



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



47th DIRECTING COUNCIL **58th SESSION OF THE REGIONAL COMMITTEE**

Washington, D.C., USA, 25-29 September 2006

Provisional Agenda Item 5.7

CD47/27 (Eng.)
22 August 2006
ORIGINAL: ENGLISH

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

Salary of the Director

1. Following a decision to reduce the staff assessment in order to lower the Tax Equalization Fund, the United Nations General Assembly approved a revised salary scale effective 1 January 2006. While this decision has lowered the gross salary at the various levels in the professional and higher categories, the corresponding net salaries remain identical to those established on 1 January 2005.
2. In conformity with Staff Rule 330.4, the salaries of the Deputy Director and Assistant Director are established by the Director with the approval of the Executive Committee, whereas the salary of the Director is established by the Conference or Directing Council.
3. At its 138th session, the Executive Committee recommended to the 47th Directing Council approval of a revised annual gross salary for the post of Director at US\$176,877 (from the previous gross salary established in January 2005 of US\$189,952).

Amendments to the Staff Rules

4. In accordance with Staff Regulation 12.2, the Director submits to the Directing Council for information the changes to the Staff Rules that were made by the Director of the Pan American Sanitary Bureau and confirmed by the Executive Committee at its 138th session (see Resolution CE138.R7).

Amendments to the Staff Regulations

5. In accordance with Staff Regulation 12.1, the Director submits to the Directing Council for approval amendments to Staff Regulations 1.12 through 1.15.

6. These amendments are considered necessary in light of experience and in the interest of good personnel management. These Staff Regulations relate to national employees and should therefore be renumbered and moved to a new Article XIII under the Annex to the Staff Rules and Staff Regulations which governs national employees. Minor editorial changes are also being made to Staff Regulation 1.12.

Action by the Directing Council

7. In consequence of these revisions, the Directing Council may wish to consider the following resolutions, approving the amendments to the Staff Regulations and a revised gross salary for the Director.

Proposed Resolution

SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU

THE 47th DIRECTING COUNCIL

Considering the reduction in the staff assessment needed in order to lower the Tax Equalization Fund;

Taking into account the decision of the Executive Committee at its 138th Session to adjust the gross annual salaries of the Deputy Director and Assistant Director; and

Noting the recommendation of the Executive Committee with regard to the gross annual salary of the Director,

RESOLVES

To establish, effective 1 January 2006, the gross salary of the Director of the Pan American Sanitary Bureau at US\$176,877 per annum.

Proposed Resolution

**AMENDMENT TO THE STAFF REGULATIONS OF THE
PAN AMERICAN SANITARY BUREAU**

THE 47th DIRECTING COUNCIL

Taking note of the changes that were made to the Staff Rules of the Pan American Sanitary Bureau, as confirmed by the Executive Committee at its 138th session;

Having considered the recommendation of the Executive Committee regarding the renumbering of Staff Regulations 1.12 through 1.15 under a new Article XIII with respect to national employees; and

Bearing in mind the provisions of Staff Regulation 12.1,

RESOLVES

To approve the amendments to Staff Regulations 1.12 through 1.15 with respect to national employees.

Annex

<ul style="list-style-type: none"> PRESENT TEXT 	<ul style="list-style-type: none"> NEW TEXT
<ul style="list-style-type: none"> ARTICLE I Duties, Obligations and Privileges ... 1.12 The Bureau may hire under local conditions of employment national staff members (nationals of the country and aliens, whether residents or not, who legally qualify for the employment there) to whom the Staff Regulations and Rules shall not apply save in regard to the present Article 1 on Duties, Obligations and Privileges as national employees and not as international functionaries. Respecting privileges, such employees shall be governed by the Basic Agreement on Privileges and Immunities between the Organization and the country in which they are employed. 1.13 The contracts of such national employees shall be governed by the labor laws and practices of the country concerned, including those of work-related accidents, social security and pensions, without prejudice to the privileges and immunities of the Organization. 1.14 The Director shall determine the posts to be subject to these rules and shall establish scales of salaries and allowances, in conformity with competitive conditions of employment of the locality in the type of work performed or related to the functions of the office. 1.15 In accordance with their respective contracts, national employees shall have access to arbitration in the countries in which they are employed for the settlement of disputes and shall therefore have no access to the local labor tribunals or the Administrative Tribunal of the International Labour Organization, whose competence is not recognized in respect of national employees. Such access to arbitration shall be without prejudice to the privileges and immunities of the Organization under international law. 	<ul style="list-style-type: none"> ARTICLE I XIII Duties, Obligations and Privileges ... 1.12 13.1 The Bureau may hire under local conditions of employment national staff members employees (nationals of the country and aliens, whether residents or not, who legally qualify for the employment there) to whom the Staff Regulations and Rules shall not apply save in regard to the present except with regard to Article 1 on Duties, Obligations and Privileges as national employees and not as international functionaries. Respecting privileges, such employees shall be governed by the Basic Agreement on Privileges and Immunities between the Organization and the country in which they are employed. 1.13 13.2 The contracts of such national employees shall be governed by the labor laws and practices of the country concerned, including those of work-related accidents, social security and pensions, without prejudice to the privileges and immunities of the Organization Bureau. 1.14 13.3 The Director Bureau shall determine the posts to be subject to these rules and shall establish scales of salaries and allowances, in conformity with competitive conditions of employment of the locality in the type of work performed or related to the functions of the office. 1.15 13.4 In accordance with their respective contracts, national employees shall have access to arbitration in the countries in which they are employed for the settlement of disputes and shall therefore have no access to the local labor tribunals or the Administrative Tribunal of the International Labour Organization, whose competence is not recognized in respect of national employees. Such access to arbitration shall be without prejudice to the privileges and immunities of the Organization Bureau under international law.
