



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



## **42nd DIRECTING COUNCIL**

### **52nd SESSION OF THE REGIONAL COMMITTEE**

*Washington, D.C., 25-29 September 2000*

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*Provisional Agenda Item 5.3*

CD42/23 (Eng.)

18 July 2000

ORIGINAL: ENGLISH

### **SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU**

The Fifty-third World Health Assembly of WHO, upon the recommendation of the Executive Board and in keeping with the decision of the General Assembly of the United Nations to revise the base/floor salary scale for staff in the professional and higher categories, established the annual salary for staff in ungraded posts and for the Director-General of WHO (Resolution WHA53.7).

It should be pointed out that the recommendation of the Executive Board approved by the World Health Assembly was based on the review carried out by the International Civil Service Commission concerning the base/floor salary scale for the professional and higher categories. The purpose of the revision was to reflect an increase of 3.42% through the consolidation of post adjustment classes into the net base salary, on a “no loss–no gain” basis, with effect from 1 March 2000.

The PAHO Staff Rules provide, in Rule 330.3, that the salary of the Director will be fixed by the Pan American Sanitary Conference or the Directing Council.

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director at the USG level of the UN system salary scale, which in the past WHO structure corresponded to the WHO Deputy Director-General.

In accordance with Resolution CD20.R20 of the 20th Directing Council (1971), which requested the Executive Committee, in cases of any future salary adjustments with respect to professional and ungraded categories of posts, to make recommendations to the Conference or the Directing Council concerning the appropriate level of the salary of the Director, the Executive Committee at its 126th Session dealt with the subject as set forth in Document CE126/23 (see Annex A) and adopted Resolution CE126.R12 (Annex B).

After considering the matter, the Directing Council may wish to adopt a resolution along the following lines:

*Proposed Resolution*

***THE 42nd DIRECTING COUNCIL,***

Considering the revision made to the base/floor salary scale for the professional and higher-graded categories of staff, effective 1 March 2000;

Taking into account the decision of the Executive Committee at its 126th Session to adjust the salaries of the Deputy Director and Assistant Director (Resolution CE126.R12);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution CE126.R12); and

Bearing in mind the provisions of Staff Rule 330.3,

***RESOLVES:***

To establish the annual net salary of the Director of the Pan American Sanitary Bureau at \$108,242 (dependency rate) and \$97,411 (single rate), effective 1 March 2000.

Annexes



PAN AMERICAN HEALTH ORGANIZATION  
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## 126th SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., 26-30 June 2000

CD42/23 (Eng.)  
Annex A

*Provisional Agenda Item 6.1*

CE126/23 (Eng.)  
14 April 2000  
ORIGINAL: ENGLISH

### AMENDMENTS TO THE PASB STAFF RULES

In accordance with the provisions of Staff Rule 020, the Director submits to the Executive Committee, as annex to this document, for confirmation, the amendments to the Staff Rules he has made since the 124th Session.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its 105th Session (Resolutions EB105.R13 and EB105.R14) and are in compliance with paragraph 2 of Resolution CE59.R19 adopted by the Executive Committee at its 59th Session (1968), which requested the Director to continue to introduce changes as he deems necessary to maintain close similarity between the provisions of the Staff Rules of the Pan American Sanitary Bureau (PASB) and those of the World Health Organization (WHO).

The amendments presented result from decisions taken by the United Nations General Assembly at its fifty-fourth session on the basis of recommendations made by the International Civil Service Commission (ICSC), in accordance with United Nations common system arrangements.

The amendments implement the results of periodic updates by the Commission, based on established methodologies. The annex to this document contains the text of the amended Staff Rules. The effective date of these changes is 1 March 2000.

These additional costs under the regular budget will be absorbed under the appropriate allocations for the 2000-2001 program budget.

The Committee is invited to consider a draft resolution which confirms the amendments contained in this document, modifies the remuneration of staff in ungraded posts, and recommends to the 42nd Directing Council modification in the remuneration of the Director.

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Annex

## **1. Schedule of Salaries for the Professional and Higher-graded Categories**

The United Nations General Assembly approved, with effect from 1 March 2000, the revised base/floor salary scale for the professional and higher-graded categories, incorporating an increase of 3.42% through the consolidation of post adjustment classes into the net base salary, on a “no loss-no gain” basis. Changes will also be required to the schedule of staff assessment rates for professional and higher-graded staff.

Staff Rules 330.1.1 and 330.2 have been modified accordingly.

## **2. Salaries of the Deputy Director and Assistant Director, and of the Director**

As a consequence of the revision of the base/floor salary scale for professional and higher-graded categories described above, modifications in the salaries of the posts of Deputy Director, Assistant Director, and Director should also be made.

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

Considering that PASB Staff Regulation 3.1 states: “The salaries for the Deputy Director and Assistant Director shall be determined by the Director of the Bureau with the approval of the Executive Committee,” the Committee may wish to follow this practice and adjust the annual net salary of the Deputy Director to \$99,278 per annum at dependency rate and \$89,899 per annum at single rate, and that of the Assistant Director to \$98,278 per annum at dependency rate and \$88,899 per annum at a single rate, effective 1 March 2000.

The 20th Directing Council, in operative paragraph 2 of Resolution CD20.R20, requested “the Executive Committee, in case of any future adjustments in respect of professional and ungraded categories of posts, to make recommendations to the Conference or the Directing Council concerning the appropriate level of the salary of the Director.”

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director at the USG level of the UN system salary scale, which in the past WHO structure corresponded to the WHO Deputy Director-General.

The Executive Committee following this guide, may wish to recommend to the 42nd Directing Council that it adjust the annual salary of the Director to \$108,242 per annum at dependency rate and \$97,411 per annum at single rate, effective 1 March 2000. The above changes are also on the basis of the “no loss-no gain” formula.

### **3. Action by the Executive Committee**

In the light of these revisions the Committee may wish to consider the following:

#### *Proposed Resolution*

#### *THE 126th SESSION OF THE EXECUTIVE COMMITTEE,*

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE126/23;

Taking into account the actions of the Fifty-third World Health Assembly related to the remuneration of the Regional Directors and Senior Advisors and the Director-General;

Bearing in mind the provisions of Staff Rule 020 and Staff Regulation 3.1 of the Pan American Sanitary Bureau, and Resolution CD20.R20 of the 20th Directing Council; and

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

#### *RESOLVES:*

1. To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE126/23, with effect from 1 March 2000, concerning the salary scale and staff assessment rates for use in conjunction with gross base salaries applicable to staff in the professional category and Directors' posts.
2. To establish, effective 1 March 2000:
  - (a) the net annual salary of the Deputy Director at \$99,278 at dependency rate and \$89,899 at single rate;

(b) The annual net salary of the Assistant Director at \$98,278 at dependency rate and \$88,899 at single rate.

3. To recommend to the 42nd Directing Council that it establish the annual salary of the Director at \$108,242 at dependency rate and \$97,411 at single rate, effective 1 March 2000.

Annex A: Amendments to the PASB Staff Rules

Annex B: Resolution CE126.R12

**Text of the Amended Staff Rules**

330. SALARIES

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

330.1.1 For professional and higher graded staff:<sup>1</sup>

Assessable income	Staff assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2)
US\$	%
First \$30,000	18
Next \$30,000	28
Next \$30,000	34
Remaining assessable payments	38

Amounts of staff assessment for those with neither a dependent spouse nor a dependent child would be equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.

330.2 The following schedule of annual gross and annual net base salaries shall apply to all professional category and directors' posts with effect from 1 March 2000:

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<sup>1</sup> With effect from 1 March 2000



**Salary scale for the professional and higher-graded categories  
showing annual gross salaries and net equivalents after application of staff assessment<sup>1</sup>  
(US dollars)**

Level	Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D2	Gross	117 550	120 165	122 777	125 389	128 002	130 615									
	Net D	83 081	84 702	86 322	87 941	89 561	91 181									
	Net S	76 325	77 683	79 041	80 398	81 756	83 113									
D-1	Gross	103 763	106 000	108 239	110 471	112 710	114 947	117 185	119 423	121 658						
	Net D	74 533	75 920	77 308	78 692	80 080	81 467	82 855	84 242	85 628						
	Net S	68 893	70 112	71 329	72 545	73 763	74 972	76 135	77 297	78 459						
P-5	Gross	91 215	93 239	95 265	97 289	99 313	101 335	103 361	105 385	107 408	109 434	111 458	113 481	115 505		
	Net D	66 753	68 008	69 264	70 519	71 774	73 028	74 284	75 539	76 793	78 049	79 304	80 558	81 813		
	Net S	62 014	63 164	64 267	65 370	66 471	67 572	68 674	69 776	70 878	71 980	73 082	74 183	75 262		
P-4	Gross	75 424	77 282	79 135	80 986	82 844	84 697	86 552	88 406	90 279	92 252	94 224	96 202	98 174	100 148	102 124
	Net D	56 380	57 606	58 829	60 051	61 277	62 500	63 724	64 948	66 173	67 396	68 619	69 845	71 068	72 292	73 517
	Net S	52 503	53 629	54 751	55 872	56 996	58 116	59 238	60 360	61 481	62 603	63 701	64 778	65 852	66 926	68 002
P-3	Gross	61 730	63 473	65 217	66 956	68 700	70 441	72 182	73 926	75 668	77 411	79 153	80 894	82 636	84 377	86 121
	Net D	47 342	48 492	49 643	50 791	51 942	53 091	54 240	55 391	56 541	57 691	58 841	59 990	61 140	62 289	63 440
	Net S	44 191	45 248	46 307	47 364	48 422	49 479	50 536	51 594	52 650	53 708	54 762	55 816	56 870	57 923	58 977
P-2	Gross	50 349	51 779	53 206	54 635	56 063	57 490	58 919	60 377	61 938	63 495	65 052	66 612			
	Net D	39 251	40 281	41 308	42 337	43 365	44 393	45 422	46 449	47 479	48 507	49 534	50 564			
	Net S	36 815	37 749	38 680	39 612	40 543	41 477	42 424	43 368	44 317	45 263	46 208	47 155			
P-1	Gross	38 988	40 363	41 735	43 108	44 479	45 851	47 226	48 599	49 969	51 343					
	Net D	31 071	32 061	33 049	34 038	35 025	36 013	37 003	37 991	38 978	39 967					
	Net S	29 310	30 221	31 131	32 043	32 953	33 863	34 775	35 674	36 568	37 465					

<sup>1</sup> This scale will be implemented in conjunction with a consolidation of 3.42% of post adjustment. Post adjustment indices and multipliers at all duty stations will be modified, effective 1 March 2000. Therefore, changes in post adjustment classifications will be implemented on the basis of the movements of the consolidated post adjustment indices.

D = Rate applicable to staff members with a dependant spouse or child.  
S = Rate applicable to staff members with no dependant spouse or child.



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## **126th SESSION OF THE EXECUTIVE COMMITTEE**

*Washington, D.C., 26-30 June 2000*

CD42/23 (Eng.)  
Annex B

### ***RESOLUTION***

#### ***CE126.R12***

#### **AMENDMENTS TO THE PASB STAFF RULES**

##### ***THE 126th SESSION OF THE EXECUTIVE COMMITTEE,***

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE126/23;

Taking into account the actions of the Fifty-third World Health Assembly related to the remuneration of the Regional Directors and Senior Advisors and the Director-General;

Bearing in mind the provisions of Staff Rule 020 and Staff Regulation 3.1 of the Pan American Sanitary Bureau, and Resolution CD20.R20 of the 20th Directing Council; and

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

#### ***RESOLVES:***

1. To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE126/23, with effect from 1 March 2000, concerning the salary scale and staff assessment rates for use in conjunction with gross base salaries applicable to staff in the professional category and directors' posts.

2. To establish, effective 1 March 2000:
  - (a) the net annual salary of the Deputy Director at \$99,278 at dependency rate and \$89,899 at single rate;
  - (b) the annual net salary of the Assistant Director at \$98,278 at dependency rate and \$88,899 at single rate.
  
3. To recommend to the 42nd Directing Council that it establish the annual salary of the Director at \$108,242 at dependency rate and \$97,411 at single rate, effective 1 March 2000.

*(Seventh meeting, 29 June 2000)*