



世界卫生组织

执行委员会
第一一一届会议
临时议程项目 8.1

EB111/19 Add.1
2003 年 1 月 7 日

《职员细则》修订款¹

秘书处的报告

1. 本文件提出的修订出自联合国大会第五十七届会议根据国际公务员制度委员会（ICSC）的建议作出的决定。根据《职员条例》12.2 条，总干事现提交这些修订款供执委会确认。秘书处在国际公务员制度委员会的基础上形成的报告²含有建议的依据。

专业人员以上职类薪酬

2. 报告中提出，委员会建议有差别地增加专业人员以上职类薪资表的薪酬，幅度从 P.1 级的 0.45% 至 D.1 级的 13.3% (D.2 以上级别的 10.7%)，平均增加 5.7%。目的不仅是针对整体差额水平³，而且也针对薪资表中较高职等的低差额水平以及薪资表中较低职等的高差额水平。

3. 经过广泛的讨论，联合国大会在 2002 年 12 月 20 日的 57/285 号决议中批准下述按级别的实际净提薪：P.4: 1.3%，P.5: 2.6%，D.1: 9.1%，D.2: 6.3%。自 2003 年 1 月 1 日开始生效的这些增加的薪资将使这些级别的差额水平达到 111 和超过 112.2，对于 P.1 至 P.3 级别未批准提薪，这些级别的差额已达到或超过 115 的中点。

4. 对《职员细则》330.2 条进行了如附件中所示的相应修订。

¹ 执行委员会委员可在会议室获得《职员细则》和《职员条例》的副本。

² 文件 EB111/18。

³ 纽约联合国系统专业人员以上职位净薪酬与当前比较国（美利坚合众国联邦公务员制度）在华盛顿（哥伦比亚特区）相应职位中所用雇员薪酬净额之间的关联。

不叙级职位职员和总干事的薪酬

5. 作为对联合国大会上述决定的补充，总干事根据《职员条例》3.1 条建议执行委员会应向第五十六届世界卫生大会提出修订不叙级职位薪酬的建议。从而，不叙级职位的毛工资每年为 169 366 美元，净工资为 115 207 美元(有受抚养人者)或 104 324 美元(单身者)。

6. 应对总干事的薪酬作出相似的调整，从而这一职位的毛工资为 228 403 美元，相应的净工资为 151 810 美元(有受抚养者)或 135 000 美元(单身者)。

教育补助金水平的审查

7. 联合国大会通过了委员会关于提高七个国家或货币区域的认可费用最高限额和教育补助金最高限额：奥地利(欧元)、瑞士(瑞士法郎)、西班牙(欧元)、大不列颠及北爱尔兰联合王国(英镑)、意大利(欧元)、美国国内的美元以及美国之外的美元。还提高了某些指定工作地点的膳宿费用最高限额。教育补助金金额的变化将于 2003 年 1 月 1 日开始的学年适用。从而对《职员细则》350.1、350.2.2 和 355 条进行了如所附附件中的修订。

危险工作津贴

8. 联合国大会要求委员会在 2003 年中再次考虑其关于提高高危地点当地征聘工作人员的危险工作津贴。

财政影响

9. 提高专业人员以上职类薪资表的薪酬造成的财务影响估计将使正常预算每个双年度增加大约 800 万美元，预算外资源每双年度约增加 700 万美元。对 2002 - 2003 年双年度造成的财务影响正常预算约为 400 万美元，预算外资源约为 350 万美元。

10. 教育补助金的增加数额¹将由向各区域及全球和区域间活动的拨款中支付。

¹ 参阅文件 EB111/18。

执行委员会的行动

11. 根据这些修订，执委会拟可考虑下述关于(i)确认本文件附件中所列的《职员细则》修订款；以及(ii)建议卫生大会修订不叙级职位和总干事职位毛工资和净工资的决议草案：

决议 1

执行委员会

根据《职员条例》12.2 条**确认**总干事提出的自 2003 年 1 月 1 日生效的关于适用于专业人员以上职类薪金表以及关于自 2003 年 1 月 1 日开始的学年实行的教育补助金的《职员细则》修订款。

决议 2

执行委员会

建议第五十六届世界卫生大会通过下述有关不叙级职位职员和总干事薪酬的决议：

第五十六届世界卫生大会，

注意到执行委员会有关不叙级职位职员和总干事薪酬的建议，

1. **确定**不叙级职位的工资在交纳薪金税前为每年 169 366 美元，因而修订的净工资为 115 207 美元（有受抚养人者）或 104 324 美元（单身者）；
2. **确定**总干事的工资在交纳薪金税前为每年 228 403 美元，因而修订的净工资为 151 810 美元（有受抚养人者）或 135 000 美元（单身者）；
3. **决定**对薪酬的这些调整从 2003 年 1 月 1 日起生效。

ANNEX
AMENDMENTS TO THE STAFF RULES

330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply to all professional and higher category posts:

Effective 1 January 2003

Level		Steps															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
D-2	Gross	139 050	142 085	145 119	148 154	151 189	154 223										
	Net D	96 411	98 292	100 174	102 055	103 937	105 818										
	Net S	88 571	90 159	91 741	93 318	94 890	96 456										
P-6/D-1	Gross	126 713	129 377	132 041	134 705	137 369	140 033	142 697	145 361	148 024							
	Net D	88 762	90 414	92 065	93 717	95 369	97 020	98 672	100 324	101 975							
	Net S	82 045	83 481	84 913	86 342	87 768	89 190	90 609	92 025	93 437							
P-5	Gross	104 102	106 369	108 635	110 901	113 168	115 434	117 701	119 967	122 234	124 500	126 766	129 033	131 299			
	Net D	74 743	76 149	77 554	78 959	80 364	81 769	83 174	84 580	85 985	87 390	88 795	90 200	91 606			
	Net S	69 437	70 685	71 930	73 174	74 416	75 655	76 892	78 127	79 360	80 591	81 820	83 046	84 271			
P-4	Gross	84 435	86 489	88 544	90 637	92 824	95 011	97 198	99 385	101 572	103 759	105 946	108 133	110 320	112 507	114 694	
	Net D	62 327	63 683	65 039	66 395	67 751	69 107	70 463	71 819	73 175	74 530	75 886	77 242	78 598	79 954	81 310	
	Net S	58 041	59 276	60 509	61 740	62 971	64 200	65 429	66 656	67 881	69 106	70 329	71 551	72 772	73 992	75 211	
P-3	Gross	68 306	70 208	72 112	74 011	75 915	77 815	79 715	81 620	83 523	85 423	87 326	89 226	91 202	93 226	95 250	
	Net D	51 682	52 937	54 194	55 447	56 704	57 958	59 212	60 469	61 725	62 979	64 235	65 489	66 745	68 000	69 255	
	Net S	48 242	49 396	50 553	51 706	52 862	54 015	55 169	56 324	57 477	58 632	59 782	60 933	62 083	63 233	64 384	
P-2	Gross	55 346	56 907	58 465	60 027	61 729	63 429	65 130	66 829	68 532	70 233	71 932	73 636				
	Net D	42 849	43 973	45 095	46 218	47 341	48 463	49 586	50 707	51 831	52 954	54 075	55 200				
	Net S	40 191	41 210	42 226	43 244	44 260	45 279	46 313	47 344	48 379	49 412	50 444	51 479				
P-1	Gross	42 944	44 444	45 942	47 442	48 939	50 438	51 938	53 436	54 932	56 432						
	Net D	33 920	35 000	36 078	37 158	38 236	39 315	40 395	41 474	42 551	43 631						
	Net S	31 997	32 992	33 986	34 980	35 974	36 967	37 962	38 944	39 921	40 899						

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

Former text	New text
<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3. The amount of the grant payable under this Rule shall be 75% of the education expenses actually incurred and admissible under Rule 350.2. The maximum grant per child per year shall not exceed a total payment of US\$ 9750 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations, the amount of the grant in respect of primary and secondary education shall be increased by an additional amount corresponding to 100% of boarding costs up to US\$ 5060 per child per year or, for expenses incurred in certain local currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. This rule does not apply to staff holding temporary appointments as defined in Rule 420.3 or to consultants appointed under Rule 1330.</p> <p>The grant is payable in respect of:</p> <p>350.1.1 each child as defined under Rule 310.5.2, except that the entitlement to the grant in respect of such a child shall extend up to the end of the scholastic year in which he reaches the age of 21;</p> <p>350.1.2 each child as defined under Rule 310.5.2, after such child has reached the age of 21 and not beyond the scholastic year in which he reaches the age of 25, up to the end of the fourth year of post-secondary studies or award of the first recognized degree, whichever is earlier.</p>	<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3. The amount of the grant payable under this Rule shall be 75% of the education expenses actually incurred and admissible under Rule 350.2. The maximum grant per child per year shall not exceed a total payment of US\$ 11 115 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations, the amount of the grant in respect of primary and secondary education shall be increased by an additional amount corresponding to 100% of boarding costs up to US\$ 5235 per child per year or, for expenses incurred in certain local currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. This rule does not apply to staff holding temporary appointments as defined in Rule 420.3 or to consultants appointed under Rule 1330.</p> <p>350.1.1 <i>Unchanged</i></p> <p>350.1.2 <i>Unchanged</i></p>

Former text	New text
<p>350.2 This grant is payable for:</p> <p>350.2.1 the cost of full-time attendance at an educational institution in the country or area of the official station (see also Rule 350.2.5);</p> <p>350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of board if provided by the institution. Where board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be US\$ 3373 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations the flat amount in respect of primary and secondary education is US\$ 5060, or for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p>	<p>350.2 This grant is payable for:</p> <p>350.2.1 <i>Unchanged</i></p> <p>350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of board if provided by the institution. Where board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be US\$ 3490 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations the flat amount in respect of primary and secondary education is US\$ 5235, or for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p>
<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>Staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a special education grant in respect of any physically or mentally incapacitated child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 25. The amount of the grant per child per year shall be 100% of the special education expenses actually incurred up to a maximum of US\$ 13 000 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, up to a maximum amount established in those currencies. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.</p>	<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>Staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a special education grant in respect of any physically or mentally incapacitated child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 25. The amount of the grant per child per year shall be 100% of the special education expenses actually incurred up to a maximum of US\$ 14 820 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, up to a maximum amount established in those currencies. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.</p>