



WORLD HEALTH ORGANIZATION

FIFTY-SIXTH WORLD HEALTH ASSEMBLY
Provisional agenda item 4.2

A56/4
16 April 2003

Director-General

Approval of contract

1. The attached text of the draft contract establishing the terms and conditions of appointment, salary¹ and other emoluments for the post of Director-General has been submitted to the Health Assembly by the Executive Board in resolution EB111.R16.
2. Pursuant to consideration by the International Civil Service Commission (ICSC) and the United Nations General Assembly at its forty-seventh session (1992) of the pension arrangements for ungraded officials, the Executive Board authorized the Secretariat to consult the nominee for the post of Director-General on this issue after the Board session, and to forward to the Health Assembly, as appropriate, an amendment to the contract after that consultation.² It requested the Secretariat to ascertain whether the nominee wished to remain in the United Nations Joint Staff Pension Fund or to make his own arrangements in line with a specific option identified by ICSC and considered appropriate by the United Nations General Assembly, namely, that the Director-General would be paid the equivalent of the monthly pension contribution that would otherwise have been paid by the Organization to the Pension Fund (the Organization would incur no additional cost). The nominee decided to remain in the Pension Fund, therefore no amendment to the draft contract is needed.
3. The Secretariat was also requested to report to the Health Assembly on the practice within the United Nations system with respect to the representation allowance referred to in section II(2) of the draft contract. A review of the representation allowances of other Executive Heads whose basic emoluments are the same as those of the Director-General indicates that such allowances are in all cases treated as a lump sum rather than as an amount against which actual expenditures are reimbursed. Furthermore, the review showed that four out of five of those officials also receive an additional compensation in the form of a sizeable housing allowance; the fifth has a representation allowance markedly higher than that of the Director-General.

¹ Subject to amendment in accordance with resolution EB111.R10.

² See document EB111/2003/REC/2, summary records of the thirteenth meeting, section 1.

(6) The Health Assembly shall have the right, on the proposal of the Board and after hearing the Director-General and subject to at least six months' notice in writing, to terminate this Contract for reasons of exceptional gravity likely to prejudice the interests of the Organization.

II. (1) As from the twenty-first day of July two thousand and three the Director-General shall receive from the Organization an annual salary of two hundred and thirteen thousand eight hundred and ninety-two United States dollars, before staff assessment, resulting in a net salary (to be paid monthly) of one hundred and forty-two thousand eight hundred and thirteen United States dollars per annum at the dependency rate (one hundred and twenty-seven thousand United States dollars at the single rate) or its equivalent in such other currency as may be mutually agreed between the parties to this Contract.

(2) In addition to the normal adjustments and allowances authorized to staff members under the Staff Rules, the Director-General shall receive an annual representation allowance of twenty thousand United States dollars or its equivalent in such other currency as may be mutually agreed between the parties to this Contract, to be paid monthly commencing on the twenty-first day of July two thousand and three. The representation allowance shall be used at his or her discretion entirely in respect of representation in connection with his or her official duties. He or she shall be entitled to such reimbursable allowances as travel allowances and removal costs on appointment, on subsequent change of official station, on termination of appointment, or on official travel and home leave travel.

III. The terms of the present Contract relating to rates of salary and representation allowance are subject to review and adjustment by the Health Assembly on the proposal of the Board, and after consultation with the Director-General, to bring them into conformity with any provision regarding the conditions of employment of staff members which the Health Assembly may decide to apply to staff members already in the service.

IV. If any question of interpretation or any dispute arises concerning this Contract, which is not settled by negotiation or agreement, the matter shall be referred for final decision to the competent tribunal provided for in the Staff Rules.

WHEREUNTO we have set our hands the day and year first above written.

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Director-General

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President of the
World Health Assembly

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