



世界卫生组织

执行委员会
第一〇七届会议
临时议程项目 6.1

EB107/16 Add.1
2001年1月3日

国际公务员制度委员会的报告

秘书处的报告

1. 根据《人事条例》第12.2条，现将总干事对《职员细则》的修订款提交给执行委员会确认。
2. 这些修订款产生于联合国大会在其第五十五届会议上在国际公务员制度委员会建议的基础上根据共同系统的安排作出的决定。EB107/16号文件提供了详情。修订款的文本列于本文件附件¹。

执行委员会的行动

3. 请执行委员会考虑下列决议草案。

决议1

执行委员会

确认根据《人事条例》第12.2条，总干事对《职员细则》所作的如下修订：自2001年1月1日起修订专业人员以上职类的扶养津贴，以及从2001年3月1日起修订专业人员以上职类职员适用的基薪毛额使用的薪级表。

¹ 只有英文、法文。

决议2

执行委员会

建议第五十四届世界卫生大会通过下列决议：

第五十四届世界卫生大会，

注意到执行委员会关于不叙级职位职员和总干事薪酬的建议，

1. 确定不叙级职位在扣除薪金税以前的年薪为167 035美元，因而修订的净工资为113 379美元（单身者）；
762美元（有受扶养者）或102 379美元（单身者）；
2. 确定总干事在扣除薪金税以前的年薪为205 309美元，因而修订的净工资为137 492美元（有受扶养者）或122 268美元（单身者）。

附 件

TEXT OF AMENDED STAFF RULES

330. SALARIES

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330.2 The following schedule of annual gross and annual net base salaries shall apply to all professional and higher category posts with effect from 1 March 2001:

Salary scale for the professional and higher graded categories: annual gross salaries and net equivalents after application of staff assessment¹
(effective 1 March 2001)
 (US dollars)

Level		Step															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
D-2	Gross	124 384	127 132	129 877	132 623	135 369	138 115										
	Net D	87 318	89 022	90 724	92 426	94 129	95 831										
	Net S	80 218	81 645	83 072	84 498	85 925	87 352										
D-1	Gross	109 894	112 245	114 598	116 944	119 297	121 648	124 002	126 352	128 702							
	Net D	78 334	79 792	81 251	82 705	84 164	85 622	87 081	88 538	89 995							
	Net S	72 407	73 687	74 967	76 245	77 525	78 796	80 018	81 240	82 460							
P-5	Gross	96 705	98 832	100 961	103 089	105 216	107 342	109 471	111 598	113 724	115 853	117 982	120 106	122 234			
	Net D	70 157	71 476	72 796	74 115	75 434	76 752	78 072	79 391	80 709	82 029	83 349	84 666	85 985			
	Net S	65 176	66 385	67 545	68 703	69 862	71 018	72 177	73 335	74 493	75 651	76 809	77 966	79 101			
P-4	Gross	79 780	81 733	83 680	85 627	87 579	89 527	91 571	93 645	95 723	97 795	99 869	101 947	104 019	106 095	108 171	
	Net D	59 255	60 544	61 829	63 114	64 402	65 688	66 974	68 260	69 548	70 833	72 119	73 407	74 692	75 979	77 266	
	Net S	55 180	56 364	57 543	58 722	59 902	61 080	62 259	63 439	64 617	65 796	66 949	68 082	69 210	70 340	71 470	
P-3	Gross	65 388	67 220	69 053	70 880	72 714	74 544	76 373	78 206	80 038	81 868	83 700	85 529	87 361	89 191	91 089	
	Net D	49 756	50 965	52 175	53 381	54 591	55 799	57 006	58 216	59 425	60 633	61 842	63 049	64 258	65 466	66 675	
	Net S	46 445	47 556	48 669	49 780	50 892	52 002	53 113	54 225	55 335	56 447	57 555	58 663	59 770	60 877	61 985	
P-2	Gross	53 129	54 632	56 132	57 633	59 135	60 692	62 332	63 967	65 606	67 244	68 879	70 520				
	Net D	41 253	42 335	43 415	44 496	45 577	46 657	47 739	48 818	49 900	50 981	52 060	53 143				
	Net S	38 694	39 675	40 653	41 633	42 611	43 592	44 587	45 580	46 577	47 571	48 564	49 561				
P-1	Gross	41 189	42 633	44 075	45 519	46 960	48 403	49 847	51 290	52 731	54 174						
	Net D	32 656	33 696	34 734	35 774	36 811	37 850	38 890	39 929	40 966	42 005						
	Net S	30 805	31 763	32 720	33 677	34 633	35 590	36 548	37 493	38 434	39 375						

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

¹ This scale will be implemented in conjunction with a consolidation of 5.1% of post adjustment. Post adjustment indices and multipliers at all duty stations will be modified, effective 1 March 2001. Thereafter, changes in post adjustment classifications will be implemented on the basis of movements of the consolidated post-adjustment indices.

340. DEPENDANTS' ALLOWANCES

A staff member in a post of professional or higher grade, except for short-term staff members appointed under Rule 1320 or consultants appointed under Rule 1330, is entitled to a dependant's allowance for dependants as defined in Rule 310.5, to be paid as follows:

340.1 **US\$ 1936** per annum for a child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.

340.2 **US\$ 3872** per annum for a child who is physically or mentally incapacitated, subject to the conditions defined in Rule 340.1, except that if the staff member has no dependent spouse and receives the "with dependant" rate of net salary by virtue of such a child, an allowance of **US\$ 1936** shall be payable.

340.3 **US\$ 693** per year for a father, mother, brother or sister.

Note: Adjustments shown in boldface type.

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