSP entreront en vigueur à compter du 1^{er} janvier 2020.

6. Les amendements à l'appendice 1 du Règlement du personnel figurent dans l'annexe B du présent document.

Traitements du personnel hors classes et du Directeur

7. En conséquence des changements de traitements du personnel des catégories professionnelle et de rang supérieur, une révision similaire est également nécessaire pour le traitement du Directeur, du Sous-Directeur et du Directeur adjoint dans le but de tenir compte des modifications apportées dans les niveaux des coefficients d'ajustement de poste.

8. Aux termes de l'article 3.1 du Statut du personnel, le traitement du Directeur est établi par le Comité exécutif. Les traitements du Sous-directeur et du Directeur adjoint sont établis par le Directeur du Bureau avec l'approbation du Comité exécutif.

Allocation de rapatriement

9. En 2015, la Commission a recommandé d'instituer un minimum de cinq années d'expatriation comme condition à remplir pour être admis au bénéfice de l'allocation de rapatriement.² Elle a recommandé par ailleurs de veiller à ce que, lors du passage au nouveau régime, les membres du personnel en poste conservent leur droit à l'allocation de rapatriement selon le régime actuel jusqu'à concurrence du nombre d'années d'expatriation accumulées au moment de la mise en application du régime révisé. Aux fins de cohérence avec le régime commun des traitements, allocations et avantages de l'ONU, l'article 370 du Règlement du personnel est amendé pour inclure la mesure de transition qui est également reprise dans la politique générale de l'OPS relative au paiement versé aux membres du personnel admis à recevoir cet avantage.

² Rapport de la Commission de la fonction publique internationale pour l'année 2015, document A/70/30 (2015).

Congé parental

10. Les articles 760, 763 et 765 du Règlement du personnel établissent respectivement les conditions d'admissibilité aux congés de maternité, de paternité et d'adoption. Les amendements rassemblent ces droits sous les rubriques des congés de maternité et parental. Les amendements de fond suppriment la période obligatoire de deux semaines de congé avant la date de naissance prévue. Ils prévoient par ailleurs quatre semaines supplémentaires de congé de maternité, qui s'étend sur une période totale de 20 semaines, pour un membre du personnel titulaire d'un contrat à durée déterminée ou un contrat de service et qui donne naissance à plus d'un enfant. Ce dernier amendement reflète la durée de congé accordée par l'OMS dans ces cas, ainsi qu'il est énoncé dans l'article 760.2 du Règlement du personnel de l'OMS, comme suit :

« Le congé de maternité dure 16 semaines à compter de la date à laquelle il est accordé, sauf en cas de naissances multiples, où il dure 20 semaines à compter de la date à laquelle il est accordé. Toutefois, en aucun cas il ne se termine moins de 10 semaines après la date effective de la naissance. Le congé est octroyé avec traitement intégral, indemnités comprises. »

Non-confirmation de nomination

11. L'article 1210.2 du Règlement du personnel est supprimé de sorte que le préavis d'un mois énoncé à l'article 1060 du Règlement du personnel s'applique aux membres du personnel dont la période d'essai n'est pas confirmée, que le membre du personnel en question décide ou non de faire appel de la décision de non-confirmation. L'amendement est également établi aux fins de cohérence avec les conditions de service de tous les autres membres du personnel comme établi à l'article 1245 du Règlement du personnel, aux termes duquel le dépôt d'une requête en appel ne constitue aucunement un motif pour différer la mesure administrative faisant l'objet de la requête en appel.

12. L'article 1245 du Règlement du personnel est amendé pour supprimer toute référence à l'article 1210.2 de ce règlement.

13. L'article 1210.1 du Règlement du personnel est amendé pour faire référence à l'article 1245 de ce règlement.

Amendements rédactionnels au Règlement du personnel

14. Certains articles du Règlement du personnel sont amendés à des fins rédactionnelles, y compris pour unifier le vocabulaire et rendre le texte plus précis. En ce qui concerne ces amendements, l'intention n'est pas de modifier sur le fond l'application des dispositions actuelles. Suit une explication détaillée des amendements rédactionnels apportés au Règlement du personnel :

- a) Indiquer uniformément « personnel des catégories professionnelle et de rang supérieur » pour des raisons de cohérence.
- b) Remplacer « personnel des services généraux » par « personnel de la catégorie des services généraux » pour des raisons de cohérence.
- c) Remplacer « poste officiel » par « lieu d'affectation » pour des raisons de cohérence.
- d) Remplacer « allocation spéciale » par « allocation spéciale pour frais d'études » pour des raisons de cohérence et de clarté.
- e) Remplacer « congé sans traitement » par « congé spécial sans traitement » pour des raisons de cohérence.
- f) Réviser l'article 310.3 du Règlement pour reprendre la définition de la « rémunération considérée aux fins de la pension » établie par la Commission.
- g) Réviser l'article 320.5 du Règlement pour des raisons de clarté.
- h) Réviser l'article 330.3 du Règlement pour supprimer toute référence à des taux de traitement différents pour les membres du personnel sans personnes à charge, compte tenu de l'application en 2017 du barème unifié des traitements.
- i) Réviser l'article 350 du Règlement pour indiquer les membres du personnel « des catégories professionnelle et de rang supérieur qui sont affectés et résident en dehors du pays de leur lieu de résidence reconnu » pour des raisons de clarté.
- j) Réviser l'article 355.2 du Règlement pour indiquer des « dépenses admissibles » et « d'autres dépenses admissibles » pour des raisons de cohérence.
- k) Réviser l'article 365.2 du Règlement pour des raisons de clarté et pour indiquer que les droits sont accordés aux membres du personnel eu égard à une charge de famille.
- l) Réviser l'article 365.3 du Règlement pour indiquer « partie » pour des raisons de cohérence.
- m) Réviser l'article 365.6 du Règlement pour indiquer « la partie correspondant à l'indemnité de subsistance journalière de l'indemnité d'installation » pour les membres du personnel engagés à titre temporaire.
- n) Réviser l'article 370.1 du Règlement pour des raisons de clarté.
- o) Réviser l'article 370.4 du Règlement pour remplacer « résiliation » par « cessation de service ».
- p) Réviser l'article 370.5 du Règlement pour indiquer que les droits sont accordés aux membres du personnel eu égard à une charge de famille.
- q) Réviser l'article 440.4 du Règlement pour qu'il renvoie au personnel détaché « de la fonction publique » pour des raisons de cohérence.

- r) Réviser l'article 470.1 du Règlement pour indiquer à chaque fois « cessation de service ».
- s) Transférer le texte de l'article 550.1.2 à l'article 550.3.1 du Règlement pour des raisons de clarté.
- t) Réviser les articles 550.3 et 550.6 du Règlement pour des raisons de clarté.
- u) Réviser l'article 565.3 du Règlement pour indiquer « personnel des catégories professionnelle et de rang supérieur » pour des raisons de cohérence.
- v) Réviser l'article 610.1 du Règlement en reconnaissance du fait que la semaine de travail normale peut être inférieure ou supérieure à 40 heures, comme illustré dans les barèmes de traitement des lieux d'affectation.
- w) Réviser l'article 640.1 du Règlement pour indiquer que le congé dans les foyers est accordé au personnel des catégories professionnelle et de rang supérieur.
- x) Réviser l'article 640.4 du Règlement pour indiquer le personnel des catégories professionnelle et de rang supérieur.
- y) Réviser l'article 640.5 du Règlement pour indiquer le personnel admissible selon la définition figurant dans l'article 640.4 du Règlement.
- z) Réviser l'article 650.7 du Règlement pour indiquer que la période de service n'est pas prise en compte dans les critères d'admissibilité à bénéficier de mesures d'incitation à la mobilité ou de prime de fin de service durant le congé spécial sans traitement de plus de 30 jours.
- aa) Réviser l'article 730 du Règlement pour indiquer que les droits sont accordés aux membres du personnel eu égard à une charge de famille.
- bb) Réviser l'article 810.5 du Règlement pour indiquer « visite de famille » pour des raisons de clarté.
- cc) Réviser les articles 820.1.3, 820.1.4, 820.2.5, 820.2.5.1 et 820.2.5.4 du Règlement pour des raisons de clarté et pour illustrer le fait que les droits sont accordés aux membres du personnel eu égard à une charge de famille.
- dd) Réviser l'article 830.2 du Règlement pour des raisons de clarté.
- ee) Réviser l'article 870 du Règlement pour indiquer que les droits sont accordés aux membres du personnel eu égard à une charge de famille.
- ff) Réviser le texte de l'article 1030.1 du Règlement pour y ajouter un libellé provenant de l'article 1030.3.1 pour des raisons de clarté.
- gg) Réviser l'article 1030.3 du Règlement pour des raisons de clarté. Par conséquent, il faut corriger la numérotation des alinéas de l'article 1030.3.

- hh) L'article 1230.3.4 du Règlement devient l'article 1230.4; les critères d'admissibilité à une nouvelle nomination ou à une réélection ne constituent pas des dispositions subsidiaires de l'article 1230.3, qui porte sur la composition du Conseil. Par conséquent, il faut corriger la numérotation de tous les alinéas relevant de l'article 1230 après 1230.4.
- ii) Réviser l'article 1230.6 du Règlement pour inclure le libellé de l'article 1230.5.4 et le placer avant la liste des membres du panel pour des raisons de clarté.
- jj) Réviser l'article 1310.5 du Règlement pour remplacer « indemnité pour mobilité et difficulté des conditions de vie et de travail » par « mesures d'incitation à la mobilité » et par « indemnité pour difficulté des conditions de vie et de travail ».

Incidences financières

15. Les incidences financières associées à la recommandation de la Commission en faveur d'une augmentation dans le barème des traitements de base minima sont estimées à environ US \$540 000³ par an à travers le système des Nations Unies tout entier, ou à \$7020 pour l'OPS quant au barème des paiements applicables à la cessation de service.

16. Les incidences financières associées à la prolongation du congé de maternité, qui passe de 16 semaines à 20 semaines pour les membres du personnel qui donnent naissance à plus d'un enfant, sont insignifiantes. En général, l'Organisation pourvoit les postes des membres du personnel en congé de maternité en répartissant leurs tâches entre les membres de leurs équipes ou, en cas d'absence prolongée, en affectant un membre du personnel en activité qui s'acquittera des attributions du poste à titre provisoire. Tout coût additionnel résulterait du versement d'un salaire à titre intérimaire à un membre du personnel s'acquittant provisoirement d'attributions de niveau supérieur au-delà d'une période de trois mois.

Mesures à prendre par le Comité exécutif

17. Le Comité exécutif est prié d'examiner les amendements au Statut et au Règlement du personnel du BSP contenus dans le présent document et d'envisager d'approuver le projet de résolution ci-joint, contenu dans l'annexe C.

Annexes

³ Sauf stipulation contraire, toutes les valeurs monétaires dans ce rapport sont exprimées en dollars des États-Unis.

Annexe A

Amendements au Règlement du personnel du BSP établis par la Directrice depuis la 164^e session du Comité exécutif*

1. Les changements rédactionnels ci-après s'appliqueront à l'intégralité du Statut et du Règlement du personnel du BSP.

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
“professional and higher category staff” and “professional and higher graded staff”	“ staff in the professional and higher category ies staff”
“general service staff”	“ staff in the general service category staff”
“official station”	“ official duty station”
“special grant”	“special education grant”
“leave without pay”	“ special leave without pay”

2. Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas.

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>310. DEFINITIONS</p> <p>[...]</p> <p>310.3 “Pensionable remuneration” is, subject to the terms of the staff member’s appointment, the amount defined in the Regulations of the United Nations Joint Staff Pension Fund. However, when a promotion from the general service category to the professional category would result in a reduction of the staff member’s</p>	<p>310. DEFINITIONS</p> <p>[...]</p> <p>310.3 “Pensionable remuneration” is the amount used to determine contributions from the staff member and the Organization to the United Nations Joint Staff Pension Fund. Pensionable remuneration amounts are also used for the determination of pension benefits of staff members upon retirement. Subject to the terms</p>

* Le Statut et le Règlement du personnel du Bureau sanitaire panaméricain sont disponibles en anglais et en espagnol uniquement.

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>pensionable remuneration, the level of pensionable remuneration reached prior to the promotion shall be maintained until it is surpassed by the level of the staff member's pensionable remuneration in the professional category.</p>	<p>of the staff member's appointment, the pensionable remuneration amounts are defined in the Regulations of the United Nations Joint Staff Pension Fund. However, when a promotion from the general service category to the professional category would result in a reduction of the staff member's pensionable remuneration, the level of pensionable remuneration reached prior to the promotion shall be maintained until it is surpassed by the level of the staff member's pensionable remuneration in the professional category.</p>
<p>320. SALARY DETERMINATION</p> <p>[...]</p> <p>320.5 Pursuant to Staff Rule 567, a staff member may be officially requested to assume temporarily the responsibilities of an established post of a higher grade than that which he or she occupies. Such temporary arrangements shall not normally be continued for more than 12 months.</p>	<p>320. SALARY DETERMINATION</p> <p>[...]</p> <p>320.5 Pursuant to Staff Rule 567, a staff member may be officially requested to assume temporarily the responsibilities of an established post of a higher grade than that which he or she occupies. Such temporary arrangements shall not normally be continued for more than 12 months.</p>
<p>330. SALARIES</p> <p>[...]</p> <p>330.3 The net base salary of staff members in the professional and higher categories holding temporary appointments as defined in Rule 420.4 shall be paid in accordance with the schedule in Rule 330.2 at the rate applicable to staff members with no dependent spouse or dependent child.</p>	<p>330. SALARIES</p> <p>[...]</p> <p>330.3 The net base salary of staff members in the professional and higher categories holding temporary appointments as defined in Rule 420.4 shall be paid in accordance with the schedule in Rule 330.2 at the rate applicable to staff members with no dependent spouse or dependent child.</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>350. EDUCATION GRANT</p> <p>350.1 Internationally-recruited staff members, except those holding temporary appointments as defined in Rule 420.4, are entitled to an education grant under the following conditions:</p>	<p>350. EDUCATION GRANT</p> <p>350.1 Internationally-recruited Staff members in the professional and higher categories who are serving and residing outside the country of their recognized place of residence, except those holding temporary appointments as defined in Rule 420.4, are entitled to an education grant under the following conditions:</p>
<p>355. SPECIAL EDUCATION GRANT FOR CHILDREN WITH DISABILITIES</p> <p>[...]</p> <p>355.2 “Special educational expenses” shall mean the cost of such teaching services and equipment as are necessary to provide an educational program designed to meet the needs of a child who has a mental or physical disability in order that he may attain the highest possible level of functional ability. Normal educational expenses are reimbursed under Rule 350.</p>	<p>355. SPECIAL EDUCATION GRANT FOR CHILDREN WITH DISABILITIES</p> <p>[...]</p> <p>355.2 “Special educational Admissible expenses” shall mean include the cost of such teaching services and equipment as are necessary to provide an educational program designed to meet the needs of a child who has a mental or physical disability in order that he the child may attain the highest possible level of functional ability. Normal educational Other admissible expenses are reimbursed under Rule 350.</p>
<p>365. SETTLING-IN GRANT</p> <p>[...]</p> <p>365.2 The amount of the settling-in grant shall be the equivalent of the travel per diem applicable on the date the individual arrives at the duty station:</p> <p>[...]</p>	<p>365. SETTLING-IN GRANT</p> <p>[...]</p> <p>365.2 The amount of the per diem portion of the settling-in grant shall be the equivalent of the travel per diem applicable on the date the individual arrives at the duty station:</p> <p>[...]</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>365.2.3 with respect to a dependent child studying outside the duty station, per diem as defined in 365.2.2 to be paid in conjunction with the first round trip to the official station provided that the child resides with the staff member at the duty station during school vacations. Upon reaching age 21, children are not entitled to the settling-in grant.</p> <p>365.3 Subject to conditions established by the Bureau on the basis of conditions and procedures approved by the United Nations General Assembly for the United Nations System, the settling-in grant shall also include a lump sum calculated and payable on the basis of one month of the staff member's net base salary and, as applicable, the post adjustment at the duty station to which the staff member is assigned and at the rate applicable from the date of arrival at the duty station.</p> <p>[...]</p> <p>365.6 On authorized travel upon appointment, a staff member holding a temporary appointment will be paid the settling-in grant under Rule 365.2.1 only with respect of himself or herself. Temporary staff are not eligible to receive the lump sum portion of the settling-in grant. Any payment made</p>	<p>365.2.3 with respect to a dependent child studying outside the duty station, per diem as defined in 365.2.2 to be paid in conjunction with the first round trip to the official duty station provided that the child resides with the staff member at the duty station during school vacations. Upon The staff member is not entitled to the per diem portion of the settling-in grant with respect to a child who travels to the duty station on or after reaching age 21, children are not entitled to the settling-in grant.</p> <p>365.3 Subject to conditions established by the Bureau on the basis of conditions and procedures approved by the United Nations General Assembly for the United Nations sSystem, the settling-in grant shall also include a lump sum portion calculated and payable on the basis of one month of the staff member's net base salary and, as applicable, the post adjustment at the duty station to which the staff member is assigned and at the rate applicable from the date of arrival at the duty station.</p> <p>[...]</p> <p>365.6 On authorized travel upon appointment, a staff member holding a temporary appointment will be paid the per diem portion of the settling-in grant under Rule 365.2.1 only with respect of to himself or herself. Temporary staff are not eligible to receive the lump sum portion of the settling-in grant. Any payment made</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
under Staff Rule 365.2.1 may not be inconsistent with Staff Rule 365.5.2.	under Staff Rule 365.2.1 may not be inconsistent with Staff Rule 365.5.2.
<p>370. REPATRIATION GRANT</p> <p>370.1 A staff member who on leaving the service of the Bureau, other than by summary dismissal under Rule 1075.2, has performed at least five years of continuous service outside the country of his or her recognized place of residence under a fixed-term or service appointment shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.2. Payment in respect of entitlements shall be subject to receipt from the former staff member of documentary evidence, in accordance with established criteria, of relocation outside the country of the staff member's last duty station or residence during the last assignment, with due regard to the provisions of Rule 370.4. This part of the grant is payable if it is claimed within two years of the effective date of separation.</p> <p>[...]</p> <p>370.4 The grant shall not be payable to a staff member assigned to, or residing in, the country of his or her recognized place of residence at the time of separation provided that the grant may be paid on a full or reduced basis to a staff member transferred to duty in the country of his or her recognized place of residence prior to termination, the amount of the grant being reduced in proportion to the duration of his or her residence in that country. In such a</p>	<p>370. REPATRIATION GRANT</p> <p>370.1 A staff member who on leaving the service of the Bureau, other than by summary dismissal under Rule 1075.2, has performed at least five years of continuous service outside the country of his or her recognized place of residence under a fixed-term or service appointment shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.2. Payment in respect of with respect to entitlements shall be subject to receipt from the former staff member of documentary evidence, in accordance with established criteria, of relocation outside the country of the staff member's last duty station or residence during the last assignment, with due regard to the provisions of Rule 370.4. This part of The grant is payable if it is claimed within two years of the effective date of separation.</p> <p>[...]</p> <p>370.4 The grant shall not be payable to a staff member assigned to, or residing in, the country of his or her recognized place of residence at the time of separation provided that the grant may be paid on a full or reduced basis to a staff member transferred to duty in the country of his or her recognized place of residence prior to termination separation, the amount of the grant being reduced in proportion to the duration of his or her residence in that</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>case, the evidence of relocation referred to in Rule 370.1 shall not be required.</p>	<p>country. In such a case, the evidence of relocation referred to in Rule 370.1 shall not be required.</p>
<p>370.5 In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to the spouse and dependent children who are entitled to repatriation, subject to providing the evidence of relocation referred to in Rule 370.1 if required:</p> <p>[...]</p>	<p>370.5 In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to the spouse and dependent children who are entitled to repatriation repatriated at the expense of the Organization, subject to providing the evidence of relocation referred to in Rule 370.1 if required:</p> <p>[...]</p> <p>370.7 As a transitional measure, a staff member who completed at least one year of continuous service and was eligible for a repatriation grant under Rule 370 in effect on 30 June 2016, but who is no longer eligible for such a grant under the present Rule 370.1, shall be paid a repatriation grant in accordance with the rates and schedule set out in Rules 370.1.1 and 370.1.2 for the number of years of qualifying service accrued as of 30 June 2016.</p>
<p>440. APPOINTMENT PROCEDURE</p> <p>[...]</p> <p>440.4 For staff seconded to the Bureau, the offer of appointment, notice of acceptance and supporting documentation of the terms and conditions of secondment, as agreed by the Bureau, the releasing entity and the staff member concerned, shall constitute evidence of the existence</p>	<p>440. APPOINTMENT PROCEDURE</p> <p>[...]</p> <p>440.4 For staff seconded to the Bureau from government service, the offer of appointment, notice of acceptance, and supporting documentation of the terms and conditions of secondment, as agreed by the Bureau, the releasing entity, and the staff member concerned, shall constitute evidence of the</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>and validity of secondment from government service to the Bureau for the period stated in the offer of appointment. Any extension of appointment that continues the secondment status shall be subject to agreement by all parties concerned.</p>	<p>existence and validity of secondment from government service to the Bureau for the period stated in the offer of appointment. Any extension of appointment that continues the secondment status shall be subject to agreement by all parties concerned.</p>
<p>470. REINSTATEMENT UPON RE-EMPLOYMENT</p> <p>470.1 Staff members, except those holding temporary appointments as defined in Rule 420.4, who are re-employed within one year of the termination of their appointment, may, at the option of the Bureau, be reinstated. In such cases they shall have restored to them the status which they held upon termination, and the intervening absence shall be charged to annual leave and leave without pay as necessary. They shall refund to the Bureau all separation payments made to them.</p>	<p>470. REINSTATEMENT UPON RE-EMPLOYMENT</p> <p>470.1 Staff members, except those holding temporary appointments as defined in Rule 420.4, who are re-employed within one year of separation from the Bureau termination of their appointment, may, at the option of the Bureau, be reinstated. In such cases they shall have restored to them the status which they held upon termination separation, and the intervening absence shall be charged to annual leave and special leave without pay as necessary. They shall refund to the Bureau all separation payments made to them.</p>
<p>550. WITHIN-GRADE INCREASE</p> <p>[...]</p> <p>550.1.2 Staff members holding temporary appointments as defined under Staff Rule 420.4 whose performance and conduct have been certified by their supervisors as being satisfactory shall be entitled to one within-grade salary increase—to step two of the relevant grade—upon completion of the first year of full-time service.</p> <p>[...]</p>	<p>550. WITHIN-GRADE INCREASE</p> <p>[...]</p> <p>550.1.2 Staff members holding temporary appointments as defined under Staff Rule 420.4 whose performance and conduct have been certified by their supervisors as being satisfactory shall be entitled to one within-grade salary increase—to step two of the relevant grade—upon completion of the first year of full-time service.</p> <p>[...]</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>550.3 This rule applies to staff members in the professional and higher categories as defined in Staff Rules 420.2 and 420.3. It does not apply to those holding temporary appointments as defined in Rule 420.4 and short-term service staff under Rule 1320.</p> <p>[...]</p> <p>550.6 Service time shall date from the latest of the following actions:</p>	<p>550.3 This Rule 550.2.2 applies to staff members in the professional and higher categories as defined in Staff Rules 420.2 and 420.3. It does not apply to those holding temporary appointments as defined in Rule 420.4 and to short-term service staff under Rule 1320.</p> <p>550.3.1 Staff members holding temporary appointments as defined under Staff Rule 420.4 whose performance and conduct have been certified by their supervisors as being satisfactory shall be entitled to one within-grade salary increase—to step II of the relevant grade—upon completion of the first year of full-time service.</p> <p>[...]</p> <p>550.6 Service time shall date accrue from the latest of the following actions:</p>
<p>610. REASSIGNMENT</p> <p>[...]</p> <p>610.3 So far as practicable, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members in the interest of developing a versatile career staff. In accepting appointment, a staff member accepts the applicability of this policy to himself.</p>	<p>610. REASSIGNMENT</p> <p>[...]</p> <p>610.3 So far as practicable, vacancies in posts in the professional and higher categories ies and above shall be filled by the reassignment of staff members in the interest of developing a versatile career staff. In accepting appointment, a staff member accepts the applicability of this policy to himself or herself.</p>
<p>610. WORKING HOURS AND ATTENDANCE</p>	<p>610. WORKING HOURS AND ATTENDANCE</p>

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<p>610.1 Full-time staff members are subject to call to duty at any time. The normal work day shall be eight hours and the normal work week shall be 40 hours. The days of the week and the working hours that constitute the normal work week shall be designated as the needs of the Bureau require.</p>	<p>610.1 Full-time staff members are subject to may be called to duty at any time. The normal work day shall be eight hours and the normal work week for each duty station shall be is normally 40 hours. The days of the week and the working hours that constitute the normal work week shall be designated as the needs of the Bureau require.</p>
<p>640. HOME LEAVE</p> <p>640.1 Home leave is granted so that a staff member who is serving and residing outside the country of his or her recognized place of residence, and his or her spouse and eligible children, may spend a reasonable period of annual leave in the staff member’s home country with a view to maintaining effective association with its culture, with family, and with national, professional or other interests. Staff members may exercise home leave travel in a country other than that of their recognized place of residence under conditions established by the Bureau.</p> <p>[...]</p> <p>640.4 Staff members shall be eligible for home leave as follows: (a) [...] (b) [...] (c) [...]</p>	<p>640. HOME LEAVE</p> <p>640.1 Home leave is granted so that a staff member in the professional or higher categories who is serving and residing outside the country of his or her recognized place of residence, and his or her spouse and eligible children, may spend a reasonable period of annual leave in the staff member’s home country with a view to maintaining effective association with its culture, with family, and with national, professional, or other interests. Staff members may exercise home leave travel in a country other than that of their recognized place of residence under conditions established by the Bureau.</p> <p>[...]</p> <p>640.4 Staff members in the professional and higher categories shall be eligible for home leave as follows: (a) [...] (b) [...] (c) [...]</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>640.5 Internationally-recruited staff members holding fixed term, temporary, or service appointments are eligible for home leave when:</p>	<p>640.5 Internationally-recruited Eligible staff members, as defined in Rule 640.4, holding temporary fixed term fixed-term, temporary, or service appointments are eligible for granted home leave when:</p>
<p>650. SPECIAL LEAVE</p> <p>[...]</p> <p>650.7 Service credits shall not accrue towards sick, annual or home leave, salary increment, termination indemnity or repatriation grant during periods of special leave without pay of more than 30 days.</p>	<p>650. SPECIAL LEAVE</p> <p>[...]</p> <p>650.7 Service credits shall not accrue towards sick, annual, or home leave, salary increment, mobility incentive, end-of-service grant, termination indemnity, or repatriation grant during periods of special leave without pay of more than 30 days.</p>
<p>730. COMPENSATION FOR ILLNESS, INJURY OR DEATH ATTRIBUTABLE TO SERVICE</p> <p>A staff member, or his surviving spouse or dependants, shall be entitled to compensation in the event of illness, injury or death attributable to the performance of official duties on behalf of the Bureau, in accordance with rules established by the Bureau.</p>	<p>730. COMPENSATION FOR ILLNESS, INJURY, OR DEATH ATTRIBUTABLE TO SERVICE</p> <p>A staff member, or his surviving spouse or dependants, shall be entitled to compensation in the event of illness, injury, or death attributable to the performance of official duties on behalf of the Bureau, in accordance with rules established by the Bureau. In the event of the death of a staff member attributable to the performance of official duties on behalf of the Bureau, payment shall be made to the surviving spouse or dependents.</p>
<p>760. MATERNITY LEAVE</p> <p>760.1 Staff members shall be entitled to maternity leave, subject to the conditions specified in this Rule.</p>	<p>760. MATERNITY LEAVE</p> <p>760.1 Staff members shall be entitled to maternity leave, subject to the conditions specified in this Rule as</p>

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<p>760.2 Maternity leave for staff holding fixed-term or service appointments:</p> <p>Staff members are entitled to 16 weeks of maternity leave. This leave shall commence within six weeks of the staff member’s due date based on a certificate from a duly-recognized medical practitioner or midwife indicating the expected date of birth. Maternity leave may not commence less than two weeks before the expected due date and shall not terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.</p> <p>760.3 Maternity leave for staff holding temporary appointments.</p> <p>For a staff member holding a temporary appointment as defined in Rule 420.4, maternity leave shall be granted under conditions established by the Bureau.</p> <p>[...]</p>	<p>established herein. This leave is paid with full salary and allowances.</p> <p>760.2 Maternity leave for Staff members holding fixed-term or service appointments:</p> <p>Staff members who give birth to a child are entitled to 16 weeks of maternity leave, except that in the case of multiple births, maternity leave shall extend for a period of 20 weeks from the time it is granted. Maternity This leave shall may commence within six weeks of the staff member’s due date based on a certificate from a duly recognized medical practitioner or midwife indicating the expected date of birth. Maternity leave may not commence less than two weeks before the expected due date and shall not terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.</p> <p>760.3 Maternity leave for Staff members holding temporary appointments</p> <p>For a staff member holding a temporary appointment as defined in Rule 420.4, maternity leave shall be granted under conditions established by the Bureau who give birth to a child are entitled to eight weeks of maternity leave, except that in the case of multiple births, maternity leave shall extend for a period of 10 weeks from the time it is granted.</p> <p>[...]</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>760.5 Where both parents of a newborn child are staff members of the Pan American Sanitary Bureau, any unused portion of maternity leave to which the mother would otherwise have been entitled under Rule 760.2 may be used by the father of the child, under conditions established by the Bureau.</p> <p>763. PATERNITY LEAVE</p> <p>763.1 Upon presentation of satisfactory evidence of the birth of his child, a staff member shall be entitled to paternity leave. Paternity leave must be exhausted within 12 months from the date of the child’s birth.</p> <p>763.2 Staff members holding fixed-term appointment, as defined in Staff Rule 420.3, or service appointments as defined in Staff Rule 420.2, shall be entitled to:</p> <p>763.2.1 Four weeks of paternity leave or, in exceptional circumstances, to eight weeks of such leave.</p>	<p>760.5 Where both parents of a newborn child are staff members of the Pan American Sanitary Bureau, any unused portion of maternity leave to which the mother would otherwise have been entitled under Rule 760.2 granted under this Rule may be used by the father other parent of the child, under conditions established by the Bureau.</p> <p>763. PATERNITY LEAVE 765. PARENTAL LEAVE</p> <p>765.1 Upon the birth of a child, a staff member who is the non-gestational parent shall be entitled to parental leave as established herein. This leave is paid with full salary and allowances.</p> <p>763.1765.2 Upon presentation of satisfactory evidence of the birth of his or her child, a staff member shall be entitled to paternity parental leave. Paternity Parental leave must be exhausted within 12 months from the date of the child’s birth.</p> <p>763.2765.3 Staff members holding fixed-term appointments, as defined in Staff Rule 420.3, or service appointments as defined in Staff Rule 420.2, shall be entitled to:</p> <p>763.2.1 Four weeks of parental leave. Parental leave may extend for a period of or, in</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>763.2.2 Internationally-recruited staff members serving at a non-family duty station are entitled to eight weeks of paternity leave.</p> <p>763.3 Staff members holding temporary appointments, as defined in Rule 420.4, shall be entitled to two weeks of paternity leave.</p> <p>765. ADOPTION LEAVE</p> <p>765.1 Subject to conditions established by the Bureau, and upon presentation of satisfactory evidence of the adoption of a child, staff members holding fixedterm appointments, as defined in Staff Rule 420.3, or service appointments as defined in Staff Rule 420.2, shall be entitled to adoption leave for a total period of eight weeks</p> <p>765.2 Staff members holding temporary appointments, as defined in</p>	<p>exceptional circumstances, to eight weeks of such leave in the case of:</p> <p>765.3.1 Exceptional circumstances as determined by the Director; 763.2.2765.3.2 Internationally-recruited Staff members in the professional and higher categories serving at a non-family duty station; are entitled to eight weeks of paternity leave.</p> <p>765.3.3 Adoption of a child, subject to conditions established by the Bureau, and upon presentation of satisfactory evidence of the adoption.</p> <p>763.3765.4 Staff members holding temporary appointments, as defined in Rule 420.4, shall be entitled to two weeks of paternity parental leave, or four weeks in the case of adoption of a child subject to conditions established by the Bureau and upon presentation of satisfactory evidence of the adoption.</p> <p>765. ADOPTION LEAVE</p> <p>765.1 Subject to conditions established by the Bureau, and upon presentation of satisfactory evidence of the adoption of a child, staff members holding fixedterm appointments, as defined in Staff Rule 420.3, or service appointments as defined in Staff Rule 420.2, shall be entitled to adoption leave for a total period of eight weeks</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>Rule 420.4, shall be entitled to four weeks of adoption leave.</p>	<p>765.2 Staff members holding temporary appointments, as defined in Rule 420.4, shall be entitled to four weeks of adoption leave.</p>
<p>810. TRAVEL OF STAFF MEMBERS</p> <p>[...]</p> <p>810.5 Once in each interval between home leave eligibility dates (or once during an appointment of equivalent duration) from the official station to the place where the staff member's spouse and children, as defined in Rule 820.1, are residing, and return to the official station, provided that:</p>	<p>810. TRAVEL OF STAFF MEMBERS</p> <p>[...]</p> <p>810.5 On family visit, Once in each interval between home leave eligibility dates (or once during an appointment of equivalent duration) from the official duty station to the place where the staff member's spouse and children, as defined in Rule 820.1, are residing, and return to the official station, provided that:</p>
<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>[...]</p> <p>820.1.3 each such child for whom travel expenses have previously been paid by the Bureau, to the extent of the final one-way passage either to join the staff member at the official station or to return to the country of the recognized place of residence within one year after ceasing to qualify as a dependant. The Bureau's financial responsibility shall be limited to the cost of one-way travel between the official station and the recognized place of residence. However, if a round trip to which the child may be entitled under Rule 820.2.5.2 is completed after the end of the scholastic year in which the child reaches the age of 21, this travel</p>	<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>[...]</p> <p>820.1.3 each such child for whom travel expenses have previously been paid by the Bureau, to the extent of the final one-way passage either to join the staff member at the official duty station or to return to the country of the recognized place of residence within one year after ceasing to qualify as a dependant dependent. The Bureau's financial responsibility shall be limited to the cost of one-way travel between the official duty station and the recognized place of residence. However, if the Bureau has paid the a-round trip round-trip travel expenses of to which the child may be entitled under Rule 820.2.5.2, and the</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p>shall not be authorized;</p> <p>820.1.4 a child entitled to the education grant under Rule 350.1.2, for purposes of travel under Rules 820.2.5.1, 820.2.5.2, and 820.2.5.4.</p> <p>[...]</p> <p>820.2.5 for a child for whom there is an entitlement to boarding under an education grant in accordance with Rule 350 for study outside the commuting distance of the duty station, provided Rule 650 does not apply:</p> <p>820.2.5.1 one-way passage from the official station or elsewhere to the place of study to enter school for the first time; where the child has been resident with the staff member at the official station, the cost to the Bureau is limited to that of travel from the official station to the staff member's recognized place of residence; where the child has not joined the staff member at his official station, the cost to the Bureau is limited to that of travel from the staff member's recognized place of residence to the official station;</p>	<p>travel is completed after the end of the scholastic year in which the child reaches the age of 21, this travel under this provision shall not be authorized;</p> <p>820.1.4 a child for whom a staff member is entitled to the education grant under Rule 350.1.2, for purposes of travel under Rules 820.2.5.1, 820.2.5.2, and 820.2.5.4.</p> <p>[...]</p> <p>820.2.5 for a child for with respect to whom there is an entitlement to boarding under an education grant in accordance with Rule 350 for study outside the commuting distance of the duty station, provided Rule 650 does not apply:</p> <p>820.2.5.1 one-way passage from the official duty station or elsewhere to the place of study to enter school for the first time; where the child has been resident residing with the staff member at the official duty station, the cost to the Bureau is limited to that of travel from the official duty station to the staff member's recognized place of residence; where the child has not joined the staff member at his or her official duty station, the cost to the Bureau is limited to that of travel from the staff member's recognized place of residence to the official duty station;</p>

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<p>[...]</p> <p>820.2.5.4 the final one-way passage defined in Rule 820.1.3 within one year after ceasing to qualify for education grant under Rule 350.1.2, provided that such entitlement has not already been exercised under Rule 820.1.3. The Bureau's financial responsibility shall be limited to the cost of one-way travel between the official station and the recognized place of residence. However, if a round trip to which the child may be entitled under Rules 820.2.5.2 is completed after the child ceases to qualify for an education grant under Rule 350.1.2, this travel shall not be authorized;</p>	<p>[...]</p> <p>820.2.5.4 the final one-way passage defined in Rule 820.1.3 within one year after ceasing the child ceases to qualify for education grant under Rule 350.1.2, provided that such entitlement has not already been exercised under Rule 820.1.3. The Bureau's financial responsibility shall be limited to the cost of one-way travel between the official duty station and the recognized place of residence. However, if a round-trip travel provided to which the child may be entitled under Rules 820.2.5.2 is completed after the child ceases to qualify for an education grant under Rule 350.1.2, this travel under this provision shall not be authorized;</p>
<p>830. TRAVEL PER DIEM</p> <p>[...]</p> <p>830.2 Rates of travel per diem, and the conditions under which they shall be payable to staff members and authorized family members, shall be established by the Bureau. The amount of the per diem is considered to represent an average payment in lieu of reimbursement of a portion of the actual incidental expenses occasioned by travel status.</p>	<p>830. TRAVEL PER DIEM</p> <p>[...]</p> <p>830.2 Rates of travel per diem, and the conditions under which they shall be payable to staff members, including and for authorized family members, shall be established by the Bureau. The amount of the per diem is considered to represent an average payment in lieu of reimbursement of a portion of the actual incidental expenses occasioned by travel status.</p>

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<p>870. EXPENSES ON DEATH</p> <p>[...]</p> <p>870.2 A deceased staff member's spouse and child(ren) shall be entitled to travel and relocation shipment to any place, provided that the Bureau had an obligation to repatriate them under Rule 820.2.7 and that the cost to the Bureau does not exceed that for travel and transportation to the deceased staff member's recognized place of residence. Entitlement to relocation shipment is determined by Rule 855.1.</p>	<p>870. EXPENSES ON DEATH</p> <p>[...]</p> <p>870.2 A deceased staff member's spouse and child(ren) shall be entitled to receive a travel and relocation shipment benefit to any place, provided that the Bureau had an obligation to repatriate them under Rule 820.2.7 and that the cost to the Bureau does not exceed that for travel and transportation to the deceased staff member's recognized place of residence. Entitlement to Reimbursement for relocation shipment is determined by Rule 855.1.</p>
<p>1030. TERMINATION FOR REASONS OF HEALTH</p> <p>1030.1 When, for reasons of health and on the advice of the Staff Physician, it is determined that a staff member is incapable of performing his current duties, his appointment shall be terminated.</p> <p>[...]</p> <p>1030.3 A staff member whose appointment is terminated under this Rule:</p> <p>1030.3.1 shall be given three months' notice if serving on a</p>	<p>1030. TERMINATION FOR REASONS OF HEALTH</p> <p>1030.1 When, for reasons of health and on the advice of the Staff Physician, it is determined that a staff member is incapable of performing his or her current duties, his or her appointment shall be terminated. The staff member shall be given three months' notice if serving on a service or fixed-term appointment and one month's notice if serving on a temporary appointment. The staff member shall always have the option of resigning.</p> <p>[...]</p> <p>1030.3 A staff member whose appointment is terminated under this Rule:</p> <p>1030.3.1 shall be given three months' notice if serving on a</p>

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<p>service or fixed-term appointment and one month’s notice if serving on a temporary appointment;</p> <p>1030.3.2 may be entitled to a disability benefit in accordance with the rules of the Pension Fund;</p> <p>1030.3.3 may be entitled to a disability payment in accordance with the terms of the insurance coverage provided for in Rule 720.2;</p> <p>1030.3.4 shall receive a termination payment at the rates set out in Rule 1050.4, provided that the amount due under that Rule, together with any periodic disability benefits due in the 12 months following termination and payable by virtue of the provisions of Section 7, shall not exceed one year's terminal remuneration;</p> <p>1030.3.5 shall always have the option of resigning.</p>	<p>service or fixed term appointment and one month’s notice if serving on a temporary appointment;</p> <p>1030.3.21030.3.1 may be entitled to a disability benefit in accordance with the rules of the Pension Fund;</p> <p>1030.3.31030.3.2 may be entitled to a disability payment in accordance with the terms of the insurance coverage provided for in Rule 720.2;</p> <p>1030.3.41030.3.3 shall receive a termination payment at the rates set out in Rule 1050.4, provided that the amount due under that Rule, together with any periodic disability benefits due in the 12 months following termination and payable by virtue of under the provisions of Section 7, shall not exceed one year’s terminal remuneration;</p> <p>1030.3.5 shall always have the option of resigning.</p>
<p>1210. NON-CONFIRMATION OF APPOINTMENT</p> <p>1210.1 A staff member may appeal against a decision taken under Rule 1060 not to confirm his appointment because of unsatisfactory performance or conduct, or because of unsuitability for international service, if he considers that such decision has been made for reasons not connected with his performance, conduct or suitability for international service. Such an appeal must be made in writing to the Director</p>	<p>1210. NON-CONFIRMATION OF APPOINTMENT</p> <p>1210.1 A staff member may appeal against a decision taken under Rule 1060 not to confirm his or her appointment because of unsatisfactory performance or conduct, or because of unsuitability for international service, if he or she considers that such decision has been made for reasons not connected with his or her performance, conduct, or suitability for international service. Such an appeal</p>

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<p>within 15 calendar days of receipt of notice of non-confirmation. The Director's decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240.</p> <p>1210.2 The notice period specified in Rule 1060 shall be extended by whatever period is necessary for the Director to reach a decision and communicate it to the staff member.</p>	<p>must be made in writing to the Director within 1560 calendar days of receipt of notice of non-confirmation. The Director's decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240, and Rule 1245.</p> <p>1210.2 The notice period specified in Rule 1060 shall be extended by whatever period is necessary for the Director to reach a decision and communicate it to the staff member.</p>
<p>1230. BOARD OF APPEAL</p> <p>[...]</p> <p>1230.3.4 The Chairperson and the members of the Board of Appeal are eligible for re-appointment or re-election at the end of their terms.</p> <p>1230.4 The following provisions shall govern the conditions of appeal:</p> <p>1230.4.1 No staff member shall bring an appeal before the Board until all the existing administrative channels have been tried and the action complained of has become final. An action is final when it has been taken by the Organization's senior human resources management official and the staff member has received written notification of the action.</p> <p>1230.4.2 If the staff member has submitted a written request</p>	<p>1230. BOARD OF APPEAL</p> <p>[...]</p> <p>1230.3.41230.4 The Chairperson and the members of the Board of Appeal are eligible for re-appointment or re-election at the end of their terms.</p> <p>1230.41230.5 The following provisions shall govern the conditions of appeal:</p> <p>1230.4.11230.5.1 No staff member shall bring an appeal before the Board until all the existing administrative channels have been tried and the action complained of has become final. An action is final when it has been taken by the Organization's senior human resources management official and the staff member has received written notification of the action.</p> <p>1230.4.21230.5.2 If the staff member has submitted a written</p>

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<p>relating to his or her appointment status, the request shall be deemed to have been rejected and such rejection shall be subject to appeal as if final action had been taken on it as in Rule 1230.1 above if no definitive reply to that request has been made within 60 calendar days.</p> <p>1230.4.3 A staff member wishing to appeal against a final action must dispatch to the Board, within 60 calendar days after receipt of such notification, a written statement of intent to appeal, specifying the action against which the appeal is made and the subsection(s) of Rule 1230.1 under which the appeal is filed.</p> <p>1230.5 The Board Chairperson shall convene an Examining Appeal Panel to hear each appeal case. The Examining Appeal Panel shall consist of the following three Board members, each having an equal vote:</p> <p>1230.5.1 The Board Chairperson;</p> <p>1230.5.2 One Board member from the panel designated by the Director; and</p> <p>1230.5.3 One Board member from the panel elected by the staff.</p>	<p>request relating to his or her appointment status, the request shall be deemed to have been rejected and such rejection shall be subject to appeal as if final action had been taken on it as in Rule 1230.1 above if no definitive reply to that request has been made within 60 calendar days.</p> <p>1230.4.31230.5.3 A staff member wishing to appeal against a final action must dispatch to the Board, within 60 calendar days after receipt of such notification, a written statement of intent to appeal, specifying the action against which the appeal is made and the subsection(s) of Rule 1230.1 under which the appeal is filed.</p> <p>1230.51230.6 The Board Chairperson shall convene an Examining Appeal Panel to hear each appeal case. The Examining Appeal Panel shall consist of the following three Board members, each having of whom has an equal vote and at least one of whom is from the same staff category to which the appellant belongs:</p> <p>1230.5.11230.6.1 The Board Chairperson;</p> <p>1230.5.21230.6.2 One Board member from the panel designated by the Director; and</p> <p>1230.5.31230.6.3 One Board member from the panel elected by the staff.</p>

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<p>1230.5.4 Each Examining Appeal Panel shall include at least one member from the staff category to which the appellant belongs.</p> <p>1230.6 Using a system of rotation, the Board Chairperson shall nominate two members of the Board of Appeal to participate on an Examining Appeal Panel. The appellant and the Administration shall each have the right to object to any member nominated by the Chairperson, in accordance with procedures set forth in the Board of Appeal Rules of Procedure.</p> <p>1230.7 The reporting procedure of the Board of Appeal shall be as follows:</p> <p>1230.7.1 The Board Chairperson shall submit the findings and recommendations of an Examining Appeal Panel to the Director within 120 calendar days of:</p> <ol style="list-style-type: none"> 1) the date that all pleadings and relevant documentation have been received by the Examining Appeal Panel; or 2) the conclusion of an oral hearing, and receipt of any relevant documentation requested by the Examining Appeal Panel during the hearing. <p>This period may be extended by the</p>	<p>1230.5.4 Each Examining Appeal Panel shall include at least one member from the staff category to which the appellant belongs.</p> <p>1230.61230.7 Using a system of rotation, the Board Chairperson shall nominate two members of the Board of Appeal to participate on an Examining Appeal Panel. The appellant and the Administration shall each have the right to object to any member nominated by the Chairperson, in accordance with procedures set forth in the Board of Appeal Rules of Procedure.</p> <p>1230.71230.8 The reporting procedure of the Board of Appeal shall be as follows:</p> <p>1230.7.11230.8.1 The Board Chairperson shall submit the findings and recommendations of an Examining Appeal Panel to the Director within 120 calendar days of:</p> <ol style="list-style-type: none"> 1) the date that all pleadings and relevant documentation have been received by the Examining Appeal Panel; or 2) the conclusion of an oral hearing, and receipt of any relevant documentation requested by the Examining Appeal Panel during the hearing. <p>This period may be extended by the</p>

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<p>Board Chairperson if both the appellant and the Administration agree.</p> <p>1230.7.2 The final decision in appeal matters heard by the Board of Appeal rests with the Director, who shall inform the appellant of his or her decision within 60 calendar days of receipt of the Examining Appeal Panel’s report. A copy of the report shall accompany the decision. If no decision is taken by the Director within this period, the recommendations of the Examining Appeal Panel shall be deemed to have been rejected and such rejection shall be subject to appeal, as provided in Rule 1240, as if a final action had been taken.</p> <p>1230.8 The Organization shall establish Rules of Procedure to be followed by the board of Appeal in all appeal matters filed with the Board under this Section.</p>	<p>Board Chairperson if both the appellant and the Administration agree.</p> <p>1230.7.21230.8.2 The final decision in appeal matters heard by the Board of Appeal rests with the Director, who shall inform the appellant of his or her decision within 60 calendar days of receipt of the Examining Appeal Panel’s report. A copy of the report shall accompany the decision. If no decision is taken by the Director within this period, the recommendations of the Examining Appeal Panel shall be deemed to have been rejected and such rejection shall be subject to appeal, as provided in Rule 1240, as if a final action had been taken.</p> <p>1230.81230.9 The Organization shall establish Rules of Procedure to be followed by the Board of Appeal in all appeal matters filed with the Board under this Section.</p>
<p>1245. EFFECT OF APPEALS ON ADMINISTRATIVE ACTION</p> <p>Except as provided in Rule 1210.2, the filing of an appeal under any of the procedures described in this section shall not constitute grounds for delaying the administrative action against which the appeal is made.</p>	<p>1245. EFFECT OF APPEALS ON ADMINISTRATIVE ACTION</p> <p>Except as provided in Rule 1210.2, The filing of an appeal under any of the procedures described in this section shall not constitute grounds for delaying the administrative action against which the appeal is made.</p>

TEXTE ANTÉRIEUR	NOUVEAU TEXTE
<p data-bbox="261 306 748 373">1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT</p> <p data-bbox="261 417 318 449">[...]</p> <p data-bbox="261 489 764 961">1310.5 At designated official stations, a mobility and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to P.3. The Bureau shall establish, on the basis of procedures agreed among the international organizations in the United Nations common system, the criteria under which the mobility and hardship allowance may be payable.</p>	<p data-bbox="794 306 1281 373">1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT</p> <p data-bbox="794 417 850 449">[...]</p> <p data-bbox="794 489 1297 999">1310.5 At designated official-duty stations, a mobility incentive and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to through P.3. The Bureau shall establish, on the basis of procedures agreed among the international organizations in the United Nations common system, the criteria under which the mobility incentive and hardship allowance may be payable.</p>

Annexe B

Appendice 1 du Règlement du personnel

**A. Barème des traitements pour le personnel des catégories professionnelle et de rang supérieur :
traitements annuels bruts et équivalents nets après application des contributions du personnel
(en dollars des États-Unis)**

À compter du 1^{er} janvier 2020

		ÉCHELONS ¹												
Classe		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
D-2	Brut	145.717	148.886	152.179	155.542	158.906	162.270	165.629	168.992	172.353	175.714	-	-	-
	Net	111.502	113.720	115.938	118.158	120.378	122.598	124.815	127.035	129.253	131.471	-	-	-
D-1	Brut	130.429	133.211	135.999	138.784	141.560	144.347	147.130	149.910	152.861	155.811	158.762	161.711	164.665
	Net	100.800	102.748	104.699	106,649	108.592	110.543	112.491	114.437	116.388	118.335	120.283	122.229	124.179
P-5	Brut	112.374	114.743	117.113	119.477	121.847	124.213	126.584	128.950	131.319	133.684	136.054	138.419	140.790
	Net	88.162	89.820	91.479	93.134	94.793	96.449	98.109	99.765	101.423	103.079	104.738	106.393	108.053
P-4	Brut	92.126	94.232	96.336	98.441	100.591	102.876	105.164	107.449	109.733	112.016	114.304	116.584	118.870
	Net	73.516	75.116	76.715	78.315	79.914	81.513	83.115	84.714	86.313	87.911	89.513	91.109	92.709
P-3	Brut	75.608	77.557	79.504	81.450	83.400	85.346	87.293	89.245	91.191	93.138	95.089	97.037	98.986
	Net	60.962	62.443	63.923	65.402	66.884	68.363	69.843	71.326	72.805	74.285	75.768	77.248	78.729
P-2	Brut	58.414	60.157	61.897	63.639	65.383	67.128	68.872	70.609	72.354	74.095	75.837	77.582	79.322
	Net	47.895	49.219	50.542	51.866	53.191	54.517	55.843	57.163	58.489	59.812	61.136	62.462	63.785
P-1	Brut	45.133	46.487	47.841	49.195	50.599	52.079	53.557	55.037	56.514	57.995	59.472	60.950	62.429
	Net	37.460	38.584	39.708	40.832	41.955	43.080	44.203	45.328	46.451	47.576	48.699	49.822	50.946

¹ La période normale pour avoir droit à une augmentation à l'intérieur de la classe entre échelons consécutifs est d'une année, sauf pour les échelons correspondant au texte grisé, pour lesquelles la période de service pour accéder à l'échelon suivant est de deux ans (article 550.2 du Règlement du personnel).

**B. Niveaux de protection de la rémunération pour le personnel
recevant un traitement supérieur au traitement maximal
dans le barème unifié des traitements**
(en dollars des États-Unis)

À compter du 1^{er} janvier 2020

Catégorie		Niveau de protection de la rémunération 1	Niveau de protection de la rémunération 2
P-4	Brut	121.159	123.444
	Net	94.311	95.911
P-3	Brut	101.011	103.126
	Net	80.208	81.688
P-2	Brut	81.064	-
	Net	65.109	
P-1	Brut	63.908	-
	Net	52.070	

166^e SESSION DU COMITÉ EXÉCUTIF

Session virtuelle, du 22 au 23 juin 2020

CE166/15
Annexe C
Original : anglais

PROJET DE RÉSOLUTION

AMENDEMENTS AU STATUT ET AU RÈGLEMENT DU PERSONNEL DU BUREAU SANITAIRE PANAMÉRICAIN

LA 166^e SESSION DU COMITÉ EXÉCUTIF,

(PP1) Ayant examiné les amendements au Règlement du personnel du Bureau sanitaire panaméricain présentés par la Directrice à l'annexe A du document CE166/15 et gardant à l'esprit les dispositions de l'article 020 du Règlement du personnel ;

(PP2) Prenant acte de la recommandation de 2019 de la Commission de la Fonction publique internationale d'augmenter le barème actuel des traitements de base/plancher du personnel des catégories professionnelle et de rang supérieur et les points de protection salariale de 1,21 % selon le principe « ni gain ni perte », et de la mise en œuvre de cette recommandation par le BSP à compter du 1^{er} janvier 2020 ;

(PP3) Reconnaisant qu'il est stipulé à l'article 3.1 du Règlement du personnel que le salaire du Directeur est fixé par le Comité exécutif et que les salaires du Directeur adjoint et du Sous-directeur sont fixés par le Directeur du Bureau avec l'approbation du Comité exécutif ;

(PP4) Prenant en considération la nécessité de l'application uniforme des conditions d'emploi pour les membres du personnel du Bureau sanitaire panaméricain et des institutions appartenant au régime commun des Nations Unies,

DÉCIDE :

(PD)1. De confirmer, en vertu de l'article 020 du Règlement du personnel, les amendements à l'appendice I du Règlement du personnel effectués par la Directrice et prenant effet le 1^{er} janvier 2020 concernant la rémunération du personnel des catégories professionnelle et de rang supérieur et un barème commun des contributions du personnel.

(PD)2. D'établir le traitement annuel brut du Sous-directeur du Bureau sanitaire panaméricain, à partir du 1^{er} janvier 2020, à US\$ 180.895,¹ donnant lieu à un traitement net correspondant de \$134.891.

(PD)3. D'établir le traitement annuel brut du Directeur adjoint du Bureau sanitaire panaméricain, à partir du 1^{er} janvier 2020, à \$182.411, donnant lieu à un traitement net correspondant de \$135.891.

(PD)4. D'établir le traitement annuel brut du Directeur du Bureau sanitaire panaméricain, à partir du 1^{er} janvier 2020, à \$200.998, donnant lieu à un traitement net correspondant de \$148.159.

(PD)5. De confirmer les amendements au Règlement du BSP.

Appendice

¹ Sauf stipulation contraire, toutes les valeurs monétaires dans ce document sont exprimées en dollars des États-Unis.

Appendice

**PROJET D'AMENDEMENT AU RÈGLEMENT DU PERSONNEL
DU BUREAU SANITAIRE PANAMÉRICAIN***

Les changements rédactionnels ci-après s'appliqueront à l'intégralité du Statut et du Règlement du personnel du BSP :
“staff in the professional and higher categories”
“staff in the general service category”
“duty station”
“special education grant”
“special leave without pay”

Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :
<p>310. DEFINITIONS</p> <p>[...]</p> <p>310.3 “Pensionable remuneration” is the amount used to determine contributions from the staff member and the Organization to the United Nations Joint Staff Pension Fund. Pensionable remuneration amounts are also used for the determination of pension benefits of staff members upon retirement. Subject to the terms of the staff member’s appointment, pensionable remuneration amounts are defined in the Regulations of the United Nations Joint Staff Pension Fund. However, when a promotion from the general service category to the professional category would result in a reduction of the staff member’s pensionable remuneration, the level of pensionable remuneration reached prior to the promotion shall be maintained until it is surpassed by the level of the staff member’s pensionable remuneration in the professional category.</p>
<p>320. SALARY DETERMINATION</p> <p>[...]</p>

* Le Statut et le Règlement du personnel du Bureau sanitaire panaméricain sont disponibles en anglais et en espagnol uniquement.

Les modifications substantielles présentées ci-dessous s’appliqueront aux articles spécifiques indiqués dans chaque cas :

320.5 Pursuant to Staff Rule 567, a staff member may be officially requested to assume temporarily the responsibilities of an established post of a higher grade than that which he or she occupies. Such temporary arrangements shall not normally continue for more than 12 months.

330. SALARIES

[...]

330.3 The net base salary of staff members in the professional and higher categories holding temporary appointments as defined in Rule 420.4 shall be paid in accordance with the schedule in Rule 330.2.

350. EDUCATION GRANT

350.1 Staff members in the professional and higher categories who are serving and residing outside the country of their recognized place of residence, except those holding temporary appointments as defined in Rule 420.4, are entitled to an education grant under the following conditions:

355. SPECIAL EDUCATION GRANT FOR CHILDREN WITH DISABILITIES

[...]

355.2 “Admissible expenses” shall include the cost of such teaching services and equipment as are necessary to provide an educational program designed to meet the needs of a child who has a mental or physical disability in order that the child may attain the highest possible level of functional ability. Other admissible expenses are reimbursed under Rule 350.

365. SETTLING-IN GRANT

[...]

365.2 The amount of the per diem portion of the settling-in grant shall be the equivalent of the travel per diem applicable on the date the individual arrives at the duty station:

[...]

365.2.3 with respect to a dependent child studying outside the duty station, per diem as defined in 365.2.2 to be paid in conjunction with the first round trip to the duty station provided that the child resides with the staff member at the duty station during

Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :

school vacations. The staff member is not entitled to the per diem portion of the settling-in grant with respect to a child who travels to the duty station on or after reaching age 21.

365.3 Subject to conditions established by the Bureau on the basis of conditions and procedures approved by the United Nations General Assembly for the United Nations system, the settling-in grant shall also include a lump sum portion calculated and payable on the basis of one month of the staff member's net base salary and, as applicable, the post adjustment at the duty station to which the staff member is assigned and at the rate applicable from the date of arrival at the duty station.

[...]

365.6 On authorized travel upon appointment, a staff member holding a temporary appointment will be paid the per diem portion of the settling-in grant under Rule 365.2.1 only with respect to himself or herself. Temporary staff are not eligible to receive the lump sum portion of the settling-in grant. Any payment made under Staff Rule 365.2.1 may not be inconsistent with Staff Rule 365.5.2.

370. REPATRIATION GRANT

370.1 A staff member who on leaving the service of the Bureau, other than by summary dismissal under Rule 1075.2, has performed at least five years of continuous service outside the country of his or her recognized place of residence under a fixed-term or service appointment shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.2. Payment with respect to entitlements shall be subject to receipt from the former staff member of documentary evidence, in accordance with established criteria, of relocation outside the country of the staff member's last duty station or residence during the last assignment, with due regard to the provisions of Rule 370.4. The grant is payable if it is claimed within two years of the effective date of separation.

[...]

370.4 The grant shall not be payable to a staff member assigned to, or residing in, the country of his or her recognized place of residence at the time of separation provided that the grant may be paid on a full or reduced basis to a staff member transferred to duty in the country of his or her recognized place of residence prior to separation, the amount of the grant being reduced in proportion to the duration of his or her residence in that country. In such a case, the evidence of relocation referred to in Rule 370.1 shall not be required.

Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :

370.5 In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to the spouse and dependent children who are repatriated at the expense of the Organization, subject to providing the evidence of relocation referred to in Rule 370.1 if required:

[...]

370.7 As a transitional measure, a staff member who completed at least one year of continuous service and was eligible for a repatriation grant under Rule 370 in effect on 30 June 2016, but who is no longer eligible for such a grant under the present Rule 370.1, shall be paid a repatriation grant in accordance with the rates and schedule set out in Rules 370.1.1 and 370.1.2 for the number of years of qualifying service accrued as of 30 June 2016.

440. APPOINTMENT PROCEDURE

[...]

440.4 For staff seconded to the Bureau from government service, the offer of appointment, notice of acceptance, and supporting documentation of the terms and conditions of secondment, as agreed by the Bureau, the releasing entity, and the staff member concerned, shall constitute evidence of the existence and validity of secondment from government service to the Bureau for the period stated in the offer of appointment. Any extension of appointment that continues the secondment status shall be subject to agreement by all parties concerned.

470. REINSTATEMENT UPON RE-EMPLOYMENT

470.1 Staff members, except those holding temporary appointments as defined in Rule 420.4, who are re-employed within one year of separation from the Bureau, may, at the option of the Bureau, be reinstated. In such cases they shall have restored to them the status which they held upon separation, and the intervening absence shall be charged to annual leave and special leave without pay as necessary. They shall refund to the Bureau all separation payments made to them.

550. WITHIN-GRADE INCREASE

[...]

550.3 Rule 550.2.2 applies to staff members in the professional and higher categories as defined in Staff Rules 420.2 and 420.3. It does not apply to those holding temporary appointments as defined in Rule 420.4 and to short-term service staff under Rule 1320.

Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :

550.3.1 Staff members holding temporary appointments as defined under Staff Rule 420.4 whose performance and conduct have been certified by their supervisors as being satisfactory shall be entitled to one within-grade salary increase—to step II of the relevant grade—upon completion of the first year of full-time service.

[...]

550.6 Service time shall accrue from the latest of the following actions:

565. REASSIGNMENT

[...]

565.3 So far as practicable, vacancies in posts in the professional and higher categories shall be filled by the reassignment of staff members in the interest of developing a versatile career staff. In accepting appointment, a staff member accepts the applicability of this policy to himself or herself.

610. WORKING HOURS AND ATTENDANCE

610.1 Full-time staff members may be called to duty at any time. The work week for each duty station is normally 40 hours. The days of the week and the working hours that constitute the normal work week shall be designated as the needs of the Bureau require.

640. HOME LEAVE

640.1 Home leave is granted so that a staff member in the professional or higher categories who is serving and residing outside the country of his or her recognized place of residence, and his or her spouse and eligible children, may spend a reasonable period of annual leave in the staff member's home country with a view to maintaining effective association with its culture, with family, and with national, professional, or other interests. Staff members may exercise home leave travel in a country other than that of their recognized place of residence under conditions established by the Bureau.

[...]

640.4 Staff members in the professional and higher categories shall be eligible for home leave as follows:

(a) [...]

(b) [...]

(c) [...]

Les modifications substantielles présentées ci-dessous s’appliqueront aux articles spécifiques indiqués dans chaque cas :

640.5 Eligible staff members, as defined in Rule 640.4, holding temporary fixed-term, or service appointments are granted home leave when:

650. SPECIAL LEAVE

[...]

650.7 Service credits shall not accrue toward sick, annual, or home leave, salary increment, mobility incentive, end-of-service grant, termination indemnity, or repatriation grant during periods of special leave without pay of more than 30 days.

730. COMPENSATION FOR ILLNESS, INJURY, OR DEATH ATTRIBUTABLE TO SERVICE

A staff member shall be entitled to compensation in the event of illness, injury, or death attributable to the performance of official duties on behalf of the Bureau, in accordance with rules established by the Bureau. In the event of the death of a staff member attributable to the performance of official duties on behalf of the Bureau, payment shall be made to the surviving spouse or dependents.

760. MATERNITY LEAVE

760.1 Staff members shall be entitled to maternity leave as established herein. This leave is paid with full salary and allowances.

760.2 Staff members holding fixed-term or service appointments who give birth to a child are entitled to 16 weeks of maternity leave, except that in the case of multiple births, maternity leave shall extend for a period of 20 weeks from the time it is granted. Maternity leave may commence within six weeks of the staff member’s due date based on a certificate from a duly recognized medical practitioner or midwife indicating the expected date of birth. Maternity leave shall not terminate less than 10 weeks after the actual date of birth.

760.3 Staff members holding temporary appointments as defined in Rule 420.4 who give birth to a child are entitled to eight weeks of maternity leave, except that in the case of multiple births, maternity leave shall extend for a period of 10 weeks from the time it is granted.

[...]

Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :

760.5 Where both parents of a newborn child are staff members of the Pan American Sanitary Bureau, any unused portion of maternity leave granted under this Rule may be used by the other parent of the child, under conditions established by the Bureau.

765. PARENTAL LEAVE

765.1 Upon the birth of a child, a staff member who is the non-gestational parent shall be entitled to parental leave as established herein. This leave is paid with full salary and allowances.

765.2 Upon presentation of satisfactory evidence of the birth of his or her child, a staff member shall be entitled to parental leave. Parental leave must be exhausted within 12 months from the date of the child's birth.

765.3 Staff members holding fixed-term or service appointments shall be entitled to four weeks of parental leave. Parental leave may extend for a period of eight weeks in the case of:

765.3.1 Exceptional circumstances as determined by the Director;

765.3.2 Staff members in the professional and higher categories serving at a non-family duty station;

765.3.3 Adoption of a child, subject to conditions established by the Bureau, and upon presentation of satisfactory evidence of the adoption.

765.4 Staff members holding temporary appointments, as defined in Rule 420.4, shall be entitled to two weeks of parental leave, or four weeks in the case of adoption of a child subject to conditions established by the Bureau and upon presentation of satisfactory evidence of the adoption.

810. TRAVEL OF STAFF MEMBERS

[...]

810.5 On family visit, once in each interval between home leave eligibility dates (or once during an appointment of equivalent duration) from the duty station to the place where the staff member's spouse and children, as defined in Rule 820.1, are residing, and return to the official station, provided that:

Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :

820. TRAVEL OF SPOUSE AND CHILDREN

[...]

820.1.3 each such child for whom travel expenses have previously been paid by the Bureau, to the extent of the final one-way passage either to join the staff member at the duty station or to return to the country of the recognized place of residence within one year after ceasing to qualify as a dependent. The Bureau's financial responsibility shall be limited to the cost of one-way travel between the duty station and the recognized place of residence. However, if the Bureau has paid the round-trip travel expenses of the child under Rule 820.2.5.2, and the travel is completed after the end of the scholastic year in which the child reaches the age of 21, travel under this provision shall not be authorized;

820.1.4 a child for whom a staff member is entitled to the education grant under Rule 350.1.2, for purposes of travel under Rules 820.2.5.1, 820.2.5.2, and 820.2.5.4.

[...]

820.2.5 for a child with respect to whom there is an entitlement to boarding under an education grant in accordance with Rule 350 for study outside the commuting distance of the duty station, provided Rule 650 does not apply:

820.2.5.1 one-way passage from the duty station or elsewhere to the place of study to enter school for the first time; where the child has been residing with the staff member at the duty station, the cost to the Bureau is limited to that of travel from the duty station to the staff member's recognized place of residence; where the child has not joined the staff member at his or her duty station, the cost to the Bureau is limited to that of travel from the staff member's recognized place of residence to the duty station;

[...]

820.2.5.4 the final one-way passage defined in Rule 820.1.3 within one year after the child ceases to qualify for education grant under Rule 350.1.2, provided that such entitlement has not already been exercised under Rule 820.1.3. The Bureau's financial responsibility shall be limited to the cost of one-way travel between the duty station and the recognized place of residence. However, if round-trip travel provided to the child under Rule 820.2.5.2 is completed after the child ceases to qualify for an education grant under Rule 350.1.2, travel under this provision shall not be authorized;

Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :

830. TRAVEL PER DIEM

[...]

830.2 Rates of travel per diem, and the conditions under which they shall be payable to staff members, including for authorized family members, shall be established by the Bureau. The amount of the per diem is considered to represent an average payment in lieu of reimbursement of a portion of the actual incidental expenses occasioned by travel status.

870. EXPENSES ON DEATH

[...]

870.2 A deceased staff member's spouse and child(ren) shall receive a travel and relocation shipment benefit to any place, provided that the Bureau had an obligation to repatriate them under Rule 820.2.7 and that the cost to the Bureau does not exceed that for travel and transportation to the deceased staff member's recognized place of residence. Reimbursement for relocation shipment is determined by Rule 855.1.

1030. TERMINATION FOR REASONS OF HEALTH

1030.1 When, for reasons of health and on the advice of the Staff Physician, it is determined that a staff member is incapable of performing his or her current duties, his or her appointment shall be terminated. The staff member shall be given three months' notice if serving on a service or fixed-term appointment and one month's notice if serving on a temporary appointment. The staff member shall always have the option of resigning.

[...]

1030.3 A staff member whose appointment is terminated under this Rule:

1030.3.1 may be entitled to a disability benefit in accordance with the rules of the Pension Fund;

1030.3.2 may be entitled to a disability payment in accordance with the terms of the insurance coverage provided for in Rule 720.2;

1030.3.3 shall receive a termination payment at the rates set out in Rule 1050.4, provided that the amount due under that Rule, together with any periodic disability benefits due in the 12 months following termination and payable under the provisions of Section 7, shall not exceed one year's terminal remuneration;

Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :

1210. NON-CONFIRMATION OF APPOINTMENT

1210.1 A staff member may appeal against a decision taken under Rule 1060 not to confirm his or her appointment because of unsatisfactory performance or conduct, or because of unsuitability for international service, if he or she considers that such decision has been made for reasons not connected with his or her performance, conduct, or suitability for international service. Such an appeal must be made in writing to the Director within 60 calendar days of receipt of notice of non-confirmation. The Director's decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240 and Rule 1245.

1230. BOARD OF APPEAL

[...]

1230.4 The Chairperson and the members of the Board of Appeal are eligible for re-appointment or re-election at the end of their terms.

1230.5 The following provisions shall govern the conditions of appeal:

1230.5.1 No staff member shall bring an appeal before the Board until all the existing administrative channels have been tried and the action complained of has become final. An action is final when it has been taken by the Organization's senior human resources management official and the staff member has received written notification of the action.

1230.5.2 If the staff member has submitted a written request relating to his or her appointment status, the request shall be deemed to have been rejected and such rejection shall be subject to appeal as if final action had been taken on it as in Rule 1230.1 above if no definitive reply to that request has been made within 60 calendar days.

1230.5.3 A staff member wishing to appeal against a final action must dispatch to the Board, within 60 calendar days after receipt of such notification, a written statement of intent to appeal, specifying the action against which the appeal is made and the subsection(s) of Rule 1230.1 under which the appeal is filed.

1230.6 The Board Chairperson shall convene an Examining Appeal Panel to hear each appeal case. The Examining Appeal Panel shall consist of the following three Board members, each of whom has an equal vote and at least one of whom is from the same staff category to which the appellant belongs:

Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :

1230.6.1 The Board Chairperson;

1230.6.2 One Board member from the panel designated by the Director; and

1230.6.3 One Board member from the panel elected by the staff.

1230.7 Using a system of rotation, the Board Chairperson shall nominate two members of the Board of Appeal to participate on an Examining Appeal Panel. The appellant and the Administration shall each have the right to object to any member nominated by the Chairperson, in accordance with procedures set forth in the Board of Appeal Rules of Procedure.

1230.8 The reporting procedure of the Board of Appeal shall be as follows:

1230.8.1 The Board Chairperson shall submit the findings and recommendations of an Examining Appeal Panel to the Director within 120 calendar days of:

- 1) the date that all pleadings and relevant documentation have been received by the Examining Appeal Panel; or
- 2) the conclusion of an oral hearing, and receipt of any relevant documentation requested by the Examining Appeal Panel during the hearing.

This period may be extended by the Board Chairperson if both the appellant and the Administration agree.

1230.8.2 The final decision in appeal matters heard by the Board of Appeal rests with the Director, who shall inform the appellant of his or her decision within 60 calendar days of receipt of the Examining Appeal Panel's report. A copy of the report shall accompany the decision. If no decision is taken by the Director within this period, the recommendations of the Examining Appeal Panel shall be deemed to have been rejected and such rejection shall be subject to appeal, as provided in Rule 1240, as if a final action had been taken.

1230.9 The Organization shall establish Rules of Procedure to be followed by the Board of Appeal in all appeal matters filed with the Board under this Section.

Les modifications substantielles présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :

1245. EFFECT OF APPEALS ON ADMINISTRATIVE ACTION

The filing of an appeal under any of the procedures described in this section shall not constitute grounds for delaying the administrative action against which the appeal is made.

1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT

[...]

1310.5 At designated duty stations, a mobility incentive and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 through P.3. The Bureau shall establish, on the basis of procedures agreed among the international organizations in the United Nations common system, the criteria under which the mobility incentive and hardship allowance may be payable.



Rapport sur les incidences financières et administratives qu'aura pour le BSP le projet de résolution

1. **Point de l'ordre du jour :** 6.1 – Amendements au Statut et au Règlement du personnel du Bureau sanitaire panaméricain

2. **Lien avec le [Budget programme de l'Organisation panaméricaine de la Santé pour 2020-2021](#) :**

Résultat intermédiaire 28. Gestion et administration

3. **Incidences financières :**

a) **Coût estimatif total de la mise en œuvre de la résolution sur toute sa durée (activités et personnel compris) :**

Les incidences financières associées à la recommandation de la Commission de la fonction publique internationale en faveur d'une augmentation dans le barème des traitements de base minima sont estimées à environ US\$ 540 000 par an, à travers le système des Nations Unies tout entier, eu égard au barème des paiements applicables à la cessation de service en vertu de l'article 380.2 du Règlement du personnel.

Les incidences financières associées à la prolongation du congé de maternité, qui passe de 16 semaines à 20 semaines pour les membres du personnel qui donnent naissance à plus d'un enfant, sont insignifiantes.

b) **Coût estimatif pour l'exercice 2020-2021 (activités et personnel compris) :**
Insignifiant.

c) **Sur le coût estimatif indiqué au point b), quel montant peut être inclus dans les activités programmées existantes ? :**

Tous les coûts sont inclus dans les coûts totaux budgétés pour les postes de catégorie professionnelle de l'ONU.

4. **Incidences administratives :**

a) **Indiquer les niveaux de l'Organisation où les activités seront exécutées :**

Le Département de la gestion des ressources humaines révisera les documents de politique en matière de ressources humaines aux fins de conformité avec les amendements apportés au Règlement du personnel.

b) **Besoins supplémentaires de dotations en personnel (indiquer le personnel supplémentaire à plein temps nécessaire, en précisant les qualifications requises) :**

Sans objet.

c) **Calendriers (indiquer des calendriers approximatifs pour la mise en œuvre et l'évaluation) :**

Les amendements au Règlement du personnel entrent en vigueur lorsqu'ils sont approuvés par le Directeur, sous réserve de confirmation par le Comité exécutif, et sont évalués en permanence.



Formulaire analytique visant à lier un point de l'ordre du jour aux missions de l'Organisation

<p>1. Point de l'ordre du jour : 6.1 – Amendements au Statut et au Règlement du personnel du Bureau sanitaire panaméricain</p>
<p>2. Unité responsable : Gestion des ressources humaines</p>
<p>3. Fonctionnaire chargé de la préparation : Mayra De La Garza, Conseillère principale en gestion des ressources humaines</p>
<p>4. Liens entre ce point de l'ordre du jour et le Programme d'action sanitaire durable pour les Amériques 2018-2030 : Sans objet.</p>
<p>5. Liens entre ce point de l'ordre du jour et le Plan stratégique de l'Organisation panaméricaine de la Santé 2020-2025 : Résultat intermédiaire 28, Gestion et administration</p>
<p>6. Liste de centres collaborateurs et d'institutions nationales liés à ce point de l'ordre du jour : Sans objet.</p>
<p>7. Meilleures pratiques appliquées dans ce secteur et exemples tirés des pays de la Région des Amériques : Les amendements au Règlement du personnel sont proposés aux fins de cohérence avec les organisations appartenant au régime commun des Nations Unies et pour les aligner sur celui de l'Organisation mondiale de la Santé, compte tenu de l'expérience et dans l'intérêt des pratiques de bonne gestion des ressources humaines.</p>
<p>8. Incidences financières du point de l'ordre du jour en question : Minimales. Les coûts sont inclus dans les coûts totaux budgétés pour les postes de catégorie professionnelle des Nations Unies.</p>