



## 《职员细则》和《人事条例》修订款<sup>1</sup>

### 秘书处的报告

1. 根据《人事条例》第 12.2 条<sup>2</sup>，现将总干事对《职员细则》的修订款提交执行委员会确认。
2. 根据《人事条例》第 12.1 条<sup>2</sup>所作《人事条例》的拟议修订款送交给执委会审议，请执委会建议第六十二届世界卫生大会审议通过。
3. 本文第 I 部分叙述的对《职员细则》的修订出自联合国大会第六十三届会议根据国际公务员制度委员会 2008 年年度报告<sup>3</sup>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，将发行一份本文件的补编。
4. 根据经验并为了良好的人力资源管理，经过考虑认为有必要提出本文第 II 部分所叙述的《职员细则》修订款和《人事条例》拟议修订款。
5. 这些修订对 2008 – 2009 双年度的财政影响涉及正常预算极小的额外费用，这些费用可由每个区域、全球和区域间活动的适当拨款以及预算外资金来支付。
6. 《职员细则》修订款刊于附件 1；《人事条例》拟议修订款刊于附件 2。

<sup>1</sup> 执委会委员可在会议室索取《职员细则》和《人事条例》副本。

<sup>2</sup> 《基本文件》第 46 版，日内瓦，世界卫生组织，2007 年。

<sup>3</sup> 《联大第六十三届会议正式记录，补编 30 号》（A63/30）（执委会会议室备有副本）。

**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六十三届会议上做出的决定认为必要做出的修订**

**专业及以上职类薪酬**

7. 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 2.33%，自 2009 年 1 月 1 日起生效。

8. 按照联合国大会对上述第 7 段的建议做出的决定，对《职员细则》附录 1 进行了修订并刊于附件 3。

**不叙级职位职员和总干事的薪金**

9. 按照联合国大会对上述第 7 段的建议做出的决定，总干事提议，根据《人事条例》第 3.1 条，执行委员会拟可建议第六十二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 2009 年 1 月 1 日起为 177 032 美元，从而薪金净额为 128 071 美元（有受抚养者）或 115 973 美元（单身者）。

10. 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 2009 年 1 月 1 日起将为年薪毛额 194 820 美元，相应的薪金净额为 139 633 美元（有受抚养者）或 125 663 美元（单身者）。

11. 上述薪金调整意味着对总干事的薪金作出相似的调整。因此，由卫生大会批准的薪金将使年薪毛额自 2009 年 1 月 1 日起为 239 632 美元，薪金净额为 168 761 美元（有受抚养者）或 150 079 美元（单身者）。

**审议教育补助金的水平**

12. 委员会建议联合国大会：

- (a) 对于奥地利、比利时、意大利、荷兰、西班牙、瑞典、瑞士、大不列颠及北爱尔兰联合王国、美利坚合众国和美国境外美元区，可受理费用上限和教育补助金最高限额应该按照委员会 2008 年报告附件 II 表 1 所列数额调整；

- (b) 对于丹麦、法国（取决于下文(f)分段）、德国、爱尔兰和日本，可受理费用上限和教育补助金最高限额应保持现有水平，具体数额见委员会 2008 年报告附件 II 表 2；
- (c) 应该终止将芬兰作为一个区单列，该国教育补助申请列入美国境外美元区；
- (d) 应继续维持对中国、印度尼西亚和俄罗斯联邦的特别措施；
- (e) 应对保加利亚和匈牙利采取特别措施，允许各组织报销实际费用的 75%，最高但不超过美利坚合众国美元区现行支出最高限额；
- (f) 除表中开列、当前具有特别措施的 6 所法国机构外，应为法国的另外两所学校制定一个单独的可受理费用上限，该上限等同于美国境内适用的美元数额。这两所法国学校为：Ecole Active Bilingue Victor Hugo 和 Ecole Active Bilingue Jeannine Manuel；
- (g) 在可受理教育费用最高限额范围内考虑的膳宿统一费率，以及指定工作地点工作人员可领取的超出补助金最高限额的膳宿费用额外报销数额，应按委员会 2008 年报告附件 II 表 3 所列数额修订；
- (h) 对于每名伤残子女，可领取的特别教育补助金数额应等于正常补助金可受理支出最高限额订正数额的 100%；
- (i) 上述所有措施应从 2009 年 1 月 1 日尚在进行的学年实行。

13. 按照联合国大会对上述第 2 段的建议做出的决定，对《职员细则》附录 2 进行了修订并刊于附件 4。

## II. 根据经验和为了良好的人力资源管理认为有必要做出的修订

### 《职员细则》修订款

14. **定义 - 受抚养子女。** 已对《职员细则》第 310.5.2 条作出修订，目的是澄清：如父母均为使用薪金和津贴共同制度的国际组织的成员，在其子女被认定为受抚养者时，将被认为是职业年薪毛额较高一方的受抚养子女。

15. 本次修订确保《职员细则》第 310.5.2 条反映联合国共同制度运用的适当补偿原则。

16. **职等内提薪 - 语文奖励。** 已对《职员细则》第 550.3 条作出修订，以澄清：属于国家专业类官员的工作人员有资格接受语文奖励。

17. **特别教育补助金旅行。** 为对有权享受教育补助金旅行与有权享受特别教育补助金旅行的工作人员保持一致性和质量，已对《职员细则》第 825 条作出修订。

### 《人事条例》修订款

18. 建议请第六十二届世界卫生大会对《人事条例》第 4.2 条进行修订，使效率、才干及忠诚的原则同样用于《人事条例》第 565.3 界定的重新派任工作人员。

19. 劳工组织行政法庭最近的判例，对出于本组织利益考虑，在不予晋升的情况下调任或重新派任工作人员的权力提出了质疑。具体而言，《人事条例》第 4.3 条现可被理解成对这些行动施加的限制。为确保本组织继续考虑本组织利益时，可以在不予晋升的情况下调任和重新派任工作人员，建议对《人事条例》第 4.3 条进行修改。

### 执行委员会的行动

20. 根据这些拟议修订，执行委员会拟可考虑下述决议草案<sup>1</sup>。

#### 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、教育补助金、受抚养子女、语文奖励和特别教育补助金旅行，自 2009 年 1 月 1 日起生效。

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<sup>1</sup> 关于这些决议对秘书处的财政和行政影响，见文件 EB124/34 Add.1。

## 决议 2

执行委员会，

审议了有关《职员细则》和《人事条例》修订款的报告<sup>1</sup>，

**建议**根据《人事条例》第 12.1 条，第六十二届世界卫生大会通过下述决议：

第六十二届世界卫生大会，

注意到执行委员会对重新派任工作人员，包括那些不涉及晋升问题的工作人员所提出的建议

**通过**对《人事条例》第 4.2 条的拟议修订款；

**通过**对《人事条例》第 4.3 条的拟议修订款；

**决定**这两项修订将于 2009 年 6 月 1 日生效。

## 决议 3

执行委员会，

审议了有关《职员细则》和《人事条例》修订款的报告<sup>1</sup>，

**建议**第六十二届世界卫生大会通过下述决议：

第六十二届世界卫生大会，

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，

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<sup>1</sup> 文件 EB124/34。

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 177 032 美元，因而修订的薪金净额为 128 071 美元（有受抚养者）或 115 973 美元（单身者）；
2. **确定**副总干事在扣除薪金税以前的年薪为 194 820 美元，因而修订的薪金净额为 139 633 美元（有受抚养者）或 125 663 美元（单身者）；
3. **确定**总干事在扣除薪金税以前的年薪为 239 632 美元，因而修订的薪金净额为 168 761 美元（有受抚养者）或 150 079 美元（单身者）；
4. **决定**这些薪金调整将于 2009 年 1 月 1 日起生效。

ANNEX 1

AMENDMENTS TO THE STAFF RULES

Former Text	New Text
<p>310. DEFINITIONS</p> <p>...</p> <p>310.5.2 a child as defined by the Director-General and for whom the staff member certifies that he provides the main and continuing support, provided that the child is under 18 years of age or, if in full-time attendance at a school or university, under the age of 21 years. Age and school attendance requirements shall not apply if the child is physically or mentally incapacitated for substantial gainful employment either permanently or for a period expected to be of long duration. If both parents are staff members of international organizations applying the common system of salaries and allowances, the children, if determined dependent, shall be recognized as dependants of the parent holding the higher level post;</p> <p>...</p>	<p>310. DEFINITIONS</p> <p>...</p> <p>310.5.2 a child as defined by the Director-General and for whom the staff member certifies that he provides the main and continuing support, provided that the child is under 18 years of age or, if in full-time attendance at a school or university, under the age of 21 years. Age and school attendance requirements shall not apply if the child is physically or mentally incapacitated for substantial gainful employment either permanently or for a period expected to be of long duration. If both parents are staff members of international organizations applying the common system of salaries and allowances, the children, if determined dependent, shall be recognized as dependants of the parent <del>holding the higher level post</del> <b>whose annual gross occupational earnings yield the higher amount;</b></p> <p>[No further changes]</p>

Former Text	New Text
<p>550. WITHIN-GRADE INCREASE</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 conference and other short-term service staff appointed under Rule 1320, e.g., translators, editors, revisers and interpreters.</p>	<p>550. WITHIN-GRADE INCREASE</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 <b>in the national professional category and</b> in the professional and higher categories except for conference and other short-term service staff appointed under Rule 1320, e.g., translators, editors, revisers and interpreters.</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 the country of the official station. They shall not apply to other staff referred to in Rules 1310 and 1330.</p> <p>...</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. <del>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.</del> 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 the country of the official station. They shall not apply to other staff referred to in Rules 1310 and 1330.</p> <p>[No further changes]</p>



附件 2

《人事条例》修订款

现行文本	提议案文
<p>4.</p> <p>...</p> <p>4.2 职员之任命、调任或晋升之决定，应以求达效率、才干及忠诚之最高标准为首要考虑。征聘和留用职员时，应于可能范围内充分注意地域上之普及。</p>	<p>4.</p> <p>...</p> <p>4.2 职员之任命、调任、<b>重新派任</b>或晋升之决定，应以求达效率、才干及忠诚之最高标准为首要考虑。征聘和留用职员时，应于可能范围内充分注意地域上之普及。</p> <p>[无进一步修订]</p>
<p>4.3 职员之选用应不论种族、信念或性别。应在具有最大程度实际操作性的竞争基础上选用。</p>	<p>4.3 职员之选用应不论种族、信念或性别。应在具有最大程度实际操作性的竞争基础上选用；<b>然而，上述情况不应适于为了本组织利益在没有晋升时通过调任或重新派任的任职情况。</b></p> <p>[无进一步修订]</p>

## ANNEX 3

### Appendix 1 to the Staff Rules

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)<sup>1</sup>  
(effective 1 January 2009)

Level	STEP														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
D-2 Gross		*	*	*	*	*									
Net D	145,112	148,187	151,322	154,540	157,757	160,974									
Net S	107,176	109,267	111,359	113,451	115,542	117,633									
	98,461	100,226	101,985	103,707	105,486	107,225									
P6/D-1 Gross					*	*	*	*	*						
Net D	132,609	135,310	138,006	140,707	143,409	146,107	148,809	151,578	154,402						
Net S	98,674	100,511	102,344	104,181	106,018	107,853	109,690	111,526	113,361						
	91,206	92,802	94,394	95,982	97,568	99,150	100,725	102,300	103,870						
P-5 Gross										*	*	*			
Net D	109,690	111,987	114,285	116,581	118,879	121,175	123,474	125,771	128,068	130,365	132,662	134,959	137,257		
Net S	83,089	84,651	86,214	87,775	89,338	90,899	92,462	94,024	95,586	97,148	98,710	100,272	101,835		
	77,190	78,578	79,962	81,345	82,726	84,102	85,478	86,851	88,222	89,590	90,956	92,318	93,680		
P-4 Gross													*	*	*
Net D	89,982	92,075	94,168	96,261	98,356	100,475	102,694	104,909	107,126	109,340	111,559	113,774	115,991	118,209	120,426
Net S	69,287	70,794	72,301	73,808	75,316	76,823	78,332	79,838	81,346	82,851	84,360	85,866	87,374	88,882	90,390
	64,521	65,894	67,266	68,634	70,002	71,369	72,735	74,098	75,460	76,822	78,181	79,540	80,898	82,254	83,609
P-3 Gross														*	*
Net D	73,546	75,483	77,424	79,358	81,299	83,235	85,172	87,113	89,050	90,988	92,928	94,863	96,803	98,739	100,716
Net S	57,453	58,848	60,245	61,638	63,035	64,429	65,824	67,221	68,616	70,011	71,408	72,801	74,198	75,592	76,987
	53,629	54,912	56,198	57,480	58,765	60,046	61,328	62,614	63,895	65,178	66,457	67,737	69,014	70,294	71,573
P-2 Gross											*				
Net D	59,908	61,643	63,375	65,110	66,843	68,575	70,310	72,039	73,775	75,510	77,242	78,978			
Net S	47,634	48,883	50,130	51,379	52,627	53,874	55,123	56,368	57,618	58,867	60,114	61,364			
	44,679	45,812	46,941	48,073	49,202	50,334	51,484	52,630	53,782	54,930	56,076	57,227			
P-1 Gross															
Net D	46,553	48,036	49,514	51,122	52,785	54,450	56,118	57,785	59,447	61,114					
Net S	37,708	38,909	40,106	41,308	42,505	43,704	44,905	46,105	47,302	48,502					
	35,570	36,675	37,781	38,886	39,991	41,095	42,201	43,293	44,379	45,466					

<sup>1</sup>

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)

## ANNEX 4

## 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 2009)

<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)
<b>Part A</b>						
Euro						
Austria	16 719	12 539	3 709	5 564	18 103	11 773
Belgium	15 458	11 593	3 452	5 178	16 771	10 855
Finland (deleted see United States dollar outside the United States)						
France*	10 263	7 697	2 995	4 493	12 190	6 269
Germany	18 993	14 245	4 179	6 269	20 514	13 421
Ireland	17 045	12 784	2 945	4 417	17 452	12 896
Italy	18 936	14 202	3 128	4 692	18 894	14 765
Luxembourg	15 458	11 593	3 452	5 178	16 771	10 855
Monaco	10 263	7 697	2 995	4 493	12 190	6 269
Netherlands	16 521	12 391	3 844	5 766	18 157	11 396
Spain	15 139	11 354	3 153	4 730	16 094	10 935
Denmark (krone)	108 147	81 110	26 219	39 329	120 439	73 188
Japan (yen)	2 324 131	1 743 098	607 703	911 555	2 654 653	1 513 860
Norway (deleted see United States dollar outside the United States)						
Sweden (krona)	157 950	118 462	24 653	36 980	155 442	125 079
Switzerland (Swiss franc)	28 749	21 562	5 458	8 187	29 749	21 472
United Kingdom of Great Britain and Northern Ireland (pound sterling)	22 674	17 005	3 488	5 232	22 237	18 076
<b>Part B</b>						
United States dollar (outside the United States of America)**	19 311	14 484	3 655	5 483	19 967	14 439
<b>Part C</b>						
United States dollar (in the United States) <sup>1</sup>	39 096	29 322	5 777	8 666	37 988	31 393

\* 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. Ecole Active Bilingue Victor Hugo
5. European Management Lyon Business School
6. International School of Paris
7. Marymount International School, Paris
8. Ecole Active Bilingue Jeannine Manuel

<sup>1</sup> United States dollar in the United States applies, as a special measure, for China, Indonesia, and the Russian Federation. Effective school year in progress on 1 January 2009 special measure also applies for Bulgaria and Hungary.

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

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).

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