



确认《职员细则》修订款¹

秘书处的报告

1. 根据《人事条例》第 12.2 条²，现将总干事对《职员细则》的修订款提交执行委员会确认。
2. 本文件第 I 部分中叙述的修订出自联合国大会第六十二届会议根据国际公务员制度委员会 2007 年年度报告³中的建议预期将做出的决定。如联合国大会不批准该委员会的建议，将发行本文件的补编。
3. 本文件第 II 部分所叙述的修订系根据经验和为了良好的人力资源管理所做出。
4. 这些修订对 2008 – 2009 双年度没有财政影响。
5. 经修订的《职员细则》刊于附件 1。

- I. 鉴于联合国大会根据国际公务员制度委员会的建议预期将在其第六十二届会议上做出的决定认为必要的修订**

专业及以上职类薪酬

6. 委员会建议联合国大会通过标准方法加以整合，即增加基薪，相应减少工作地点差价调整数乘数(也即依据“不亏不盈”原则)，将目前专业及以上职类的基薪/底薪表上调 1.97%，自 2008 年 1 月 1 日起生效。

¹ 可在会议室索取《职员细则》和《人事条例》副本。

² 《基本文件》第 46 版，日内瓦，世界卫生组织，2007 年。

³ 文件 A/62/30。

7. 据此对《职员细则》附录 1 进行了修订并刊于附件 2。

不叙级职位职员和总干事的薪金

8. 按照联合国大会对上文第 6 段的建议的决定，总干事提议，根据《人事条例》第 3.1 条，执行委员会应建议第六十一届世界卫生大会调整助理总干事和区域主任的薪金。因此，助理总干事和区域主任的年薪毛额自 2008 年 1 月 1 日起为 172 546 美元，从而薪金净额为 125 155 美元（有受抚养者）或 113 332 美元（单身者）。

9. 根据上述薪金调整，卫生大会为副总干事批准的薪金调整自 2008 年 1 月 1 日起将为年薪毛额 189 929 美元，相应的薪金净额为 136 454 美元（有受抚养者）或 122 802 美元（单身者）。

10. 上述薪金调整将意味着对总干事的薪金作出相似的调整。因此，将由卫生大会批准的薪金将使年薪毛额自 2008 年 1 月起为 233 720 美元，薪金净额为 164 918 美元（有受抚养者）或 146 662 美元（单身者）。

II. 根据经验和为了良好的人力资源管理认为必要的修订

流动和艰苦条件津贴办法

11. 已对《职员细则》第 360、360.1 和 360.2 条作出编辑修改，以便表明流动和艰苦条件津贴办法包括三项独立的津贴，即：流动津贴、艰苦条件津贴和不搬运津贴。这项改动还有助于更恰当地体现联合国大会第六十一届会议批准并决定自 2007 年 1 月 1 日起实行的对流动和艰苦条件津贴办法的修订¹。

辞职

12. 已对《职员细则》第 1010.1 和 1010.2 条作出修订以便根据任用类型分别说明辞职的通知期限和影响。

¹ 第 61/239 号决议。

执行委员会的行动

13. 根据这些修订，执行委员会拟可考虑下述决议草案。

决议 1

执行委员会，

确认总干事根据《人事条例》第 12.2 条对《职员细则》所作的修订，涉及专业及以上职类职员的薪酬、流动和艰苦条件津贴办法以及辞职三方面，自 2008 年 1 月 1 日起生效。

决议 2

执行委员会，

建议第六十一届世界卫生大会通过下述决议¹：

第六十一届世界卫生大会，

注意到执行委员会关于不叙级职位职员和总干事薪酬的建议，

1. **确定**助理总干事和区域主任在扣除薪金税以前的年薪为 172 546 美元，因而修订的薪金净额为 125 155 美元（有受抚养者）或 113 332 美元（单身者）；
2. **确定**副总干事在扣除薪金税以前的年薪为 189 929 美元，因而修订的薪金净额为 136 454 美元（有受抚养者）或 122 802 美元（单身者）；
3. **确定**总干事在扣除薪金税以前的年薪为 233 720 美元，因而修订的薪金净额为 164 918 美元（有受抚养者）或 146 662 美元（单身者）。
4. **决定**这些薪金调整将于 2008 年 1 月 1 日起生效。

¹ 关于本决议对秘书处的财政和行政影响，见文件 EB122/30Add.1

ANNEX 1

AMENDMENTS TO THE STAFF RULES

Former text	New text
<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, in accordance with conditions established by the Director-General:</p> <p>360.1.1 staff members, except 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> <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 appointment or transfer is subsequently extended so that the uninterrupted period of service at that official station is one year or longer.</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 Nations common system.</p> <p>...</p>	<p>360. MOBILITY AND HARDSHIP ALLOWANCE SCHEME</p> <p>360.1 The following staff members shall receive a non-pensionable mobility and hardship allowances designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, in accordance with conditions established by the Director-General:</p> <p>360.1.1 staff members, except 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> <p>360.1.2 [No change]</p> <p>360.2 The mobility and hardship scheme allowance is composed of three allowances 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 Nations common system.</p> <p>[No further changes]</p>

Former text	New text
<p>1010. RESIGNATION</p> <p>1010.1 Subject to the conditions stated in Rule 1010.2, a staff member appointed for one year or more may resign on giving three months' notice. A staff member appointed for a shorter period shall give the notice specified in his appointment. The Director-General may shorten or waive the required notice period at her discretion.</p> <p>1010.2 A staff member holding an appointment of one year or more who resigns before completing a year of service forfeits all entitlement to repatriation transportation at the Organization's expense for himself, his spouse and dependent children and their possessions.</p> <p>...</p>	<p>1010. RESIGNATION</p> <p>1010.1 Subject to the conditions stated in Rule 1010.2, a staff members holding continuing or fixed-term appointments appointed for one year or more may resign on giving three months' notice. Staff members holding temporary appointments of more than 60 days may resign on giving one month's notice. A Temporary Sstaff members appointed for a shorter period shall give the notice specified in his their appointment. The Director-General may shorten or waive the required notice period at his discretion.</p> <p>1010.2 A staff member holding an appointment of one year or more or an appointment of less than one year which is subsequently extended resulting in an uninterrupted period of service of one year or more, who resigns before completing a year of service forfeits all entitlement to repatriation transportation at the Organization's expense for himself, his spouse and dependent children and their possessions.</p> <p>[No further changes]</p>

ANNEX 2

Appendix 1 to the Staff Rules

Salary scale for staff in the professional and higher categories: annual gross base salaries and net equivalent after application of staff assessment (in US dollars)¹ (effective 1 January 2008)

Level	Step														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
		*	*	*	*	*									
D-2 Gross	141 524	144 528	147 534	150 566	153 709	156 854									
Net D	104 736	106 779	108 823	110 868	112 911	114 955									
Net S	96 219	97 944	99 663	101 375	103 084	104 784									
					*	*	*	*	*						
P6/D-1 Gross	129 304	131 944	134 579	137 219	139 859	142 496	145 135	147 775	150 431						
Net D	96 427	98 222	100 014	101 809	103 604	105 397	107 192	108 987	110 780						
Net S	89 129	90 689	92 245	93 797	95 346	96 892	98 432	99 971	101 505						
											*	*	*		
P-5 Gross	106 907	109 153	111 399	113 641	115 888	118 131	120 378	122 622	124 868	127 112	129 356	131 601	133 847		
Net D	81 197	82 724	84 251	85 776	87 304	88 829	90 357	91 883	93 410	94 936	96 462	97 989	99 516		
Net S	75 432	76 789	78 141	79 493	80 842	82 187	83 532	84 873	86 213	87 550	88 885	90 216	91 547		
													*	*	*
P-4 Gross	87 790	89 836	91 882	93 926	95 974	98 019	100 071	102 235	104 403	106 566	108 734	110 899	113 066	115 232	117 400
Net D	67 709	69 182	70 655	72 127	73 601	75 074	76 548	78 020	79 494	80 965	82 439	83 911	85 385	86 858	88 332
Net S	63 052	64 394	65 734	67 071	68 408	69 744	71 079	72 411	73 742	75 073	76 401	77 729	79 056	80 381	81 705
														*	*
P-3 Gross	71 729	73 622	75 518	77 410	79 306	81 197	83 090	84 986	86 881	88 774	90 669	92 560	94 457	96 349	98 242
Net D	56 145	57 508	58 873	60 235	61 600	62 962	64 325	65 690	67 054	68 417	69 782	71 143	72 509	73 871	75 234
Net S	52 408	53 662	54 918	56 171	57 427	58 679	59 932	61 188	62 440	63 694	64 944	66 195	67 443	68 693	69 943
												*			
P-2 Gross	58 401	60 097	61 790	63 485	65 179	66 871	68 567	70 257	71 953	73 649	75 340	77 038			
Net D	46 549	47 770	48 989	50 209	51 429	52 647	53 868	55 085	56 306	57 527	58 745	59 967			
Net S	43 662	44 769	45 872	46 978	48 082	49 188	50 312	51 432	52 557	53 679	54 799	55 924			
P-1 Gross	45 493	46 942	48 386	49 836	51 440	53 068	54 699	56 326	57 951	59 581					
Net D	36 849	38 023	39 193	40 367	41 537	42 709	43 883	45 055	46 225	47 398					
Net S	34 760	35 840	36 921	38 001	39 080	40 159	41 240	42 307	43 369	44 431					

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).