



Утверждение поправок к Правилам о персонале¹

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1. Поправки к Правилам о персонале, внесенные Генеральным директором, представляются Исполнительному комитету на утверждение в соответствии с Положением о персонале 12.2².
2. Поправки, изложенные в настоящем документе, обусловлены решениями, которые, как ожидается, должны быть приняты Генеральной Ассамблеей Организации Объединенных Наций на ее возобновленной шестидесятой сессии на основе рекомендаций, сделанных Комиссией по международной гражданской службе в ее ежегодном докладе за 2005 год³. Следует напомнить, что на своей шестидесятой сессии Генеральная Ассамблея Организации Объединенных Наций утвердила только одну рекомендацию Комиссии, а именно, рекомендацию, касающуюся ставок налогообложения персонала; рассмотрение других рекомендаций Комиссии было перенесено на возобновленную шестидесятую сессию, которая открылась в марте 2006 года⁴. Соответствующее решение, как ожидается, будет принято в мае 2006 года.
3. В поправках, изложенных в настоящем документе, учитываются также предложения Организации по реформе системы контрактов ВОЗ.
4. Финансовые последствия поправок включены в доклад об административных и финансовых последствиях для Секретариата резолюций, предложенных для принятия Исполнительным комитетом или Ассамблеей здравоохранения⁵.
5. Текст Правил о персонале с поправками содержится в Приложении.

¹ Члены Исполкома могут взять экземпляры Правил и Положений о персонале в зале заседаний.

² *Основные документы*, 45-е изд., Женева, Всемирная организация здравоохранения, 2005 г.

³ Документ A/60/30.

⁴ Решение 60/544 Генеральной Ассамблеи Организации Объединенных Наций.

⁵ См. документ EB118/11 Add.1.

ПРЕДЛАГАЕМЫЕ ОСНОВНЫЕ ПОЛОЖЕНИЯ СИСТЕМЫ КОНТРАКТОВ: СПРАВОЧНАЯ ИНФОРМАЦИЯ, КАСАЮЩАЯСЯ ЗАДАЧ И ЦЕЛЕЙ

6. В целях укрепления своего потенциала в деле удовлетворения постоянно растущих потребностей в сложном контексте здравоохранения и развития Организация определила и осуществила ряд инициатив, направленных на проведение реформы в ключевых областях своей программной деятельности и операций, в том числе на введение в практику концепции управления, ориентированного на конкретные результаты. Кроме того, в целях оказания поддержки в реализации программ были разработаны стратегии реформы тех функций управления, которые способствуют осуществлению технических программ, например в области кадровых ресурсов, финансов и информационной технологии.

7. Сейчас в общей системе Организации Объединенных Наций в целом обращается особое внимание на необходимость эффективной реформы, особенно в области управления кадровыми ресурсами. Ключом к достижению успешных результатов по программам ВОЗ является более совершенная и более гибкая система контрактов и условий службы. Задачи, которые ставит перед собой Организация в настоящее время, предусматривают необходимость создания такой системы контрактов, которая позволяла бы набирать на работу и удерживать талантливых сотрудников на всех уровнях, которые способны руководить работой крупных и сложных программ и выступать в роли как специалистов в своих областях знаний, так и многоопытных, разносторонних и мобильных людей, которые могут работать в различных профессиональных группах и географических районах. Нынешние формы контрактов, которые носят бюрократический характер и лишены логической последовательности, не адаптированы к потребностям ВОЗ и, тем самым, ограничивают способность Организации реагировать на изменение нужд и потребностей.

8. Как следствие цель работы по реформе системы контрактов заключается в создании такой системы, которая служила бы интересам программ и оперативных потребностей ВОЗ, позволяя удерживать и укреплять кадровые ресурсы в составе высококвалифицированных работников за счет более строгого соблюдения принципа объективности и справедливости среди сотрудников в части условий службы. С учетом этого предлагаемые общие положения, лежащие в основе системы контрактов, направлены на повышение эффективности, производительности и отдачи от работы как всей Организации в целом, так и ее сотрудников, при одновременном снижении административных и транзакционных расходов посредством сбалансированной увязки этих улучшений с потенциальными расходами, которые напрямую связаны с обеспечением большей справедливости в части заработной платы и соответствующих льгот.

9. Цели предлагаемой реформы системы контрактов заключаются в следующем: (а) обеспечить большее соответствие системы контрактов программным и оперативным потребностям Организации; (б) создать такое положение, при котором система контрактов способствовала бы повышению эффективности, компетентности и подотчетности сотрудников Организации; (с) обеспечить, чтобы система контрактов содействовала повышению мобильности сотрудников и их продвижению по службе;

(d) привести типы контрактов в полное соответствие с утвержденными средствами, предусмотренными в планах развития кадровых ресурсов, и с характером и продолжительностью соответствующих функций; (e) отменить принцип привязки условий службы, пособий и льгот к характеру поста и - что больше соответствует реальной ситуации - увязать их со стажем работы каждого сотрудника, эффективностью его работы и продолжительностью назначения; (f) обеспечить рационализацию системы контрактов и облегчить ее применение; и (g) создать систему контрактов и соответствующие условия службы, которые носят справедливый и прозрачный характер, строятся на принципе равной оплаты за равный труд и, в результате этого, отражают на справедливой и объективной основе ценность той или иной конкретной работы и вклад в нее всех сотрудников, независимо от того, по каким контрактам они работают: непрерывным, срочным или временным.

10. Предлагаемые общие положения, на которых строится система контрактов, разработаны на основе накопленного опыта и уроков, извлеченных из реформы, проведенной в 2002 году. В них также учитываются рекомендации по реформе системы контрактов, сделанные Комиссией по международной гражданской службе Генеральной Ассамблеи Организации Объединенных Наций, и доклад Генерального секретаря Организации Объединенных Наций "Инвестирование в Организацию Объединенных Наций: на пути к усилению Организации по всему миру"¹. Кульминационным моментом общеорганизационного процесса явилось проведение 3-4 апреля 2006 г. внеочередного совещания Глобального совета персонала/руководства ВОЗ.

11. В настоящее время насчитывается большое число сотрудников, работающих по срочным контрактам, служебный статус которых не отражает их вклад в работу Организации с течением времени, - ситуация, которая представляет собой существенный барьер на пути к обеспечению преемственности в вопросах управления, мобильности, ротации и служебного роста. В итоге это сдерживает работу Организации по привлечению, удержанию и дальнейшему повышению квалификации компетентных и преданных своему делу международных гражданских служащих.

12. Сотрудники, работающие по временным контрактам двух типов, которые существуют в настоящее время (краткосрочные и временные), сталкиваются с аналогичными трудностями. Планирование потребностей во временных сотрудниках и контроль за удовлетворением этих потребностей отнюдь не отвечают установленным требованиям, что ведет в значительной мере к неудовлетворенности со стороны как руководства, так и самих сотрудников. Хотя цель временных контрактов состояла в упрощении и облегчении работы с ними, тем не менее, их применение оказалось исключительно трудоемким и отнимающим много времени. Кроме того, хотя сотрудники, работающие по временным контрактам, должны удовлетворять таким же высоким требованиям с точки зрения эффективности, как и их коллеги, работающие по долгосрочным контрактам, и несмотря на то, что им приходится все чаще и чаще

¹ Документ A/60/69.

работать в трудных местах, сопряженных с высоким риском, и в сложных условиях, причем в пропорционально большем количестве по сравнению с сотрудниками, работающими на более продолжительных контрактах, тем не менее, такие временные сотрудники не пользуются теми же условиями службы, которыми пользуются сотрудники, работающие по срочным контрактам. К тому же они отличаются от условий службы, которые созданы в других организациях общей системы Организации Объединенных Наций, особенно в тех, которые располагают большим числом сотрудников, работающих на местах.

13. В соответствии с изложенными выше задачами и целями, предлагаемые основные положения системы контрактов предусматривают три типа контрактов:

(i) **Непрерывный контракт:** это контракт без указания предельного срока, который предоставляется после не менее пяти лет непрерывной фактической работы на временном контракте и подтверждения того факта, что сотрудник удовлетворяет установленным требованиям. Продолжение работы по таким контрактам будет зависеть от таких факторов, как дальнейшая потребность в данной работе и наличие финансовых средств.

(ii) **Срочный контракт:** это ограниченный во времени контракт, который выдается на один год или более. Он может быть продлен при условии, что общая продолжительность службы по следующим друг за другом срочным контрактам не превышает пяти лет. В порядке исключения такие контракты могут быть продлены максимум еще на один год. В течение этого времени проводится оценка показателей работы и квалификации данного сотрудника в целях его перевода на непрерывный контракт.

(iii) **Временный контракт:** это ограниченный во времени контракт, предоставляемый не более чем на два года, для удовлетворения краткосрочных потребностей в таких случаях, как пиковая рабочая нагрузка или другие конкретные нужды, ограниченные во времени. Если срок действия временного контракта составляет менее двух лет, то он может быть продлен, при условии что общая продолжительность непрерывной работы по следующим друг за другом временным контрактам не превышает двух лет. Сотрудник, который проработал в течение всей максимальной продолжительности службы на одном или нескольких временных контрактах, может быть снова взят на работу в Организацию только по истечении 30 календарных дней с момента прекращения службы.

14. Введение в действие практики преобразования срочного контракта в непрерывный контракт позволит придать статусу такого контракта большую объективность и справедливость среди сотрудников, работающих на длительных контрактах. Оно также обеспечит большую прозрачность, открытость и подотчетность в вопросах организации служебной деятельности сотрудников. Дальнейшее совершенствование системы организации служебной деятельности будет содействовать повышению объективности и справедливости решений, связанных с преобразованием срочных контрактов в непрерывные. Продление срочных контрактов будет зависеть от

наличия финансовых средств, потребностей Организации и подтверждения того факта, что данный сотрудник удовлетворяет установленным требованиям.

15. Предлагаемая система временных контрактов позволит существенно укрепить работу по планированию потребностей во временных функциях и контролю за их удовлетворением. В соответствии с принципом управленческой подотчетности и ответственности за осуществление программ, руководители обязаны принимать взвешенные и обоснованные решения в отношении как продолжительности, так и характера функций, которые необходимы для удовлетворения данных потребностей Организации. Система контрактов будет проще в применении, а эффективность осуществления программ будет повышена в результате того, что независимо от потребностей программы, предусмотренный перерыв в работе будет не нужен. Сотрудники будут располагать надежной информацией об имеющихся возможностях временной работы, которые будут указываться в планах управления кадровыми ресурсами, а также будут более точно знать о продолжительности их контракта. Это позволит сотрудникам лучше организовать свою личную жизнь и профессиональную деятельность и работать в условиях большей объективности и справедливости. Кроме того, это позволит повысить конкурентоспособность Организации и расширить ее возможности по привлечению компетентных и опытных сотрудников для удовлетворения временных потребностей, особенно в случае работы на местах, где другие учреждения предлагают более привлекательные и надежные системы контрактов.

16. Предлагаемые общие положения, которые положены в основу системы контрактов, имеют целый ряд существенных особенностей.

- (i) Характер и срок действия контрактов будет непосредственно увязываться с планами в области управления кадровых ресурсов.
- (ii) Материальное вознаграждение будет зависеть не от характера контракта, а скорее от продолжительности назначения и непрерывного стажа работы.
- (iii) Условия службы пересмотрены в целях обеспечения большей справедливости и объективности, простоты и удобства в применении системы контрактов и использования наиболее эффективных видов практики в области кадровых ресурсов, в том числе в условиях, когда нужна помощь в работе.
- (iv) Прекращение практики постоянных/служебных контрактов и их замена непрерывными контрактами.
- (v) Первый год срочного контракта будет, как и прежде, испытательным.
- (vi) Максимальная продолжительность любой временной функции будет составлять два года непрерывной службы. Если эта функция будет нужна и по прошествии этого периода, то руководитель должен будет просить о создании должности, заполняемой по срочному контракту, в соответствии с

установившейся практикой планирования и формирования бюджета, необходимого для удовлетворения потребностей данной программы. Это необходимо сделать до истечения указанного выше двухлетнего периода.

- (vii) Максимальная продолжительность временного контракта будет составлять два года непрерывной службы.
- (viii) Статус сотрудников консультантам более предоставляться не будет.

ПОПРАВКИ К ПРАВИЛАМ О ПЕРСОНАЛЕ

Введение

Применение

17. В Правило о персонале 030 была внесена поправка с целью дать Генеральному директору возможность предоставлять временные контракты на срок 60 дней или менее на условиях, иных чем те, которые предусмотрены Правилами о персонале; цель этой поправки также заключается в том, чтобы привести ее в соответствие с измененным Правил о персонале 1320, регламентирующим наем сотрудников для обслуживания совещаний, а также других сотрудников, работающих по краткосрочным контрактам.

Фактическая дата

18. В Правило о персонале 040 была внесена поправка с целью отразить фактическую дату введения в действие Правил о персонале с внесенными поправками.

Раздел 3 - Оклады, коррективы по месту службы, пособия и выплаты

Определение оклада

19. В Правило о персонале 320.1 была внесена поправка с целью обеспечить применение равных условий определения окладов применительно ко всем сотрудникам.

20. Правила о персонале 320.2, 320.2.1 и 320.2.2 были исключены с целью отразить тот факт, что определение окладов временных сотрудников в настоящее время охватывается Правил о персонале 320.1. Вследствие этого нумерация Правил о персонале 320.3, 320.4, 320.4.1, 320.4.2 и 320.5 была соответствующим образом изменена.

Чистый базовый оклад при повышении в должности

21. В Правило о персонале 320.3 была внесена дополнительная поправка с целью указать, что оно применяется только к сотрудникам, работающим на непрерывных или срочных контрактах.

Чистый базовый оклад при понижении в должности

22. В Правило о персонале 320.4 была внесена дополнительная поправка с целью указать, что оно применяется только к сотрудникам, работающим на непрерывных или временных контрактах.

Временное возложение ответственности по выполнению должностных функций более высокого класса

23. В Правило о персонале 320.5 была внесена дополнительная поправка с целью указать, что оно применяется только к сотрудникам, работающим на непрерывных или срочных контрактах.

Выплата чистого базового оклада временным сотрудникам категории специалистов и выше

24. Правило о персонале 330.3 было исключено в связи с применением одинаковых условий ко всем сотрудникам, работающим на непрерывных, срочных или временных контрактах.

Пособие на иждивенцев

25. В Правило о персонале 340 была внесена поправка с целью обеспечить применение одинаковых условий выплаты пособия на иждивенцев всем сотрудникам категории специалистов и выше.

Специальная субсидия на образование для детей-инвалидов

26. В Правило о персонале 355.1 была внесена поправка, чтобы равные условия для получения прав на такую субсидию применялись ко всем сотрудникам. Была также изъята ссылка на консультантов.

Надбавка за мобильность и работу в трудных условиях

27. В Правило о персонале 360.1 была внесена поправка, а изъятый из этого Правила текст был использован для составления правил о персонале 360.1. и 360.2. Бывшие Правила о персонале 360.1.1, 360.1.2, 360.1.3, 360.1.4 и 360.2 были исключены. Кроме того, было включено Правило о персонале 360.1.2 для отражения применимости надбавок за мобильность и работу в трудных условиях как к сотрудникам, которые назначены или переведены в официальное место службы на период в один год или более, так и к сотрудникам, которые назначены или переведены в официальное место службы на первоначальный период сроком менее одного года, назначение или перевод которых впоследствии было продлено так, что непрерывный период службы в этом официальном месте службы составляет один год или более.

28. Упомянутые выше поправки были сделаны также для того, чтобы отразить рекомендации Комиссии по международной гражданской службе, сделанные для Генеральной Ассамблеи Организации Объединенных Наций в отношении

пересмотренной системы мобильности и работы в трудных условиях. Кроме того, соответствующие положения были значительно отредактированы с целью обеспечения простоты и четкости, а также с тем, чтобы обеспечить сосредоточение содержания скорее на нормативных, чем на процедурных требованиях.

29. Последнее предложение Правила о персонале 360.3 о классификации официальных мест службы ранее содержалось в Правиле о персонале 360.1.

Подъемное пособие

30. Правило о персонале 365.1 было незначительно изменено, и его текст был перенесен в Правило о персонале 365.1.1; было также принято новое Правило о персонале 365.1.2. Цель этих изменений состоит в том, чтобы указать, что подъемное пособие выплачивается после назначения или перевода на другую должность в официальное место службы на период не менее одного года, или после продления первоначального назначения или перевода в официальное место службы на период менее одного года, в результате чего непрерывный срок службы в официальном месте службы составит один год или более.

31. Текст, ранее содержащийся в Правиле о персонале 365.1 о суммах подъемного пособия, был использован для составления Правила о персонале 365.2, и нумерация Правил 365.1.1 и 365.1.2 была соответствующим образом изменена.

32. Правило о персонале 365.3 было исключено и включено новое Правило о персонале 365.3 для отражения рекомендаций Комиссии по международной гражданской службе для Генеральной Ассамблеи Организации Объединенных Наций о подъемном пособии. Эти изменения также были внесены в целях упрощения и большей четкости. Новое Правило о персонале 365.3 устанавливает нормативные критерии и требования, которые применяются к увеличению подъемных пособий при назначении на службу на одну или более одновременных выплат.

33. В результате указанных выше поправок нумерация Правил о персонале 365.2, 365.4 и 365.5 была изменена.

Служебные надбавки

34. Правило о персонале 367, предусматривающее выплату служебных надбавок сотрудникам, работающим по временным контрактам, было исключено, так как такие надбавки более не были целесообразными с учетом большей справедливости в выплатах и пособиях и других вознаграждениях, предоставляемых сотрудникам, работающим по временным контрактам, в соответствии с исправленными Правилами о персонале.

Раздел 4 - Прием и назначение на должности

Политика в области назначения на должности

35. Правило о персонале 420 было изменено для отражения новой системы назначений.
36. Было добавлено новое Правило о персонале 420.1, в котором перечисляются новые виды назначений.
37. Нумерация Правил о персонале 420.1, 420.2 и 420.3 была изменена, и в них были внесены поправки для отражения определений, соответственно, непрерывных, срочных и временных назначений.
38. Нумерация Правил о персонале 420.4 и 420.5 была изменена, и перекрестные ссылки, содержащиеся в Правиле о персонале 420.5, на Правило о персонале 420.2 и 420.3 были исправлены для указания, соответственно, Правил о персонале 420.3 и 420.4.
39. Нумерация Правила о персонале 420.6 была изменена, и в него была внесена поправка для указания того, что оно применяется только к сотрудникам, работающим по срочным контрактам.

Восстановление прав после повторного приема на работу

40. В Правило о персонале 470 было внесено исправление в целях достижения большей четкости путем добавления слов "восстановление прав", так как в этом Правиле речь идет о восстановлении прав после повторного приема на работу. Кроме того, перекрестная ссылка на Правило о персонале 420.3 была исправлена для указания Правила о персонале 420.4. Также была исключена ссылка на консультантов.

Межорганизационные переводы

41. В Правило о персонале 480.1.3 была внесена поправка для исправления перекрестной ссылки на Правило о персонале 420.5, номер которого был изменен на Правило о персонале 420.6.

Раздел 5 - Результаты деятельности и изменение статуса

Окончание испытательного периода

42. В Правило о Персонале 540.1 была внесена поправка для исправления перекрестной ссылки на Правило о персонале 420.6, номер которого был изменен на 420.7.

Повышение в рамках класса должности

43. В Правило о персонале 550.1 была внесена поправка для отражения того факта, что оно применяется ко всем сотрудникам, а также для уточнения того, что предложение "дата вступления в силу наступает не ранее, чем дата утверждения назначения" применяется только к сотрудникам, работающим по срочным контрактам, и в зависимости от результатов испытательного периода. Правило о персонале 550.3 было исправлено, для того чтобы заменить слова "лингвистический персонал" ссылкой на "персонал служб конференций и другой персонал, работающий по краткосрочным контрактам", назначенный в соответствии с исправленным Правилom о персонале 1320.

Повышение в должности

44. Правила о персонале 560.1, 560.2, 560.3 и 560.4 были исправлены для указания того факта, что они применяются только к сотрудникам, работающим по непрерывным и срочным контрактам. Кроме того, содержащаяся в Правиле о персонале 560.3 перекрестная ссылка на Правило о персонале 320.5 была исправлена для указания Правила о персонале 320.4.

Назначение на другую должность

45. Правила о персонале 565.1, 565.2, 565.3 и 565.4 были исправлены для указания того, что условия "назначения на другую должность", как они определены в Правиле о персонале 565.1, применяются только к сотрудникам, работающим по постоянным и срочным контрактам. Кроме того, содержащаяся в Правиле о персонале 565.4 перекрестная ссылка на Правило о персонале 320.5 была изменена для указания Правила о персонале 320.4.

Раздел 6 - Рабочее время и отпуск

Ежегодный отпуск

46. Правило о персонале 630.3.1 было изменено для исключения ссылки на сотрудников, работающих на условиях "фактической занятости", так как эти условия были упразднены с учетом реформы системы контрактов.

47. Нумерация Правила о персонале 630.3.2 была изменена, и его текст был исправлен для исключения ссылки на сотрудников, работающих по временным контрактам. Текст этого Правила о персонале был далее исправлен, чтобы включить ссылку на сотрудников службы конференций и других сотрудников, работающих по краткосрочным контрактам, назначенных в соответствии с исправленным Правилom о персонале 1320.

48. Правило о персонале 630.3.3 было исключено, чтобы устранить ссылку на консультантов.

49. В результате этих поправок нумерация Правил о персонале 630.3.4 и 630.3.5 была изменена.

Отпуск на родину

50. Правило о персонале 640.3.3 было изменено, чтобы указать, что отпуск на родину применяется к сотрудникам, работающим по временным контрактам, и не применяется к национальным сотрудникам категории специалистов, назначенным в соответствии с Правилom о персонале 1330.

Отпуск для прохождения военной подготовки или воинской службы

51. Правило о персонале 660.1 было изменено для исправления ссылки на Правило о персонале 420.3, номер которого был изменен на Правило о персонале 420.4, и для устранения ссылки на консультантов.

Раздел 7 - Социальное обеспечение

Страхование от несчастных случаев и болезней

52. В Правило о персонале 720.1.1 о страховании здоровья сотрудников и Правило о персонале 720.2.1 о страховании от несчастных случаев и болезней были внесены исправления, чтобы они применялись в равной степени ко всем сотрудникам. Соответственно, Правило о персонале 720.2.2 было исключено.

Отпуск по болезни

53. Правило о персонале 740.1 было изменено для устранения ссылки на сотрудников, принятых на условиях "фактической занятости", так как эта форма работы была прекращена в соответствии с предложенными основными положениями системы контрактов. В Правиле о персонале 1330 ссылка на консультантов также была исключена.

Отпуск по уходу за ребенком, предоставляемый матери и отцу

54. Правило о персонале 760.1 было изменено для отражения того факта, что сотрудники имеют право на отпуск по уходу за ребенком, предоставляемый матери и отцу, на условиях, установленных Генеральным директором.

55. Правило о персонале 760.2 было исправлено, а Правило о персонале 760.3 было исключено для указания того факта, что положение об отпуске по беременности и родам применяется в равной степени ко всем сотрудникам (за исключением тех, которые указаны в Правиле о персонале 1320). Нумерация Правил о персонале 760.4, 760.5 и 760.6 была соответствующим образом изменена.

56. Правило о персонале 760.6 было изменено для указания того факта, что положение об отпуске по уходу за ребенком, предоставляемом отцу, применяется в равной мере ко всем сотрудникам.

Пособие в случае смерти

57. Правило о персонале 770.1 было изменено для предоставления права на пособие в случае смерти в равной степени всем сотрудникам и устранения ссылки на Правило о персонале 1330 о консультантах.

Раздел 8 - Проезд и перевозки

Проезд супруги/супруга и детей

58. Правила о персонале 820.2 и 820.2.1 были изменены для предоставления права на возмещение расходов по проезду для супруги/супруга и детей в равной степени для всех сотрудников при назначении на период не менее одного года, а также при продлении первоначального назначения на период менее одного года, в результате чего период непрерывной службы составит один год или более.

Специальная субсидия на поездку для образования

59. В Правило о персонале 825 о специальной субсидии на поездку для образования была внесена поправка, с тем чтобы оно могло применяться к сотрудникам, работающим по временным контрактам. Оно было далее изменено для указания того, что оно не применяется к национальным сотрудникам категории специалистов в соответствии с Правилom о персонале 1330, номер которого был изменен. Была также исключена ссылка на консультантов.

Раздел 10 - Прекращение службы

Прекращение службы по причинам, связанным со здоровьем

60. В Правило о персонале 1030.2.2 была внесена поправка для указания того факта, что возможности назначения на другую должность до прекращения контракта по причинам, связанным со здоровьем, будут изучаться только в том случае, если сотрудник работает по непрерывному или срочному контракту.

61. В Правило о персонале 1030.3.1 была внесена поправка для указания того, что в случае прекращения контракта по причинам, связанным со здоровьем, сотрудники, работающие по непрерывным или срочным контрактам, получают уведомление за три месяца, а сотрудники, работающие по временным контрактам, получают уведомление за один месяц.

Завершение контрактов

62. В Правило о персонале 1040 была внесена поправка для добавления требования о том, что, в случае решения о непродлении контракта сотруднику, работающему по временному контракту, сотрудник получает об этом уведомление обычно не менее чем за один месяц до истечения контракта. Это Правило о персонале было далее изменено для указания того факта, что такое уведомление не требуется в случае сотрудника,

работающего по временному контракту, который достиг максимальной длительности бесперывной службы по нескольким последовательным временным контрактам.

Прекращение временных контрактов

63. Новое Правило о персонале 1045 было включено для указания того факта, что временный контракт может быть прекращен на основаниях, указанных в Правиле о персонале 1030 (прекращение по причинам, связанным со здоровьем), в Правиле о персонале 1075 (прекращение в результате неправильного поведения) и в Правиле о персонале 1080 (прекращение из-за невыхода на работу). Оно было принято также для того, чтобы указать требования, включая уведомление и выплаты, связанные с прекращением службы, применяемые к прекращению временных контрактов по следующим причинам: в результате прекращения временных функций, в результате того, что работа сотрудника считается неудовлетворительной, или в связи с тем, что сотрудник оказался неподходящим для работы или международной гражданской службы.

Упразднение должности

64. В Правило о персонале 1050.2 была внесена поправка, с тем чтобы оно относилось скорее к "непрерывным назначениям", чем к "служебным назначениям".

65. В Правило о персонале 1050.3 была внесена поправка, с тем чтобы оно относилось скорее к "непрерывным назначениям", чем к "служебным назначениям".

Окончательные выплаты

66. В Правило о персонале 1050.4 была внесена поправка, с тем чтобы в нем была учтена выплата выходного пособия сотруднику, работающему по временному контракту, функции которого прекращаются согласно новому Правилу о персонале 1045.

Неудовлетворительная работа или непригодность для международной гражданской службы

67. В Правила о персонале 1070.1, 1070.2, 1070.3 и 1070.4 были внесены поправки для указания того, что эти Правила о персонале применяются только к сотрудникам, работающим по непрерывным или срочным контрактам.

Уведомление о прекращении службы

68. В Правило о персонале 1083 была внесена поправка для указания того, что уведомление о прекращении службы в соответствии с Правилем о персонале 1045 не может быть направлено сотруднику, находящемуся в отпуске по беременности и родам.

Раздел 13 - Специальные условия работы

Надбавка за мобильность и работу в трудных условиях для сотрудников на должностях, подлежащих заполнению на местах

69. В Правило о персонале 1310.5 была внесена поправка для добавления слов "общей системы Организации Объединенных Наций" после ссылки "международные организации" в отношении сотрудников, принятых на работу за пределами местного района на должности, подлежащие заполнению на местах.

Сотрудники службы конференций и другие сотрудники, работающие по краткосрочным контрактам

70. Название Правила о персонале 1320 было изменено на "Сотрудники службы конференций и другие сотрудники, работающие по краткосрочным контрактам", в результате чего была исключена ссылка на "временные назначения". В это Правило о персонале были также внесены изменения для приведения его в соответствие с поправками, сделанными в Правиле о персонале 030.

Консультанты

71. Правило о персонале 1330 о консультантах было исключено.

Национальные сотрудники категории специалистов

72. Номер Правила о персонале 1340.1 был изменен, а термин "посты" заменен на термин "назначения". Номер Правила о персонале 1340.2 также был изменен, и соответствующим образом исправлена перекрестная ссылка на Правило о персонале 1340.1, которое стало Правил о персонале 1330.1.

ДЕЙСТВИЯ ИСПОЛНИТЕЛЬНОГО КОМИТЕТА

73. С учетом этих поправок Исполком может пожелать рассмотреть вопрос о принятии следующего проекта резолюции:

Исполнительный комитет,

УТВЕРЖДАЕТ, в соответствии с Положением о персонале 12.2, поправки к Правилам о персонале, внесенные Генеральным директором со вступлением в силу 1 января 2007 г., касающиеся применения Правил о персонале, даты вступления в силу, определения окладов, чистого базового оклада при продвижении на должность более высокого класса, чистого базового оклада при понижении класса, временного исполнения обязанностей должности более высокого класса, выплаты чистого базового оклада временным сотрудникам категории специалистов и более высоких категорий, пособий на иждивенцев, специальных субсидий на образование для детей-инвалидов, надбавок за мобильность и работу в трудных условиях, подъемного пособия, служебных

надбавок, политики в области назначения на должности, восстановления прав после повторного приема на работу, переводов между организациями, окончания испытательного срока, повышения в рамках класса должности, повышения в должности, назначения на другую должность, ежегодного отпуска, отпуска на родину, отпуска для прохождения военной подготовки или воинской службы, страхования от несчастных случаев и болезней, отпуска по болезни, отпуска по уходу за ребенком, предоставляемого матери и отцу, пособия в случае смерти, проезда супруга/супруги и детей, специальной субсидии на поездку для образования, прекращения службы по причинам, связанным со здоровьем, завершения контрактов, прекращения временных контрактов, упразднения должности, уведомления о прекращении службы, окончательных выплат, неудовлетворительной работы или непригодности для международной гражданской службы, уведомления о прекращении службы, надбавок за мобильность и работу в трудных условиях для сотрудников на должностях, подлежащих заполнению на местах, сотрудников службы конференций и других сотрудников, работающих по краткосрочным контрактам, консультантов, а также национальных сотрудников категории специалистов; в отношении этих поправок Генеральный директор может принимать переходные меры.

ПРИЛОЖЕНИЕ

AMENDMENTS TO THE STAFF RULES

Former text	New text
<p>030. APPLICATION</p> <p>The Staff Rules shall apply to all staff members of the World Health Organization, except as specifically provided in any particular Rule herein. Nothing in the present Rules shall be interpreted as preventing the Director-General from making temporary appointments of less than one year with terms of service different from those provided in the present Rules, where he or she considers that the interests of the service so require.</p> <p>040. EFFECTIVE DATE</p> <p>These Staff Rules are effective as from 1 January 2006¹ and supersede all Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon.</p> <p>320. SALARY DETERMINATION</p> <p>320.1 On initial appointment to a fixed-term appointment, the net base salary of staff members shall normally be fixed at step 1 of the grade of the post to be occupied; in exceptional circumstances, determined in accordance with guidelines established by the Director-General however, it may be fixed at a higher step in the grade in order to take into account a staff member's qualifications, skills and experience in relation to the requirements of the post.</p>	<p>030. APPLICATION</p> <p>The Staff Rules shall apply to all staff members of the World Health Organization, except as specifically provided in any particular Rule herein. Nothing in the present Rules shall be interpreted as preventing the Director-General from making temporary appointments of 60 days or less than one year with terms of service different from those provided in the present Rules, where he or she considers that the interests of the service so require.</p> <p>040. EFFECTIVE DATE</p> <p>These Staff Rules are effective as from 1 January 2006 1 January 2007 and supersede all Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon.</p> <p>320. SALARY DETERMINATION</p> <p>320.1 On initial appointment to a fixed-term appointment, the net base salary of staff members shall normally be fixed at step 1 of the grade of the post or function to be occupied; however, in exceptional circumstances, determined in accordance with guidelines established by the Director-General however, it may be fixed at a higher step in the grade in order to take into account a staff member's qualifications, skills and experience in relation to the requirements of the post or function.</p>

¹ Except Staff Rule changes effective 1 April 2006 marked with an asterisk (*).

Former text	New text
<p>320.2 The net base salary of staff members holding temporary appointments as defined in Rule 420.3 shall be fixed as follows:</p> <p>320.2.1 for those holding short-term appointments: step 1 of the level of the assignment determined in accordance with guidelines established by the Director-General.</p> <p>320.2.2 for those holding term-limited appointments: step 3 of the level of the assignment determined in accordance with guidelines established by the Director-General.</p> <p>320.3 On promotion to a higher grade the net base salary of a staff member shall be fixed at the lowest step in the new grade that will provide an increase in net base salary for promotion within the same salary scale or total net remuneration for promotion from the general service to the professional category, at least equal to that which would have resulted from the granting of two steps within the staff member's present grade. However, on restoration to a higher grade formerly held, the staff member's net base salary shall not exceed that which would have been attained had the staff member remained in the higher grade.</p> <p>320.4 On reduction in grade:</p> <p>320.4.1 due to reasons other than unsatisfactory performance, unsuitability for international service, or misconduct, the net base salary of a staff member shall be fixed at that step in the lower grade that corresponds to his current net base salary, or at the step nearest below if there is no exactly corresponding step;</p> <p>320.4.2 due to unsatisfactory performance, unsuitability for international service, or misconduct, the net base salary may be fixed at a lower step in the lower grade.</p>	<p>320.2 to 320.2.2 [deleted].¹</p> <p>320.32 On promotion of a staff member with a continuing or fixed-term appointment to a higher grade, the net base salary of a staff member shall be fixed at the lowest step in the new grade that will provide an increase in net base salary for promotion within the same salary scale or total net remuneration for promotion from the general service to the professional category, at least equal to that which would have resulted from the granting of two steps within the staff member's present grade. However, on restoration to a higher grade formerly held, the staff member's net base salary shall not exceed that which would have been attained had the staff member remained in the higher grade.</p> <p>320.43 On reduction in grade of a staff member with a continuing or fixed-term appointment:</p> <p>320.43.1 due to reasons other than unsatisfactory performance, unsuitability for international service, or misconduct, the net base salary of a staff member shall be fixed at that step in the lower grade that corresponds to his current net base salary, or at the step nearest below if there is no exactly corresponding step;</p> <p>320.43.2 due to unsatisfactory performance, unsuitability for international service, or misconduct, the net base salary may be fixed at a lower step in the lower grade.</p>

¹ Text in square brackets will not appear in the amended Staff Rules.

Former text	New text
<p>320.5 A staff member may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that which he occupies; such temporary arrangements shall not be continued for more than 12 months, unless otherwise decided by the Director-General. As from the beginning of the fourth consecutive month of such service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his current pay, consisting of net base salary, post adjustment and allowances, and that which he would receive if promoted to the post of higher grade.</p>	<p>320.54 A staff member with a continuing or fixed-term appointment may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that which he occupies; such temporary arrangements shall not be continued for more than 12 months, unless otherwise decided by the Director-General. As from the beginning of the fourth consecutive month of such service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his current pay, consisting of net base salary, post adjustment and allowances, and that which he would receive if promoted to the post of higher grade.</p>
<p>330. SALARIES</p> <p>...</p>	<p>330. SALARIES</p> <p>330.1 to 330.2 [no change]</p> <p>330.3 [deleted]</p>
<p>330.3 The net base salary of staff members in the professional and higher categories holding temporary appointments as defined in Rule 420.3 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>330.3 [deleted]</p>
<p>340. DEPENDANTS' ALLOWANCES</p> <p>Staff members in the professional or higher category, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a dependant's allowance for dependants as defined in Rule 310.5, as follows:</p>	<p>340. DEPENDANTS' ALLOWANCES</p> <p>Staff members appointed to the professional or higher categories, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a dependant's allowance for dependants as defined in Rule 310.5, as follows:</p> <p>[No further changes]</p>
<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>355.1 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 disabled child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 28, under conditions established by the Director-General. 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>...</p>	<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>355.1 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 disabled child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 28, under conditions established by the Director-General. 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>[No further changes]</p>

Former text	New text
<p>360. MOBILITY AND HARDSHIP ALLOWANCE</p> <p>360.1 Staff members, except those holding temporary appointments as defined in Rule 420.3 or those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for a period of one year or longer, shall receive a non-pensionable mobility and hardship allowance designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, under the conditions set out in subsections 360.1.1, 360.1.2, 360.1.3 and 360.1.4. in accordance with conditions established by the Director-General:</p> <p>360.1.1 The mobility element of the allowance is payable to staff members who have completed five uninterrupted years of service with WHO or other United Nations organizations. At official stations in categories A to E the allowance is payable to staff members who are serving at their second or subsequent official station. At official stations in category H, the mobility element is payable as from the staff member's fourth assignment provided that at least two earlier assignments were at official stations in categories A to E. After five uninterrupted years of service at the same official station the amount of the mobility element of the allowance shall be reduced by ten percentage points at official stations in categories A to E and shall cease at official stations in category H. However, if the staff member is maintained at the same official station at the initiative of the Organization, the payment of the mobility element of the allowance may be extended for a further period of one year.</p>	<p>360. MOBILITY AND HARDSHIP ALLOWANCE</p> <p>360.1 The following staff members shall receive a non-pensionable mobility and hardship allowance designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, under the conditions set out in subsections 360.1.1, 360.1.2, 360.1.3 and 360.1.4. in accordance with conditions established by the Director-General:</p> <p>360.1.1 Staff members, except those holding temporary appointments as defined in Rule 420.3 or those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for a period of one year or longer, and</p>

Former text	New text
<p>360.1.2 The hardship element of the allowance is payable from the date of assignment to an official station in categories B to E, for the full duration of the staff member's assignment at the rate corresponding at any given time to the classification of the official station.</p> <p>360.1.3 The non-removal element of the allowance is payable at official stations in categories A to E, irrespective of the staff member's length of service with WHO or other United Nations organizations; it shall not be payable on initial appointment in the country of place of residence.</p> <p>360.1.4 The non-removal element shall cease when a staff member has been in receipt of it for five consecutive years at the same official station. The Organization may authorize extension of the period of entitlement to the non-removal element for a further period not exceeding two years. No further extension shall be granted.</p> <p>360.2 The annual rates of the mobility and hardship allowance shall be calculated as a percentage of the annual net base salary of a staff member at step 6 of grade P.4 with a dependent spouse or a dependent child as defined in Rule 330.2 and in accordance with the matrix below. The resulting annual amounts are applicable to staff members in grades P.4 and P.5. The amounts shall be increased by 13% for staff members in grades P.6/D.1 and above and reduced by 13% for staff members in grades P.1 to P.3. Staff members without dependants as defined in Rules 310.5.1 and 310.5.2 shall receive 75% of the amounts applicable to their grade. If both spouses are staff members of international organizations in the common system of salaries and allowances, the allowance shall be payable to each at the rate applicable to their individual official stations. If there are dependent children as defined under Rule 310.5.2 the dependency rate of the allowance shall be payable to the</p>	<p>[New Rule]</p> <p>360.1.2 staff members, except those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for an initial period of less than one year, and whose assignment or transfer is subsequently extended so that the uninterrupted period of service at that official station is one year or longer.</p> <p>360.1.1 to 360.2 [deleted]</p>
	<p>360.2 The allowance is composed of three elements: mobility, hardship and non-removal, and shall be paid as determined by the Director-General on the basis of conditions and procedures agreed among the international organizations in the United Nation's common system.</p>

Former text	New text																																																					
<p>spouse in respect of whom the dependent children are recognized. The amounts established under this Rule shall be increased by three percentage points at official stations in category H for staff members with no entitlement under Rule 855.1 and decreased by five percentage points at official stations in categories A to E for staff members with an entitlement under Rule 855.1.</p> <table border="1" data-bbox="483 1189 852 1986"> <thead> <tr> <th colspan="6">MOBILITY AND HARDSHIP MATRIX</th> </tr> <tr> <th rowspan="2">OFFICIAL STATION</th> <th colspan="5">ASSIGNMENTS</th> </tr> <tr> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5 or more</th> </tr> </thead> <tbody> <tr> <td>H</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>4%</td> <td>6%</td> </tr> <tr> <td>A</td> <td>5%</td> <td>15%</td> <td>17%</td> <td>19%</td> <td>21%</td> </tr> <tr> <td>B</td> <td>13%</td> <td>23%</td> <td>25%</td> <td>27%</td> <td>29%</td> </tr> <tr> <td>C</td> <td>20%</td> <td>30%</td> <td>32%</td> <td>34%</td> <td>36%</td> </tr> <tr> <td>D</td> <td>25%</td> <td>35%</td> <td>37%</td> <td>39%</td> <td>41%</td> </tr> <tr> <td>E</td> <td>30%</td> <td>40%</td> <td>42%</td> <td>44%</td> <td>46%</td> </tr> </tbody> </table>	MOBILITY AND HARDSHIP MATRIX						OFFICIAL STATION	ASSIGNMENTS					1	2	3	4	5 or more	H	0%	0%	0%	4%	6%	A	5%	15%	17%	19%	21%	B	13%	23%	25%	27%	29%	C	20%	30%	32%	34%	36%	D	25%	35%	37%	39%	41%	E	30%	40%	42%	44%	46%	
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<p>365. ASSIGNMENT GRANT</p> <p>365.1 On authorized travel upon appointment or upon reassignment to an official station for a period of at least one year, a staff member shall be paid an assignment grant. The amount thereof shall be the equivalent of:</p> <p>365.1.1 travel per diem in respect of himself for a period of 30 days from his arrival;</p> <p>365.1.2 travel per diem, in respect of each family member accompanying or joining him at the Organization's expense under Rule 820, except for children eligible for travel under Rule 820.1.4, for 30 days at half the rate after their arrival.</p> <p>365.2 No assignment grant shall be paid for children born, or for any other dependant acquired, after the arrival of the staff member at the official station.</p>	<p>365. ASSIGNMENT GRANT</p> <p>365.1 On authorized travel upon appointment or upon reassignment to an official station for a period of at least one year, a staff member whose travel is authorized shall be paid an assignment grant:</p> <p>365.1.1 upon appointment or upon reassignment to an official station for a period of at least one year; or</p> <p>[New Rule]</p> <p>365.1.2 upon extension of an initial appointment or reassignment to an official station of less than one year, resulting in an uninterrupted period of service at that official station of one year or longer.</p> <p>365.2 The amount of the assignment grant hereof shall be the equivalent of:</p> <p>365.2.1 travel per diem in respect of himself for a period of 30 days from his arrival;</p>																																																					

Former text	New text
<p>365.3 The assignment grant shall be increased by a lump sum for a staff member appointed or transferred for a period of one year or more to an official station in category H without an entitlement to a removal of household goods under Rule 855.1, or for a staff member appointed or transferred to an official station in categories A to E for a period of one year or more with or without an entitlement under Rule 855.1. The lump sum amount shall be the equivalent of one month's net base salary and post adjustment at the official station to which the staff member is assigned at his grade, step and rate. A second lump sum shall be payable at official stations in categories A to E to a staff member without an entitlement under Rule 855.1 maintained at the same official station for a third year or more.</p> <p>365.4 If a staff member resigns from the Organization within six months of the date of his appointment or reassignment, any assignment grant paid under Rules 365.1 and 365.3 is recoverable proportionately under conditions established by the Director-General.</p>	<p>365.4.2.2 travel per diem, in respect of each family member accompanying or joining him at the Organization's expense under Rule 820, except for children eligible for travel under Rule 820.1.4, for 30 days at half the rate after their arrival.</p> <p>365.3 [deleted] [New Rule]</p> <p>365.3 Subject to conditions established by the Director-General on the basis of conditions and procedures agreed among international organizations in the United Nations common system, the assignment grant shall be increased by one or more lump sums, depending on the category of the official station, whether the staff member is entitled to removal under Rule 855.1, and the duration or expected duration of the assignment at that official station. The lump sum shall be calculated and payable on the basis of the staff member's net base salary and, as applicable, the post adjustment at the official station to which the staff member is assigned at his grade and step, and rates determined by the Director-General.</p> <p>365.24 No assignment grant shall be paid for children born, or for any other dependant acquired, after the arrival of the staff member at the official station.</p>

Former text	New text
<p>365.5 If both spouses are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule 365.1.1 shall be payable to each staff member. The amount under Rule 365.1.2 shall be payable to the staff member in respect of whom the child is recognized as a dependant, whereas the amount under Rule 365.3 shall be payable to the spouse whose entitlement yields the higher amount.</p>	<p>365.45 If a staff member resigns from the Organization within six months of the date of his appointment or reassignment, any assignment grant paid under Rules 365.42 and 365.3 is recoverable proportionately under conditions established by the Director-General.</p> <p>365.56 If both spouses are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule 365.42.1 shall be payable to each staff member. The amount under Rule 365.42.2 shall be payable to the staff member in respect of whom the child is recognized as a dependant, whereas the amount under Rule 365.3 shall be payable to the spouse whose entitlement yields the higher amount.</p>
<p>367. SERVICE ALLOWANCE</p> <p>Staff holding term-limited appointments as defined in Rule 420.3 shall receive a non-pensionable service allowance expressed as a percentage of their annual net base salary. This percentage shall be determined by the Director-General and range between 5% and 25% for staff in the professional category, and between 3% and 12% for staff in the general service category.</p>	<p>367. SERVICE ALLOWANCE</p> <p>[deleted]</p>
<p>420. APPOINTMENT POLICIES¹</p> <p>420.1 A “service appointment” is an appointment without specified time-limit. A service appointment may be granted after a minimum of five years’ certified satisfactory service on fixed-term appointments and fulfilment of such other requirements as the Director-General may determine.</p>	<p>420. APPOINTMENT POLICIES¹</p> <p>[New Rule]</p> <p>420.1 Staff members may be granted continuing, fixed-term or temporary appointments as defined below:</p> <p>420.42 A “service-appointment” “continuing appointment” is an appointment without specified time-limit. A service-appointment continuing appointment may shall be granted after a minimum of five years’ uninterrupted, active certified satisfactory, service on fixed-term appointments and certified satisfactory performance. fulfilment of such other requirements as the Director-General may determine.</p>

¹ Staff members holding career-service and service appointments on ~~1 July 2002~~ **1 January 2007**, shall have such appointments automatically converted to continuing appointments and ~~who remain below grade P6/D1, shall retain such appointments until they separate from the Organization.~~

Former text	New text
<p>420.2 A “fixed-term appointment” is a time-limited appointment for one year or more.</p>	<p>420.23 A “fixed-term appointment” is a time-limited appointment for one year or more. A fixed-term appointment may be extended, provided that the total duration of service under consecutive fixed-term appointments does not exceed five years. Exceptionally, service on such appointments may be further extended, for up to one additional year, in accordance with conditions determined by the Director-General.</p>
<p>420.3 A “temporary appointment” is an appointment for a period not exceeding 11 months. There are two categories of temporary appointment: “short-term appointments” and “term-limited appointments”. Such appointments are granted in accordance with conditions determined by the Director-General.</p>	<p>420.34 A “temporary appointment” is a time-limited appointment for a period not exceeding 11 months, of up to two years. If the temporary appointment is of less than two years, it may be extended, provided that the total duration of uninterrupted service under consecutive temporary appointments does not exceed two years. A staff member who has completed the maximum period of uninterrupted service on one or more temporary appointments may not be employed by the Organization unless more than 30 calendar days have elapsed since his separation from service. Any future employment is subject to conditions established by the Director-General. There are two categories of temporary appointment: “short-term appointments” and “term-limited appointments”. Such appointments are granted in accordance with conditions determined by the Director-General.</p>
<p>420.4 Appointments may be on a full-time, part-time or when-actually-employed basis.</p>	<p>420.45 Appointments may be on a full-time or part-time or when-actually-employed basis.</p>
<p>420.5 All staff, including staff members seconded to the Organization, shall be appointed initially on fixed-term appointments as defined in Rule 420.2, or on temporary appointments as defined in Rule 420.3.</p>	<p>420.56 All staff, including staff members seconded to the Organization, shall be appointed initially on fixed-term appointments as defined in Rule 420.23, or on temporary appointments as defined in Rule 420.34.</p>
<p>420.6 Any appointment of one year or more shall be subject to a period of probation, which shall be at least one year and may be extended up to two years when necessary for adequate evaluation of the staff member’s performance, conduct and suitability to international service.</p>	<p>420.67 Any fixed-term appointment of one year or more shall be subject to a period of probation, which shall be at least one year and may be extended up to two years when necessary for adequate evaluation of the staff member’s performance, conduct and suitability to international service.</p>

Former text	New text
<p>470. RE-EMPLOYMENT</p> <p>470.1 Staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, who are re-employed within one year of the termination of their appointment, may, at the option of the Organization, 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 Organization 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 420.34 or consultants appointed under Rule 1330, who are re-employed within one year of the termination of their appointment, may, at the option of the Organization, 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 Organization all separation payments made to them.</p> <p>[No further changes]</p>
<p>480. INTERORGANIZATION TRANSFERS</p> <p>...</p> <p>480.1.3 shall be appointed on a fixed-term appointment in accordance with Staff Rule 420.5, and serve the same probationary period as a newly appointed staff member, except for appointees transferred from the Pan American Health Organization;</p>	<p>480. INTERORGANIZATION TRANSFERS</p> <p>480.1 to 480.1.2 [no change]</p> <p>480.1.3 shall be appointed on a fixed-term appointment in accordance with Staff Rule 420.56, and serve the same probationary period as a newly appointed staff member, except for appointees transferred from the Pan American Health Organization;</p> <p>[No further changes]</p>
<p>540. END OF PROBATION</p> <p>540.1 A performance evaluation report (see Rule 530.2) shall be made before the end of the normal probationary period (see Rule 420.6). On the basis of this report a decision shall be taken, and notified to the staff member, that the:</p> <p>540.1.1 appointment is confirmed;</p> <p>540.1.2 probationary period is extended for a specified period;</p> <p>540.1.3 appointment is not confirmed and is to be terminated</p>	<p>540. END OF PROBATION</p> <p>540.1 A performance evaluation report (see Rule 530.2) shall be made before the end of the normal probationary period (see Rule 420.67). On the basis of this report a decision shall be taken, and notified to the staff member, that the:</p> <p>540.1.1 appointment is confirmed;</p> <p>540.1.2 probationary period is extended for a specified period;</p> <p>540.1.3 appointment is not confirmed and is to be terminated.</p> <p>[No further changes]</p>

Former text	New text
<p>550. WITHIN-GRADE INCREASE</p> <p>550.1 Staff members, except those holding temporary appointments as defined in Rule 420.3, whose performance has been certified by the supervisors as being satisfactory shall be entitled to a within-grade salary increase of one step upon completion of each unit of service time as defined in Rule 550.2. The date of entitlement shall not be earlier than the date of confirmation of the appointment except as provided in Rule 480. The effective date for a within-grade increase shall be the first of the month nearest the date of satisfactory completion of the service requirement. Increases may be granted up to the maximum for the staff member's grade except that, if either Rule 555.2 or Rule 1310.9 applies, the normal maximum may be exceeded accordingly.</p> <p>...</p> <p>550.3 The unit of service time shall be reduced to ten months under Rule 550.2.1 and to twenty months under Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency of a second official language of the Organization. Staff members whose mother tongue is one of the official languages of the Organization must demonstrate proficiency in a second official language. This Rule applies to staff members in the professional and higher categories except for those holding temporary appointments as defined in Rule 420.3 and linguistic staff, i.e., translators, editors, revisers and interpreters.</p>	<p>550. WITHIN-GRADE INCREASE</p> <p>550.1 Staff members, except those holding temporary appointments as defined in Rule 420.3, whose performance has been certified by the supervisors as being satisfactory shall be entitled to a within-grade salary increase of one step upon completion of each unit of service time as defined in Rule 550.2. For staff members holding fixed-term appointments earlier than the date of confirmation of the appointment shall not be provided in Rule 480. The effective date for a within-grade increase shall be the first of the month nearest the date of satisfactory completion of the service requirement. Increases may be granted up to the maximum for the staff member's grade except that, if either Rule 555.2 or Rule 1310.9 applies, the normal maximum may be exceeded accordingly.</p> <p>550.2 [no change]</p> <p>550.3 The unit of service time shall be reduced to ten months under Rule 550.2.1 and to twenty months under Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency of a second official language of the Organization. Staff members whose mother tongue is one of the official languages of the Organization must demonstrate proficiency in a second official language. This Rule applies to staff members in the professional and higher categories except for those holding temporary appointments as defined in Rule 420.3 and linguistic staff, conference and other short-term service staff appointed under Rule 1320, i.e. e.g., translators, editors, revisers and interpreters.</p> <p>[No further changes]</p>
<p>560. PROMOTION (see Staff Regulation 4.4)</p> <p>560.1 Promotion is the advancement of a staff member to a post of higher grade, as a result either of the reclassification of the post he occupies or of reassignment to a different post.</p> <p>560.2 Subject to Rule 560.3, a staff member shall be entitled to the promotion resulting from a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance has been satisfactory.</p>	<p>560. PROMOTION (see Staff Regulation 4.4)</p> <p>560.1 Promotion is the advancement of a staff member with a continuing or fixed-term appointment to a post of higher grade, as a result either of the reclassification of the post he occupies or of reassignment to a different post.</p> <p>560.2 Subject to Rule 560.3, a staff member with a continuing or fixed-term appointment shall be entitled to the promotion resulting from a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance has been satisfactory.</p>

Former text	New text
<p>560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within a category, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. In such cases, the staff member occupying the advertised post may be granted extra pay as from the fourth consecutive month of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.5.</p> <p>560.4 A staff member whose performance has been satisfactory may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications.</p>	<p>560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within a category, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. In such cases, the staff member with a continuing or fixed-term appointment occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.54.</p> <p>560.4 A staff member with a continuing or fixed-term appointment whose performance has been satisfactory, may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications.</p>
565. REASSIGNMENT	565. REASSIGNMENT
565.1 A reassignment is any formal movement of an individual from one post to another. It may involve a change in title, grade, duties, salary, post adjustment or official station, or a combination of these changes.	565.1 A reassignment is any formal movement of an individual a staff member with a continuing or fixed-term appointment from one post to another. It may involve a change in title, grade, duties, salary, post adjustment or official station, or a combination of these changes.
565.2 A staff member may be reassigned whenever it is in the interest of the Organization to do so. A staff member may at any time request consideration for a reassignment in his own interest.	565.2 A staff member with a continuing or fixed-term appointment may be reassigned whenever it is in the interest of the Organization to do so. A staff member with a continuing or fixed-term appointment may at any time request consideration for a reassignment in his own interest.
565.3 So far as practicable, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members between the different activities and offices of the Organization in the interest of developing a versatile career staff. In accepting appointment, a staff member accepts the applicability of this policy to himself.	565.3 So far as practicable, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members with continuing or fixed-term appointments between the different activities and offices of the Organization in the interest of developing a versatile career staff. In accepting appointment, a staff member with a continuing or fixed-term appointment accepts the applicability of this policy to himself.
565.4 A staff member may be required, without formal reassignment and in the interests of the Organization, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.5. Any such arrangement shall not exceed twelve months, unless otherwise decided by the Director-General.	565.4 A staff member with a continuing or fixed-term appointment may be required, without formal reassignment and in the interests of the Organization, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.5 4 . Any such arrangement shall not exceed twelve months, unless otherwise decided by the Director-General.

Former text	New text
<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.3 Annual leave accrues to all staff members except:</p> <p>630.3.1 to those appointed on a “when-actually-employed” basis;</p> <p>630.3.2 to holders of temporary appointments as defined in Rule 420.3 engaged on a daily basis;</p> <p>630.3.3 to consultants appointed under Rule 1310 who are governed, instead, by the conditions established for them;</p> <p>630.3.4 to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p>630.3.5 to those on special leave under insurance coverage in excess of 30 days.</p>	<p>630. ANNUAL LEAVE</p> <p>630.1 to 630.2 [no change]</p> <p>630.3 Annual leave accrues to all staff members except:</p> <p>630.3.1 to those appointed on a “when-actually-employed” basis;</p> <p>630.3.21 to holders of temporary appointments as defined in Rule 420.3 to conference and other short-term service staff appointed under Rule 1320 engaged on a daily basis;</p> <p>630.3.3 to consultants appointed under Rule 1310 who are governed, instead, by the conditions established for them;</p> <p>630.3.42 to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p>630.3.53 to those on special leave under insurance coverage in excess of 30 days.</p> <p>[No further changes]</p>
<p>640. HOME LEAVE</p> <p>...</p> <p>640.3.3 they are not locally recruited under Rule 1310, do not hold a temporary appointment as defined in Rule 420.3 and are not appointed as a consultant under Rule 1330; and</p> <p>640.3.4 they have met the requirements for qualifying service under Rule 640.4.</p>	<p>640. HOME LEAVE</p> <p>640.1 to 640.3.2 [no change]</p> <p>640.3.3 they are not locally recruited under Rules 1310 and 1330 do not hold a temporary appointment as defined in Rule 420.3 and are not appointed as a consultant under Rule 1330; and</p> <p>[No further change]</p>
<p>660. LEAVE FOR MILITARY TRAINING OR SERVICE</p> <p>660.1 Upon application, staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, may be granted leave of absence for military training or service required by their government for a period not exceeding one year in the first instance but subject to extension on request. At the staff members’ option, such absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose the provisions of Rule 655.2 shall apply.</p>	<p>660. LEAVE FOR MILITARY TRAINING OR SERVICE</p> <p>660.1 Upon application, staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, may be granted leave of absence for military training or service required by their government for a period not exceeding one year in the first instance but subject to extension on request. At the staff members’ option, such absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose the provisions of Rule 655.2 shall apply.</p> <p>[No further changes]</p>

Former text	New text
<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>720.1 Staff Health Insurance:</p> <p>720.1.1 Staff members appointed for one year or more shall participate in the Organization’s Staff Health Insurance, and their spouse and eligible dependants shall also be covered by it, in accordance with rules established by the Director-General in consultation with the staff. Staff members shall contribute to the cost.</p> <p>720.1.2 Staff members holding temporary appointments as defined in Rule 420.3 shall also participate in the Organization’s Staff Health Insurance, in accordance with rules established by the Director-General. Their eligible family members may be covered by it, in accordance with rules established by the Director-General. Staff members shall contribute to the cost.</p> <p>720.2 Accident and Illness Insurance:</p> <p>720.2.1 Staff members appointed for one year or more shall be insured against the risk of disability or accidental death to the extent provided for in the Organization’s accident and illness insurance policy relating to them. Staff members shall contribute to the cost.</p> <p>720.2.2 Staff members appointed for periods of less than one year and those engaged on a “when-actually-employed” basis shall be insured against medical and hospital expenses, death and disability in accordance with the provisions of the insurance policy relating to them. Participants shall contribute to the cost.</p>	<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>720.1 Staff Health Insurance:</p> <p>720.1.1 Staff members appointed for one year or more shall participate in the Organization’s Staff Health Insurance, and their spouse and eligible dependants shall also be covered by it, in accordance with rules established by the Director-General in consultation with the staff. Staff members shall contribute to the cost.</p> <p>720.1.2 [deleted]</p> <p>720.2 Accident and Illness Insurance:</p> <p>720.2.1 Staff members appointed for one year or more shall be insured against the risk of disability or accidental death to the extent provided for in the Organization’s accident and illness insurance policy relating to them. Staff members shall contribute to the cost.</p> <p>720.2.2 [deleted]</p>

Former text	New text
<p>740. SICK LEAVE</p> <p>740.1 Staff members, except those engaged on a “when-actually-employed” basis and those excluded by the Director-General under the provisions of Rules 1320 and 1330, who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>740.1.1 a staff member holding an appointment of one year’s duration or more may be granted up to six months’ sick leave with full pay in any period of 12 consecutive months, provided that the total of all absences on account of sick leave shall not exceed nine months in any four-year period (see also Rules 655.1 and 750.1);</p> <p>740.1.2 in exceptional cases the Director-General may, in addition, grant special leave under Rule 650 with half pay to such staff up to a maximum of nine months in any four-year period. During a period of special leave with half pay, the staff member and the Organization shall continue to make their contributions to the Staff Pension Fund and the Staff Health Insurance, calculated on the basis of the staff member’s full salary;</p> <p>740.1.3 a staff member who has exhausted all his entitlements to sick leave and who is not entitled to receive salary benefits under the Organization’s accident and illness policy, shall first use up in full his annual leave entitlements before he can be considered for leave without pay under Rule 655 or special leave with pay under Rule 740.1.2;</p> <p>740.1.4 a staff member appointed for a period of less than one year and paid on a monthly basis may be granted sick leave proportionate to the duration of the appointment.</p>	<p>740. SICK LEAVE</p> <p>740.1 Staff members, except those engaged on a “when-actually-employed” basis and those excluded by the Director-General under the provisions of Rules 1320 and 1330 who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>740.1.1 to 740.1.3 [no change]</p> <p>740.1.4 a staff member appointed for a period of less than one year, and paid on a monthly basis may be granted sick leave proportionate to the duration of the appointment.</p> <p>[No further changes]</p>

Former text	New text
760. MATERNITY AND PATERNITY LEAVE	760. MATERNITY AND PATERNITY LEAVE
760.1 Staff members other than consultants appointed under Rule 1330 shall be entitled to maternity leave and paternity leave, subject to the conditions specified in this Rule.	760.1 Staff members other than consultants appointed under Rule 1330 shall be entitled to maternity leave and paternity leave, subject to the conditions established by the Director-General specified in this Rule.
760.2 Maternity leave for staff holding an appointment of one year or more Maternity leave shall commence six weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected due date. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.	760.2 Maternity leave for staff holding an appointment of one year or more Maternity leave shall commence six weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected due date. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.
760.3 Maternity leave for staff holding temporary appointments For a staff member holding a temporary appointment as defined in Rule 420.3, maternity leave shall be granted under conditions established by the Director-General.	760.3 [deleted]
760.4 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.	760.43 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.
760.5 Where both parents of a new-born child are staff members of the World Health Organization, 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 Director-General.	760.54 Where both parents of a new-born child are staff members of the World Health Organization, 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 Director-General.

Former text	New text																		
<p>760.6 Paternity leave</p> <p>Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the birth of his child, a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, shall be entitled to paternity leave for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p>	<p>760.65 Paternity leave</p> <p>Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the birth of his child, a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, shall be entitled to paternity leave for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p>																		
<p>770. GRANT IN CASE OF DEATH</p> <p>770.1 On the death of a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, whose death does not result in any indemnity payment from the Organization's accident and illness insurance policy, a payment shall be made to:</p> <p>770.1.1 the spouse or, if none,</p> <p>770.1.2 the children recognized under Staff Rule 310.5.2 in equal shares.</p> <p>770.2 The grant shall be made in accordance with the following schedule, computed according to Staff Rule 380.2:</p> <table border="0" data-bbox="957 1344 1244 1792"> <tr> <td>Years of qualifying service</td> <td>Months of salary</td> </tr> <tr> <td>0-3</td> <td>3</td> </tr> <tr> <td>4</td> <td>4</td> </tr> <tr> <td>5</td> <td>5</td> </tr> <tr> <td>6</td> <td>6</td> </tr> <tr> <td>7</td> <td>7</td> </tr> <tr> <td>8</td> <td>8</td> </tr> <tr> <td>9</td> <td>9</td> </tr> <tr> <td>9 or more</td> <td></td> </tr> </table>	Years of qualifying service	Months of salary	0-3	3	4	4	5	5	6	6	7	7	8	8	9	9	9 or more		<p>770. GRANT IN CASE OF DEATH</p> <p>770.1 On the death of a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, whose death does not result in any indemnity payment from the Organization's accident and illness insurance policy, a payment shall be made to:</p> <p>770.1.1 to 770.2 [no change]</p>
Years of qualifying service	Months of salary																		
0-3	3																		
4	4																		
5	5																		
6	6																		
7	7																		
8	8																		
9	9																		
9 or more																			

Former text	New text
<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>...</p> <p>820.2 Except for staff members holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, the Organization shall pay the travel expenses of a staff member's spouse and dependent children, as defined in Rule 820.1, under the following circumstances:</p> <p>820.2.1 on appointment for a period of not less than one year, from the recognized place of residence or, at the option of the Organization, the place of recruitment, to the official station, or from some other place, provided that the cost to the Organization does not exceed that for the travel from the recognized place of residence, and subject to the requirement that in any case the spouse and dependent children remain at the official station at least six months;</p>	<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>820.1 to 820.1.4 [no change]</p> <p>820.2 Except for staff members holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, The Organization shall pay the travel expenses of a staff member's spouse and dependent children, as defined in Rule 820.1, under the following circumstances:</p> <p>820.2.1 on appointment for a period of not less than one year, or upon extension of an initial appointment of less than one year or longer, from the recognized place of residence or, at the option of the Organization, the place of recruitment, to the official station, or from some other place, provided that the cost to the Organization does not exceed that for the travel from the recognized place of residence, and subject to the requirement that in any case the spouse and dependent children are expected to remain at the official station at least six months;</p> <p>[No further changes]</p>
<p>825. SPECIAL EDUCATION GRANT TRAVEL</p> <p>The Organization shall, in accordance with terms and conditions determined by the Director-General, pay travel expenses of dependent children in respect of whom staff members are entitled to the special education grant under Rule 355. In this case, the provisions for education grant travel under Rule 820.2.5 shall not apply, except for the round trips under Rules 820.2.5.2 and 820.2.5.3. The provisions of this Rule shall apply to professional and higher category staff not serving in the country of their recognized place of residence, and to staff referred to in Rule 1310.4 recruited outside the local area as well as outside the country of the official station. They shall not apply to other staff referred to in Rule 1310, nor to staff holding temporary appointments as defined in Rule 420.3 nor to consultants appointed under Rule 1330.</p>	<p>825. SPECIAL EDUCATION GRANT TRAVEL</p> <p>The Organization shall, in accordance with terms and conditions determined by the Director-General, pay travel expenses of dependent children in respect of whom staff members are entitled to the special education grant under Rule 355. In this case, the provisions for education grant travel under Rule 820.2.5 shall not apply, except for the round trips under Rules 820.2.5.2 and 820.2.5.3. The provisions of this Rule shall apply to professional and higher category staff not serving in the country of their recognized place of residence, and to staff referred to in Rule 1310.4 recruited outside the local area as well as outside the country of the official station. They shall not apply to other staff referred to in Rules 1310 and 1330, nor to staff holding temporary appointments as defined in Rule 420.3 nor to consultants appointed under Rule 1330.</p>

Former text	New text
<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>1030.2 Prior to such termination the following conditions must be fulfilled:</p> <p>1030.2.1 the medical condition must be assessed as of long duration or likely to recur frequently;</p> <p>1030.2.2 reassignment possibilities shall be explored and an offer made if this is feasible;</p> <p>1030.2.3 participants in the Pension Fund shall have their pension rights determined.</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;</p> <p>1030.3.2 may be entitled to 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>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>1030.2 Prior to such termination the following conditions must be fulfilled:</p> <p>1030.2.1 the medical condition must be assessed as of long duration or likely to recur frequently;</p> <p>1030.2.2 reassignment possibilities for staff members holding continuing or fixed-term appointments shall be explored and an offer made if this is feasible;</p> <p>1030.2.3 participants in the Pension Fund shall have their pension rights determined.</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 continuing or fixed-term appointment, and one month's notice if serving on a temporary appointment;</p> <p>1030.3.2 may be entitled to 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>

Former text	New text
<p>1040. COMPLETION OF APPOINTMENTS</p> <p>In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall terminate automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment. Such a staff member who does not wish to be considered for reappointment shall also give that period of notice of his intention.</p>	<p>1040. COMPLETION OF APPOINTMENTS</p> <p>In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall terminate automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment. Where it has been decided not to offer an extension of appointment to a staff member holding a temporary appointment, the staff member shall be notified thereof normally no less than one month before the expiry of the appointment. Such notice shall not be required in the case of a staff member holding a temporary appointment who has reached the maximum duration of uninterrupted service under consecutive temporary appointments, as defined in Rule 420.4. See a Eligible staff members who does not wish to be considered for reappointment shall also give that period of notice of histheir intention.</p>
	<p>1045. TERMINATION OF TEMPORARY APPOINTMENTS</p> <p>[New Rule]</p> <p>1045.1 In addition to the grounds for termination set out in Rules 1030, 1075, and 1080, a temporary appointment may be terminated prior to its expiration date if:</p> <p>1045.1.1 the function the staff member performs is discontinued,</p> <p>or;</p> <p>[New Rule]</p> <p>1045.1.2 the staff member's performance is deemed to be unsatisfactory, or if the staff member proves unsuited to his work or to international service. It shall be considered unsatisfactory performance if the staff member does not or cannot perform the temporary functions to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.</p>

Former text	New text
<p>[New Rule]</p> <p>1045.2 When a temporary appointment is terminated due to discontinuation of the function, the staff member will be given at least one month's notice and will be paid a termination indemnity in accordance with the schedule set out in Rule 1050.4.</p> <p>[New Rule]</p> <p>1045.3 When a temporary appointment is terminated for unsatisfactory performance or because the staff member proves unsuited to his work or to international civil service, the staff member shall normally be given at least one month's notice. In addition, the staff member may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if his appointment had been terminated under Rule 1045.2.</p>	<p>[New Rule]</p> <p>1045.2 When a temporary appointment is terminated due to discontinuation of the function, the staff member will be given at least one month's notice and will be paid a termination indemnity in accordance with the schedule set out in Rule 1050.4.</p> <p>[New Rule]</p> <p>1045.3 When a temporary appointment is terminated for unsatisfactory performance or because the staff member proves unsuited to his work or to international civil service, the staff member shall normally be given at least one month's notice. In addition, the staff member may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if his appointment had been terminated under Rule 1045.2.</p>
<p>1050. ABOLITION OF POST</p> <p>1050.1 The fixed-term appointment of a staff member with less than five years of service may be terminated prior to its expiration date if the post he occupies is abolished.</p> <p>1050.2 When a post held by a staff member with a service appointment¹, or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director-General, and based upon the following principles:</p> <p>...</p> <p>1050.3 Termination under this Rule shall require giving at least three months' notice to a staff member holding a service appointment or a non-probationary fixed-term appointment, and at least one month's notice to any other staff member.</p> <p>1050.4 Staff members whose appointments are terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.2:</p>	<p>1050. ABOLITION OF POST</p> <p>1050.1 The fixed-term appointment of a staff member with less than five years of service may be terminated prior to its expiration date if the post he occupies is abolished.</p> <p>1050.2 When a post held by a staff member with a continuing service appointment, or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director-General, and based upon the following principles:</p> <p>1050.2.1 to 1050.2.9 [no change]</p> <p>1050.3 Termination under this Rule shall require giving at least three months' notice to a staff member holding a service continuing appointment or a non-probationary fixed-term appointment, and at least one month's notice to any other staff member.</p> <p>1050.4 Staff members whose appointments are terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.2:</p>

¹ In this Rule, references to staff members holding service appointments shall be interpreted to include staff members holding career service appointments.

Former text		New text	
Indemnity (Terminal remuneration)	Indemnity (Terminal remuneration)		
Years of service	Staff holding service appointments	Staff holding continuing service appointments	Staff holding other types of fixed-term -appointments
Less than 1)))
1)))
2)))
3)))
4)))
5)))
6)))
7)))
8)))
9)))
10)))
11)))
12)))
13)))
14)))
15 or more)))
	Staff holding fixed-term appointments	Not applicable	One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months
	Staff holding service appointments	6 months	4 months
	Staff holding service appointments	7 months	5 months
	Staff holding service appointments	8 months	6 months
	Staff holding service appointments	9 months	7 months
	Staff holding service appointments	9.5 months	9 months
	Staff holding service appointments	10 months	9.5 months
	Staff holding service appointments	10.5 months	10 months
	Staff holding service appointments	11 months	10.5 months
	Staff holding service appointments	11.5 months	11 months
	Staff holding service appointments	12 months	11.5 months
	Staff holding service appointments	12 months	12 months

Former text	New text
<p>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</p> <p>1070.1 A staff member's appointment may be terminated if his performance is unsatisfactory or if he proves unsuited to international service. It shall be considered unsatisfactory performance if the staff member does not or cannot perform the functions of the post to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.</p> <p>1070.2 Prior to termination action, a staff member shall be given a written warning and a reasonable time to improve. If there is reason to believe that the unsatisfactory performance results from assignment to duties and responsibilities beyond the capacity of the staff member, consideration shall be given to reassignment to a post more suited to his abilities.</p> <p>1070.3 A staff member whose appointment is terminated under this Rule shall be entitled to a notice period equivalent to that specified in Rule 1050.3.</p> <p>1070.4 A staff member whose appointment is terminated under this Rule may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if terminated under Rule 1050.</p>	<p>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</p> <p>1070.1 A staff member's continuing or fixed-term appointment may be terminated if his performance is unsatisfactory or if he proves unsuited to his work or to international service. It shall be considered unsatisfactory performance if the staff member with a continuing or fixed-term appointment does not or cannot perform the functions of the post to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.</p> <p>1070.2 Prior to termination action, a staff member with a continuing or fixed-term appointment shall be given a written warning and a reasonable time to improve. If there is reason to believe that the unsatisfactory performance results from assignment to duties and responsibilities beyond the capacity of the staff member, consideration shall be given to reassignment to a post more suited to his abilities.</p> <p>1070.3 A staff member with a continuing or fixed-term appointment whose appointment is terminated under this Rule shall be entitled to a notice period equivalent to that specified in Rule 1050.3.</p> <p>1070.4 A staff member whose continuing or fixed-term appointment is terminated under this Rule may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if terminated under Rule 1050.</p>
<p>1083. NOTICE OF TERMINATION</p> <p>Notice of termination under Staff Rules 1030, 1050, 1060, 1070 and 1080 shall not be served to a staff member on maternity leave.</p>	<p>1083. NOTICE OF TERMINATION</p> <p>Notice of termination under Staff Rules 1030, 1045, 1050, 1060, 1070 and 1080 shall not be served to a staff member on maternity leave.</p>

Former text	New text
<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT</p> <p>...</p> <p>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 Director-General shall establish, on the basis of procedures agreed among the international organizations concerned, the criteria under which the mobility and hardship allowance may be payable.</p>	<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT</p> <p>1310.1 to 1310.4 [no change]</p> <p>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 Director-General shall establish, on the basis of procedures agreed among the international organizations in the United Nations common system concerned, the criteria under which the mobility and hardship allowance may be payable.</p> <p>[No further changes]</p>
<p>1320. TEMPORARY STAFF</p> <p>The Director-General may establish conditions of service for temporary appointments for conference and other short-term service without regard to the provisions of other sections of the Staff Rules.</p>	<p>1320. CONFERENCE AND OTHER SHORT-TERM SERVICE STAFF</p> <p>The Director-General may establish conditions of service for temporary appointments for conference and other short-term service staff holding temporary appointments of 60 days or less without regard to the provisions of other sections of the Staff Rules, including Staff Rules 340, 640, 710, 760, 770, 820, and 825.</p>
<p>1330. CONSULTANTS</p> <p>The Director-General may appoint consultants without regard to the provisions of the other sections of the Rules.</p>	<p>1330. [deleted]</p>
<p>1340. NATIONAL PROFESSIONAL OFFICERS</p> <p>1340.1 The Director-General may appoint National Professional Officers to perform work at the professional level without regard to the provisions of other sections of the Rules. All posts in the National Professional Officer category are subject to local recruitment.</p> <p>1340.2 With respect to Rule 1340.1 the Director-General shall establish employment conditions for staff engaged in the local area to fill such posts, including the fixing of rates of pay and allowances in terms of the best prevailing practices in the local area.</p>	<p>1340.1 NATIONAL PROFESSIONAL OFFICERS</p> <p>1340.1 The Director-General may appoint National Professional Officers to perform work at the professional level without regard to the provisions of other sections of the Rules. All posts appointments in the National Professional Officer category are subject to local recruitment.</p> <p>1340.2 With respect to Rule 1340.1 the Director-General shall establish employment conditions for staff engaged in the local area to fill such posts, including the fixing of rates of pay and allowances in terms of the best prevailing practices in the local area.</p>