

Confirmation of amendments to the Staff Rules¹

Report by the Secretariat

1. Amendments to the Staff Rules made by the Acting Director-General are submitted for confirmation by the Board in accordance with Staff Regulation 12.2.²
2. The amendments described in section I of this document stem from decisions expected to be taken by the United Nations General Assembly at its sixty-first session, on the basis of recommendations made by the International Civil Service Commission. Should the United Nations General Assembly not approve the recommendations that have resulted in the amendments in section I, an addendum to this document will be issued.
3. The amendments described in section II of this document have been made in the light of experience and in the interests of good human resources management.
4. The financial implications of the amendments in the biennium 2006–2007 include negligible additional costs under the regular budget, which will be met from the appropriate allocations established for each of the Regions and for global and interregional activities, and from extrabudgetary sources of funds.
5. The amended Staff Rules are set out in the Annex.

I. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS EXPECTED TO BE TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SIXTY-FIRST SESSION ON THE BASIS OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Remuneration of staff in the professional and higher categories

6. The Commission informed the United Nations General Assembly that its present recommendation superseded its 2005 base/floor recommendation, which had not been acted on by the Assembly, and reflected the movement of comparator net salaries in the two-year period 2005–2006.

¹ Copies of the Staff Rules and Staff Regulations are available in the meeting room for Board members.

² *Basic documents*, 45th ed., Geneva, World Health Organization, 2005.

7. In that context, the Commission recommended to the United Nations General Assembly that:
- (a) The current base/floor salary scale for the professional and higher categories be increased by 4.57% through the standard consolidation procedures on the basis of the standard method of reducing post adjustment multiplier points and increasing net salary, i.e. on a no loss/no gain basis, with effect from 1 January 2007;
 - (b) The new arrangements for the mobility and hardship scheme, as recommended to the Assembly in the report of the Commission for 2005,¹ be introduced concurrently with the adjustment of the base/floor salary scale, that is, as from 1 January 2007².
8. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly.

Salaries of staff in ungraded posts, and of the Director-General

9. Subject to the decision of the United Nations General Assembly in respect of the recommendation in paragraph 7 above, the Acting Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board recommend to the Sixtieth World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as of 1 January 2007, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 168 826 per annum, and the net salary US\$ 122 737 (dependency rate) or US\$ 111 142 (single rate).

10. Based on the adjustments to salaries described above, the salary to be authorized by the Health Assembly for the Deputy Director-General would be: (i) as of 1 January 2006, a gross salary of US\$ 181 778 per annum and a corresponding net salary of US\$ 131 156 (dependency rate) or US\$ 118 034 (single rate); and (ii) as from 1 January 2007, a gross salary of US\$ 185 874 per annum with a corresponding net salary of US\$ 133 818 (dependency rate) or US\$ 120 429 (single rate).

11. The salary adjustments described above would imply similar adjustments to the salary of the Director-General. The modification in salary to be authorized by the Health Assembly as from 1 January 2007 would therefore be US\$ 228 818 per annum gross, US\$ 161 732 net (dependency rate) or US\$ 143 829 (single rate).

Education grant

12. The Commission recommended to the United Nations General Assembly that:
- (a) In Denmark, Ireland, Italy, Sweden, the United States of America and the United States dollar area outside the United States, the maximum admissible expenses and the maximum education grant should be set as shown in annex II, table 1, of its report for 2006;³
 - (b) The maximum admissible expenses and the maximum education grant should remain at the current levels for Austria, Belgium, Finland, France (subject to subparagraph (d) below), Germany, Japan, the Netherlands, Spain, Switzerland and the United Kingdom, as shown in annex II, table 2 of its report for 2006;

¹ *Official Records of the General Assembly, Sixtieth Session, Supplement No. 30 and corrigendum (A/60/30 and Corr. 1), Annex II,*

² The amendments to Staff Rules resulting from the proposed new mobility and hardship allowance scheme were submitted to the Board for confirmation in May 2006 (document EB118/11).

³ *Official Records of the General Assembly, Sixty-first session, Supplement No.30 (A/61/30)* (copies available in the Board room)

- (c) The separate zone of Norway should be discontinued and the education claims for that country included in the United States dollar area outside the United States;
- (d) A separate maximum admissible expense level equal to that applicable to the United States of America should be established for the following schools in France: American School of Paris; British School of Paris; International School of Paris; American University of Paris; Marymount School of Paris; European Management School of Lyon;
- (e) The flat rates for boarding should be taken into account within the maximum admissible educational expenses and the additional amounts for reimbursement of boarding costs over and above the maximum grant payable to staff members at designated duty stations should be revised as shown in annex II, table 3 of its report for 2006;
- (f) The amount of the special education grant for each disabled child should be equal to 100% of the revised amounts of the maximum allowable expenses for the regular grant;
- (g) Special measures should be maintained for China, Indonesia and the Russian Federation, which would allow organizations to reimburse 75% of actual expenses up to and not exceeding the level of the maximum admissible expenses in force for the United States dollar area inside the United States of America. In the course of its discussion, the Commission agreed that the special measure for Romania could be discontinued.

13. The Commission further recommended that all of the above measures should be applicable as from the school year in progress on 1 January 2007.

14. The Commission also recommended to the United Nations General Assembly that the eligibility period for the education grant should continue up to the end of the school year in which the child completes four years of post-secondary studies even if a degree had been attained after three years and students would continue to be subject to the age limit of 25 years.

15. Amendments to Staff Rule 350.1.1 and Appendix 2 to the Staff Rules have been prepared accordingly.

II. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE INTERESTS OF GOOD HUMAN RESOURCES MANAGEMENT

Home leave

(a) Home leave destination

16. Staff Rule 640.1 has been amended to allow staff members and their families to take home leave in a country other than that of the staff member's recognized place of residence. The intention is to recognize situations where staff members and their families are of multicultural backgrounds and where, during the course of their careers, they have established cultural/family ties in places other than their country of nationality/recognized place of residence. An editorial change has been made to Staff Rule 640.1 to clarify that the period spent on home leave is charged to the staff member's annual leave entitlement.

17. Staff Rule 640.5 has been amended to reflect the changes to Staff Rule 640.1, and to clarify the Organization's financial liability when home leave is taken in a country other than that of the staff member's recognized place of residence. Staff Rules 640.5.1 and 640.5.2 have also been amended to reflect the amendments to Staff Rule 640.1.

18. The above changes serve to align WHO Staff Rules and policies with those recently adopted by the United Nations and which were already in place in other organizations in the United Nations common system.

(b) Frequency of home leave

19. Staff Rules 640.3.2 and 640.6.4 have been amended to reduce the service time requirement after home leave to three months in the case of staff members serving in 12-month duty stations. Staff Rule 640.6.3 has been deleted to remove the requirement that eligible family members travel on home leave at the same time as the staff member. Staff Rules 640.6.4 and 640.6.5 have been renumbered accordingly.

20. The above changes serve to align WHO Staff Rules and policies with those of the United Nations and other organizations in the United Nations common system, and to recognize the mobile and international nature of the workforce and the difficult working and living conditions of staff members serving in hardship duty stations.

Special leave

21. Staff Rule 650 has been amended to allow the Director-General to determine the conditions, including duration, under which special leave under this Rule may be granted. It has also been edited in the interest of clarity and further amended to refer specifically to leave for child care and serious illness of family members as important reasons for which special leave may be granted, and to provide that in such exceptional cases, including the death of an immediate family member, annual leave need not be exhausted before special leave is taken.

22. These changes serve to align WHO's Staff Rules with those of the United Nations and other organizations in the United Nations common system.

Leave without pay

23. New Staff Rule 655.3 has been introduced to allow the Director-General to authorize leave without pay for pension purposes for staff who are within two years of reaching age 55 and 25 years of contributory service, or who are over that age and within two years of 25 years of contributory service. Staff Rule 655.1 on leave without pay has been amended to reflect new Staff Rule 655.3.

24. These changes serve to align WHO's Staff Rules with those of the United Nations and other organizations in the United Nations common system.

Leave for military training or service

25. Staff Rule 660.1 has been amended to provide for special leave for up to the full duration of the military training or service.

Sick leave (family emergency leave)

26. Staff Rule 740.2 has been amended to allow staff members to use part or all of the family-emergency leave entitlement (seven working days of uncertified sick leave) in the event of the death of an immediate family member.

27. This change serves to align WHO's Staff Rules with those of the United Nations and other organizations in the United Nations common system.

Maternity leave

28. Staff Rule 760.2 has been amended to provide for an additional four weeks of maternity leave in the case of multiple births. While this is not policy in other organizations, it is important that WHO, as the leading Organization in health, sets the health standard in these exceptional circumstances in the best interests of staff well-being and good human resources management. Editorial changes have been made to Staff Rule 760.4 for greater clarity.

Paternity leave and adoption leave

29. Given that paternity leave and adoption leave are distinct forms of leave with full pay, new Staff Rule 763 on paternity leave and new Staff Rule 765 on adoption leave have been introduced. Accordingly, Staff Rules 760 and 760.1 on maternity leave have been amended to remove the references to paternity leave. Staff Rule 760.5 on paternity leave has been renumbered and reflected as new Staff Rule 763, and editorial changes made for greater clarity.

30. Staff Rule 650 on special leave has been amended to remove the reference to adoption leave.

Travel of staff members

31. Staff Rule 810.5.2 has been amended to reduce the service time requirement after family visit travel in the case of staff members serving in 12-month duty stations. In addition, the reference in Staff Rule 810.5.4 to Staff Rule 640.6.5 has been changed to renumbered Staff Rule 640.6.4.

32. This change serves to recognize the difficult working and living conditions of staff members serving in difficult duty stations.

Travel of children under the education grant

33. Staff Rule 820.2.5.2 has been amended to permit children with an entitlement to travel under the education grant to reunite with the staff member at a place other than the staff member's duty station or the child's place of study.

34. This change serves to align WHO Staff Rules and policies with those of the United Nations and other organizations in the United Nations common system.

Resignation

35. Staff Rule 1010.3 has been amended and new Staff Rule 1010.4 introduced to reflect the amendments to Staff Rules 640.3.2, 640.6.4 and 810.5.2.

Completion of appointments

36. New Staff Rule 1040.2 has been introduced to provide for the extension of an appointment when it expires during maternity leave, paternity leave or adoption leave. Such appointment extension will be for a period determined, and under conditions established, by the Director-General. Staff Rule 1040 has been renumbered accordingly, and an editorial change made in the interest of clarity.

37. These changes serve to align WHO's Staff Rules with those of the United Nations and other organizations in the United Nations common system.

Notice of termination

38. Staff Rule 1083 has been amended to provide that notice of termination under Staff Rules 1030, 1045, 1050, 1060, 1070 and 1080 may be served during periods of maternity leave, paternity leave or

adoption leave. The effective date of termination will be either the expiry date of the leave, or the end of the notice period under the relevant Staff Rule, whichever is later.

Effective date of termination

39. Staff Rule 1090 has been amended, and new Staff Rules 1090.1 and 1090.2 introduced to reflect the amendments to Staff Rule 1083.

ACTION BY THE EXECUTIVE BOARD

40. In the light of these revisions, the Board may wish to consider the following draft resolutions.

Resolution 1

The Executive Board,

CONFIRMS, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that have been made by the Acting Director-General with effect from: (a) 1 January 2007 concerning the remuneration of staff in the professional and higher categories; (b) the school year in progress on 1 January 2007 concerning the education grant; and (c) 1 July 2007 concerning home leave, special leave, leave without pay, leave for military training or service, sick leave (family emergency leave), maternity leave, paternity leave, adoption leave, travel of staff members, travel of children under the education grant, resignation, completion of appointments, notice of termination, and effective date of termination.

Resolution 2

The Executive Board,

RECOMMENDS to the Sixtieth World Health Assembly the adoption of the following resolution:

The Sixtieth World Health Assembly,

Noting the recommendations of the Executive Board with regard to remuneration of staff in ungraded posts and of the Director-General,

1. ESTABLISHES the salaries of Assistant Directors-General and Regional Directors as from 1 January 2007 at US\$ 168 826 per annum before staff assessment, resulting in a modified net salary of US\$ 122 737 (dependency rate) or US\$ 111 142 (single rate);
2. ESTABLISHES the salary of the Deputy Director-General as from 1 January 2006 at US\$ 181 778 per annum before staff assessment, resulting in a net salary of US\$ 131 156 (dependency rate) or US\$ 118 034 (single rate); and, as from 1 January 2007, at US\$ 185 874 per annum before staff assessment, resulting in a net salary of US\$ 133 818 (dependency rate) or US\$ 120 429 (single rate);
3. ESTABLISHES the salary of the Director-General as from 1 January 2007 at US\$ 228 818 per annum before staff assessment, resulting in a modified net salary of US\$ 161 732 (dependency rate) or US\$ 143 829 (single rate).

ANNEX

AMENDMENTS TO THE STAFF RULES

Former Text	New Text
<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3, under the conditions which follow:</p> <p>350.1.1 the grant is payable for each child as defined under Rule 310.5.2, except that the entitlement in respect of such a child shall extend up to the end of the school year in which the child reaches the age of 25, completes four years of post-secondary studies or is awarded the first recognized degree, whichever is earlier;</p>	<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3, under the conditions which follow:</p> <p>350.1.1 the grant is payable for each child as defined under Rule 310.5.2, except that the entitlement in respect of such a child shall extend up to the end of the school year in which the child reaches the age of 25, or completes four years of post-secondary studies or is awarded the first recognized degree, whichever is earlier;</p> <p>[no further changes]</p>
<p>640. HOME LEAVE</p> <p>640.1 Home leave is provided so that a staff member who is serving and residing outside the country of his recognized place of residence may spend a reasonable period of leave in his home country (or in another country, as provided for in Rule 640.5.2) with a view to maintaining effective association with its culture, with his family, and with his national, professional or other interests.</p> <p>640.2 ...</p>	<p>640. HOME LEAVE</p> <p>640.1 Home leave is provided so that a staff member who is serving and residing outside the country of his recognized place of residence may spend a reasonable period of annual leave in his home country (or in another country, as provided for in Rule 640.5.2) with a view to maintaining effective association with its his culture, with his family, and with his national, professional or other interests. Staff members may exercise home leave travel in a country other than that of their recognized place of residence under conditions established by the Director-General.</p> <p>640.2 [No change]</p>

Former Text	New Text
<p>640.3 Staff members are eligible for home leave when:</p> <p>640.3.1 they are serving and residing outside the country of their recognized place of residence as established under Rule 460; and</p> <p>640.3.2 their service is expected to continue at least six months beyond the date of return from home leave or six months beyond the date of eligibility for home leave, whichever is later; and</p> <p>640.3.3 they are not locally recruited under Rules 1310 and 1330; and</p> <p>640.3.4 they have met the requirements for qualifying service under Rule 640.4.</p>	<p>640.3 Staff members are eligible for home leave when:</p> <p>640.3.1 they are serving and residing outside the country of their recognized place of residence as established under Rule 460; and</p> <p>640.3.2 if the staff member is assigned to a 24-month official station, their service is expected to continue at least six months beyond the date of return from home leave or six months beyond the date of eligibility for home leave, whichever is later, or, if the staff member is assigned to a 12-month official station, their service is expected to continue at least three months beyond the date of return from home leave or three months beyond the date of eligibility for home leave, whichever is later; and</p> <p>640.3.3–640.3.4 [No change]</p>
<p>640.4 Qualifying service under Rule 640.2 consists of continuous service for the Organization at official stations outside the country of the staff member's recognized place of residence, but does not include periods of sick leave under insurance cover in excess of 30 days or leave without pay in excess of 30 days.</p>	<p>640.4 [No change]</p>
<p>640.5 Home leave consists of travel time without charge to the staff member's annual leave with return transportation paid by the Organization for the staff member, his spouse and eligible children, up to the cost of travel between the official station and the staff member's recognized place of residence. Travel shall be authorized as follows:</p>	<p>640.5 Home leave consists of travel time without not charged to the staff member's annual leave with return transportation paid by the Organization for the staff member, histhe spouse and eligible children, up to the cost of travel between the official station and the staff member's recognized place of residence or the actual destination, whichever is less. Travel shall be authorized as follows:</p>

Former Text	New Text						
<p>640.5.1 at 24-month stations, travel shall be between the official station and the staff member's recognized place of residence or another place in the same country; as a condition for the payment of travel the staff member, his spouse and eligible children must spend a reasonable period of time in that country;</p> <p>640.5.2 at 12-month stations, travel shall be as under Rule 640.5.1, except that every second travel may be between the official station and a country other than that of the recognized place of residence, in which case a reasonable period of time must be spent away from the official station.</p>	<p>640.5.1 at 24-month stations, travel shall be between the official station and the staff member's recognized place of residence or another place as provided for in Rule 640.1 in the same country; as a condition for the payment of travel the staff member, his spouse and eligible children must spend a reasonable period of time in that country;</p> <p>640.5.2 at 12-month stations, travel shall be as under Rule 640.5.1, except that every second travel may be between the official station and a country other than that of the recognized place of residence, in which case a reasonable period of time must be spent away from the official station. as a condition for the payment of travel the staff member, the spouse and eligible children must spend a reasonable period of time in the country where the leave is exercised.</p>						
<p>640.6 Home leave may be granted subject to the following conditions:</p> <p>640.6.1 the date of departure on home leave may be at any time during the eligibility period specified below:</p> <table data-bbox="443 943 1099 1043"> <thead> <tr> <th>Official station</th> <th>Eligibility period</th> </tr> </thead> <tbody> <tr> <td>24-month</td> <td>6 months before and after eligibility date</td> </tr> <tr> <td>12-month</td> <td>3 months before and after eligibility date</td> </tr> </tbody> </table> <p>When the date of departure is after the end of the eligibility period, qualifying service towards the next home leave shall accrue from the date of departure, unless the leave has been postponed at the request of the Organization;</p> <p>640.6.2 in exceptional circumstances, home leave may be advanced, provided there has been a minimum period of qualifying service as defined by the Director-General;</p>	Official station	Eligibility period	24-month	6 months before and after eligibility date	12-month	3 months before and after eligibility date	<p>640.6 [no change]</p> <p>640.6.1 [no change]</p> <p>640.6.2 [no change]</p>
Official station	Eligibility period						
24-month	6 months before and after eligibility date						
12-month	3 months before and after eligibility date						

Former Text	New Text
640.6.3 travel of the spouse and eligible children on home leave shall normally take place at the same time as the travel of the staff member;	640.6.3 [Deleted]
640.6.4 the spouse and eligible children must remain at the official station for at least six months after return from home leave;	640.6.4 3 the spouse and eligible children must remain at the official station for at least six months after return from home leave if the staff member is assigned to a 24-month official station, or for at least three months if the staff member is assigned to a 12-month official station;
640.6.5 the timing of the home leave must be reasonable in relation to other authorized travel of the staff member, spouse or children, and in relation to the exigencies of the service.	640.6.5 4 the timing of the home leave must be reasonable in relation to other authorized travel of the staff member, spouse or children, and in relation to the exigencies of the service.
[No further changes]	[No further changes]
650. SPECIAL LEAVE	650. SPECIAL LEAVE
<p>Special leave with full, partial or no pay may be granted for training or research in the interest of the Organization or for other valid reasons, including the death of an immediate family member or the adoption of a child under conditions determined by the Director-General. The Director-General may, at his or her initiative, place a staff member on special leave with full pay if he or she considers such leave to be in the interest of the Organization. Normally, such leave shall not be granted until all accrued annual leave has been exhausted and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.</p>	<p>Special leave with full, partial or no pay may be granted at the request of a staff member for such period and under such conditions as the Director-General may prescribe. This special leave may be granted for training or research in the interest of the Organization or for other valid important reasons, including but not limited to child care, serious illness of a family member, or the death of an immediate family member. or the adoption of a child under conditions determined by the Director-General. The Director-General may, at his or her initiative, place a staff member on special leave with full pay if he or she considers such leave to be in the interest of the Organization. Normally, such leave shall not be granted until all accrued annual leave has been exhausted, except in the cases of special leave to care for a child, serious illness of a family member or death of an immediate family member. and normally shall not exceed one year in duration. Continuity of service shall not be broken during Pperiods of special leave, which shall be credited for all purposes except as otherwise specified in the Rules.</p>

Former Text	New Text
<p>655. LEAVE WITHOUT PAY</p> <p>655.1 Leave without pay may be granted, for a period normally not in excess of one year, for purposes normally covered by sick or annual leave when that leave has been exhausted.</p> <p>655.2 ...</p>	<p>655. LEAVE WITHOUT PAY</p> <p>655.1 Leave without pay may be granted, for a period normally not in excess of one year, except as indicated in Rule 655.3 below, for purposes normally covered by sick or annual leave when that leave has been exhausted.</p> <p>655.2 [no change]</p> <p>655.3 The Director-General may authorize leave without pay for pension purposes for staff who are within two years of reaching age 55 and 25 years of contributory service, or who are over that age and within two years of reaching 25 years of contributory service.</p> <p>[no further changes]</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 420.4, 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 420.4, may be granted leave of absence for a period of up to the full duration of the 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>740. SICK LEAVE</p> <p>...</p> <p>740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged to sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies, other than in the event of the death of an immediate family member, in which case the certification requirement in respect of three consecutive working days shall not apply.</p>	<p>740. SICK LEAVE</p> <p>740.1 to 740.1.4 [no change]</p> <p>740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged to sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies, other than in the event of the death of an immediate family member, in which case the certification requirement in respect of three consecutive working days shall not apply.</p>
<p>760. MATERNITY AND PATERNITY LEAVE</p> <p>760.1 Staff members shall be entitled to maternity leave and paternity leave, subject to conditions established by the Director-General.</p> <p>760.2 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.</p>	<p>760. MATERNITY AND PATERNITY LEAVE</p> <p>760.1 Staff members shall be entitled to maternity leave and paternity leave, subject to conditions established by the Director-General.</p> <p>760.2 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 the case of multiple births, maternity leave shall extend for a period of 20 weeks from the time it is granted. However, in no case shall maternity leave terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.</p>

Former Text	New Text
<p>760.3 ...</p> <p>760.4 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.</p> <p>760.5 Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the birth of his child, a staff member 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>No previous separate Staff Rule - was included under Staff Rule 650.</p>	<p>760.3 [no change]</p> <p>760.4 Where both parents of a new-born newborn 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 other parent father of the child, under conditions established by the Director-General.</p> <p>763760.5 PATERNITY LEAVE</p> <p>A staff member shall be entitled to paternity leave sSubject to conditions established by the Director-General, and Upon presentation of satisfactory evidence of the birth of the staff member's his child, a the staff member 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>[no further changes]</p> <p>765. ADOPTION LEAVE [new Rule]</p> <p>Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the adoption of a child, a staff member shall be entitled to adoption leave for a total period of eight weeks.</p>

Former Text	New Text
<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff member as follows:</p> <p>...</p> <p>810.5 once in each interval between home leave eligibility dates (or once during an appointment of equivalent duration) from the official station to the place where the staff member's spouse and children, as defined in Rule 820.1, are residing, and return to the official station, provided that:</p> <p>810.5.1 the staff member has waived his entitlements to the travel of his spouse and children under Rules 820 and 825, except for education grant travel under Rules 820.2.5.2 and 820.2.5.3;</p> <p>810.5.2 his assignment is to continue for at least six months after his return;</p> <p>810.5.3 the cost to the Organization shall not in any case exceed that of travel from the official station to the staff member's recognized place of residence;</p> <p>810.5.4 there is a reasonable interval between this travel and travel on home leave (see also Rule 640.6.5);</p>	<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff member as follows:</p> <p>...</p> <p>810.5 [no change]</p> <p>810.5.1 [no change]</p> <p>810.5.2 his assignment is to continue for at least six months after his return if the staff member is assigned to a 24-month official station or for at least three months if the staff member is assigned to a 12-month official station;</p> <p>810.5.3 [no change]</p> <p>810.5.4 there is a reasonable interval between this travel and travel on home leave (see also Rule 640.6.54);</p>

Former Text	New Text
<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>...</p> <p>820.2.5 for a child for whom there is an entitlement to an education grant under Rule 350 for study outside the commuting distance of the official station, provided Rule 655.2.4 does not apply:</p> <p>820.2.5.1 one-way passage from the official station or elsewhere to the place of study to enter school for the first time; where the child has been resident with the staff member at the official station, the cost to the Organization is limited to that of travel from the official station to the staff member's recognized place of residence; where the child has not joined the staff member at his official station, the cost to the Organization is limited to that of travel from the staff member's recognized place of residence to the official station;</p> <p>820.2.5.2 one round trip each scholastic year between the place of study and the official station if:</p> <p>(1) the duration of the child's visit to the parents is reasonable in relation to the amount of travel expenses borne by the Organization;</p> <p>(2) the travel expenses to be borne by the Organization do not exceed the cost of round-trip travel between the official station and the staff member's recognized place of residence;</p> <p>(3) the timing of the child's journey is reasonable in relation to other authorized travel of the staff member, spouse, or children;</p>	<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>...</p> <p>820.2.5 – 820.2.5.1 [No change]</p> <p>820.2.5.2 one round trip each scholastic year between the place of study and the official station or other place, if:</p> <p>(1) the duration of the child's visit to the parents is reasonable in relation to the amount of travel expenses borne by the Organization;</p> <p>(2) the travel expenses to be borne by the Organization do not exceed the cost of round-trip travel between the official station and the staff member's recognized place of residence, or the destination of the travel, whichever is less;</p> <p>(3) the timing of the child's journey is reasonable in relation to other authorized travel of the staff member, spouse, or children;</p>

Former Text	New Text
<p>1010. RESIGNATION</p> <p>1010.1–1010.2 [No change]</p> <p>1010.3 A staff member resigning within six months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization’s expense for himself and family members who accompanied him on such travel. In case the staff member exercises his entitlement under Rule 820.2.6 and resigns within six months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization’s expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p>	<p>1010. RESIGNATION</p> <p>1010.1–1010.2 [No change]</p> <p>1010.3 A staff member assigned to a 24-month official station who resigning within six months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization’s expense for himself and family members who accompanied him on such travel. In case the staff member exercises his entitlement under Rule 820.2.6 and resigns within six months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization’s expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p> <p>1010.4 A staff member assigned to a 12-month official station who resigns within three months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization’s expense for himself and family members who accompanied him on such travel. In the event that the staff member exercises his entitlement under Rule 820.2.6 and resigns within three months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization’s expense.</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. 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. Eligible staff members who do not wish to be considered for reappointment shall also give that period of notice of their intention.</p>	<p>1040. COMPLETION OF APPOINTMENTS</p> <p>1040.1 In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall expire terminate expire 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. Eligible staff members who do not wish to be considered for reappointment shall also give that period of notice of their intention.</p> <p>1040. 2 When a fixed-term or temporary appointment is due to expire during a period of maternity leave, paternity leave or adoption leave, the appointment may be extended for a period determined, and under conditions established, by the Director-General.</p>

Former Text	New Text
<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>	<p>1083. NOTICE OF TERMINATION</p> <p>Notice of termination under Staff Rules 1030, 1045, 1050, 1060, 1070 and 1080 may be served during periods of shall not be served to a staff member on maternity leave, paternity leave or adoption leave. The effective date of separation shall be either the expiry date of the leave, or the end of the notice period under the relevant Rule, whichever is later.</p>
<p>1090. EFFECTIVE DATE OF TERMINATION</p> <p>For staff locally recruited and those to whom Rules 1010.2 and 1010.3 apply, the effective date of termination shall be the last day of duty. For all other staff the effective date shall be that day on which it is calculated that the staff member, by departing promptly after completion of his duties, is able to reach his recognized place of residence by a route and means of transport designated by the Organization.</p>	<p>1090. EFFECTIVE DATE OF TERMINATION</p> <p>Subject to Rule 1083 on notice of termination during maternity leave, paternity leave and adoption leave, the effective date of termination shall be as follows:</p> <p>1090.1 For staff locally recruited and those to whom Rules 1010.2 and 1010.3 apply, the effective date of termination shall be the last day of duty;</p> <p>1090.2 For all other staff, the effective date shall be that day on which it is calculated that the staff member, by departing promptly after completion of his duties, is able to reach his recognized place of residence by a route and means of transport designated by the Organization.</p>

Appendix 1

Salary scale for staff in the professional and higher categories: annual gross base salaries and net equivalents after application of staff assessment (in US dollars)¹
(effective 1 January 2007)

<i>Level</i>		<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>	<i>XIV</i>	<i>XV</i>
			*	*	*	*	*									
D-2	Gross	138 549	141 494	144 443	147 391	150 354	153 437									
	Net D	102 713	104 716	106 721	108 726	110 730	112 734									
	Net S	94 360	96 052	97 737	99 417	101 092	102 760									
						*	*	*	*	*						
P-6/D-1	Gross	126 565	129 153	131 738	134 326	136 915	139 501	142 090	144 678	147 265						
	Net D	94 564	96 324	98 082	99 842	101 602	103 361	105 121	106 881	108 640						
	Net S	87 407	88 937	90 462	91 985	93 504	95 020	96 531	98 040	99 544						
											*	*	*			
P-5	Gross	104 600	106 803	109 004	111 204	113 407	115 607	117 810	120 012	122 213	124 415	126 615	128 818	131 019		
	Net D	79 628	81 126	82 623	84 119	85 617	87 113	88 611	90 108	91 605	93 102	94 598	96 096	97 593		
	Net S	73 975	75 305	76 631	77 957	79 280	80 599	81 918	83 234	84 547	85 858	87 167	88 474	89 779		
													*	*	*	
P-4	Gross	85 974	87 979	89 986	91 992	93 999	96 006	98 013	100 019	102 144	104 266	106 391	108 515	110 640	112 765	114 890
	Net D	66 401	67 845	69 290	70 734	72 179	73 624	75 069	76 513	77 958	79 401	80 846	82 290	83 735	85 180	86 625
	Net S	61 834	63 150	64 464	65 776	67 087	68 396	69 705	71 012	72 317	73 623	74 925	76 227	77 528	78 828	80 127
														*	*	*
P-3	Gross	70 222	72 079	73 939	75 793	77 653	79 508	81 364	83 224	85 082	86 938	88 797	90 651	92 511	94 367	96 224
	Net D	55 060	56 397	57 736	59 071	60 410	61 746	63 082	64 421	65 759	67 095	68 434	69 769	71 108	72 444	73 781
	Net S	51 395	52 625	53 857	55 085	56 317	57 545	58 775	60 005	61 234	62 464	63 689	64 916	66 141	67 366	68 592
												*				
P-2	Gross	57 153	58 815	60 476	62 138	63 799	65 458	67 121	68 779	70 442	72 106	73 764	75 428			
	Net D	45 650	46 847	48 043	49 239	50 435	51 630	52 827	54 021	55 218	56 416	57 610	58 808			
	Net S	42 818	43 904	44 986	46 070	47 153	48 238	49 340	50 438	51 542	52 642	53 741	54 844			
P-1	Gross	44 614	46 035	47 452	48 873	50 326	51 922	53 521	55 118	56 711	58 308					
	Net D	36 137	37 288	38 436	39 587	40 735	41 884	43 035	44 185	45 332	46 482					
	Net S	34 089	35 148	36 207	37 267	38 325	39 383	40 443	41 489	42 531	43 572					

¹ D = Rate applicable to staff members with a dependent spouse or child; S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for a within-grade increase between consecutive steps is one year, except at those steps marked with an asterisk, for which a two year period at the preceding step is required (Staff Rule 550.2).

Appendix 2

**EDUCATION GRANT ENTITLEMENTS APPLICABLE IN CASES
WHERE EDUCATIONAL EXPENSES ARE INCURRED IN SPECIFIED
CURRENCIES AND COUNTRIES**

(effective school year in progress 1 January 2007)

<i>Country/ currency area</i>	(1) Maximum admissible educational expenses and maximum grant for disabled children	(2) Maximum education grant	(3) Flat rate when boarding not provided	(4) Additional flat rate for boarding (for staff serving at designated duty stations)	(5) Maximum grant for staff members serving at designated duty stations	(6) Maximum admissible educational expenses for attendance (only when flat rate for boarding is paid)
Part A						
Euro						
Austria	15 198	11 399	3 564	5 346	16 745	10 447
Belgium	14 446	10 835	3 366	5 049	15 884	9 959
Finland	9 082	6 812	2 543	3 815	10 627	5 692
France*	10 263	7 697	2 921	4 381	12 078	6 368
Germany	18 993	14 245	4 090	6 134	20 379	13 540
Ireland	17 045	12 784	2 945	4 417	17 201	13 119
Italy	17 215	12 911	2 965	4 447	17 358	13 261
Luxembourg	12 898	9 673	3 147	4 720	14 393	8 701
Monaco	9 330	6 997	2 672	4 008	11 005	5 767
Netherlands	15 440	11 580	3 814	5 721	17 301	10 355
Spain	13 762	10 322	2 992	4 488	14 810	9 773
Denmark (krone)	108 147	81 110	24 715	37 072	118 182	75 193
Japan yen (yen)	2 324 131	1 743 098	534 345	801 517	2 544 615	1 611 167
Norway (deleted see USD outside USA)	-	-	-	-	-	-
Sweden (krona)	141 026	105 770	23 490	35 235	141 005	109 707
Switzerland (Swiss franc)	26 868	20 151	5 331	7 997	28 148	19 760
United Kingdom of Great Britain and Northern Ireland (pound sterling)	18 285	13 714	3 326	4 989	18 703	13 851
Part B						
United States dollar (outside the United States of America)**	18 048	13 536	3 490	5 235	18 771	13 395
Part C						
United States dollar (in the United States) ¹	34 598	25 949	5 406	8 109	34 058	27 391

* Except for the following schools where the US\$ in the US levels will be applied:

1. American School of Paris
2. American University of Paris
3. British School of Paris
4. European Management School of Lyon
5. International School of Paris
6. Marymount School of Paris

** includes Norway, which will no longer be tracked as a separate zone

¹Also applies, as a special measure, for China, Indonesia, and the Russian Federation.

Where educational expenses are incurred in any of the currencies set out in the table above, the maximum applicable amounts are set out in columns (1) to (6) against those currencies. Where educational expenses are incurred in the United States of America, the maximum applicable amounts are set out in columns (1) to (6) against part C above. Where educational expenses are not incurred in any of the currencies set out in part A above or in the United States, the maximum applicable amounts are set out in columns (1) to (6) against part B above.

Attendance at an educational institution outside the duty station

(i) Where the educational institution provides board, the amount shall be 75% of the admissible costs of attendance and the costs of board up to the maximum indicated in column (1), with a maximum grant indicated in column (2) per year.

(ii) Where the educational institution does not provide board, the amount shall be a flat sum as indicated in column (3), plus 75% of the admissible costs of attendance up to a maximum grant as indicated in column (2) per year.

Attendance at an educational institution at the duty station

(iii) The amount shall be 75% of the admissible costs of attendance up to the maximum indicated in column (1), with a maximum grant as indicated in column (2) per year.

(iv) Where the grant is payable for the cost of boarding for attendance at an educational institution in the country of the official station but beyond commuting distance from the official station, and when no suitable education facility exists in that area, the amount of the grant shall be calculated at the same rates as specified in (i) or (ii) above.

Staff serving at designated duty stations with inadequate or no education facilities with attendance at an educational institution at the primary or secondary level outside the duty station

(v) Where the educational institution provides board, the amount shall be:

- a. 100% of the costs of board up to the maximum indicated in column (4); and
- b. 75% of the admissible costs of attendance and of any part of the costs of board in excess of the amount indicated in column (4), with a maximum reimbursable amount as indicated in column (5).

(vi) Where the educational institution does not provide board, the amount shall be:

- a. A flat sum for board as indicated in column (4); and
- b. 75% of the admissible costs of attendance, with a maximum reimbursable amount as indicated in column (5).

= = =