Всемирная организация здравоохранения

ИСПОЛНИТЕЛЬНЫЙ КОМИТЕТ
Сто тридцать восьмая сессия **EB138/54**
Пункт 13.3 предварительной повестки дня **23 декабря 2015 г.**

Поправки к Положениям о персонале и Правилам о персонале[1]

Доклад Секретариата

1. Поправки к Правилам о персонале, внесенные Генеральным директором, представляются на утверждение Исполнительного комитета в соответствии с Положением о персонале 12.2[2].

2. В соответствии с Правилом о персонале 12.1[2] предлагаемые поправки к Положениям о персонале представляются Исполнительному комитету с просьбой рекомендовать их Шестьдесят девятой сессии Всемирной ассамблеи здравоохранения в целях их принятия.

3. Поправки, изложенные в разделе I настоящего документа, обусловлены решениями, которые, как ожидается, должны быть приняты Генеральной Ассамблеей Организации Объединенных Наций на ее семидесятой сессии, на основе рекомендаций, сделанных Комиссией по международной гражданской службе в ее ежегодном докладе за 2015 год[3]. Если Генеральная Ассамблея Организации Объединенных Наций не утвердит рекомендации Комиссии, то в этом случае к настоящему докладу будет издано соответствующее добавление.

4. Поправки, изложенные в разделе II настоящего документа, разработаны и предлагаются с учетом опыта и в интересах эффективного управления кадровыми ресурсами.

5. Поправки, изложенные в разделе III настоящего документа, также разработаны и предлагаются с учетом опыта и в интересах эффективного управления кадровыми ресурсами. Они будут введены в действие после вступления в силу политики Организации в области реформы внутренней системы правосудия.

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[1] Копии Положений о персонале и Правил о персонале(только на английском и французском языках) имеются в зале заседаний Исполнительного комитета.

[2] Основные документы, доступны по адресу: http://apps.who.int/gb/bd/.

[3] Генеральная Ассамблея, официальные протоколы заседаний, семидесятая сессия, Дополнение No.30 (документ A/70/30, копии имеются в зале заседаний Исполнительного комитета).

6. Финансовые последствия данных поправок для двухгодичного периода 2016-2017 гг. повлекут соответствующие дополнительные расходы по линии Программного бюджета на 2016-2017 годы. Они излагаются в докладе о финансовых и административных последствиях для Секретариата резолюций, предлагаемых для принятия Исполнительным комитетом или Ассамблеей здравоохранения, наряду с финансовыми последствиями на период после двухгодичного периода 2016-2017 годов[1].

7. Предлагаемые поправки к Положениям о персонале и Правилам о персонале с внесенными поправками излагаются в Приложениях.

I. ПОПРАВКИ, СОЧТЕННЫЕ НЕОБХОДИМЫМИ В СВЕТЕ РЕШЕНИЙ, КОТОРЫЕ, КАК ОЖИДАЕТСЯ, БУДУТ ПРИНЯТЫ НА СЕМИДЕСЯТОЙ СЕССИИ ГЕНЕРАЛЬНОЙ АССАМБЛЕИ ОРГАНИЗАЦИИ ОБЪЕДИНЕННЫХ НАЦИЙ НА ОСНОВЕ РЕКОМЕНДАЦИЙ КОМИССИИ ПО МЕЖДУНАРОДНОЙ ГРАЖДАНСКОЙ СЛУЖБЕ

Вознаграждение сотрудников категории специалистов и выше

8. Комиссия рекомендовала Генеральной Ассамблее Организации Объединенных Наций увеличить – со вступлением в силу 1 января 2016 г. – на 1,08% нынешние ставки шкалы базовых/минимальных окладов сотрудников категории специалистов и выше путем применения обычного метода консолидации, который заключается в увеличении базового оклада и соразмерном уменьшении множителя корректива по месту службы (то есть на основе «ни потерь, ни выгод»).

9. Поправки к Добавлению 1 к Правилам о персонале были разработаны в соответствии с этим предложением и излагаются в Приложении 3.

Заработная плата сотрудников на неклассифицируемых должностях и Генерального директора

10. С учетом решения Генеральной Ассамблеи Организации Объединенных Наций в связи с рекомендацией, содержащейся в пункте 8 выше, Генеральный директор предлагает Исполнительному комитету, в соответствии с Положением о персонале 3.1, рекомендовать Шестьдесят девятой сессии Всемирной ассамблеи здравоохранения внести соответствующие изменения в шкалу окладов помощников Генерального директора и региональных директоров. Таким образом, с 1 января 2016 г. валовый оклад помощников Генерального директора и региональных директоров будет составлять 176 463 долл. США в год, а чистый оклад – 137 024 долл. США (при наличии иждивенцев) или 124 080 долл. США (без иждивенцев).

11. На основе поправок к окладам, изложенным выше, измененный валовый оклад заместителя Генерального директора, который представляется на утверждение Ассамблее здравоохранения, с 1 января 2016 г. будет составлять 194 136 долл. США в

[1] Документ EB138/54 Add.1.

год, а соответствующий чистый оклад – 149 395 долл. США (при наличии иждивенцев) или 134 449 долл. США (без иждивенцев).

12. Указанные выше корректировки к окладам повлекут за собой аналогичные изменения в окладе Генерального директора. Предлагаемый на утверждение Ассамблеи здравоохранения оклад с 1 января 2016 г. будет составлять 238 644 долл. США в год, а чистый оклад – 180 551 долл. США (при наличии иждивенцев) или 160 566 долл. США (без иждивенцев).

II. ПОПРАВКИ, СОЧТЕННЫЕ НЕОБХОДИМЫМИ С УЧЕТОМ ОПЫТА И В ИНТЕРЕСАХ ЭФФЕКТИВНОГО РУКОВОДСТВА КАДРОВЫМИ РЕСУРСАМИ

Финансовая ответственность

13. В Правила о персонале было добавлено Правило 130 в целях четкого определения обязанности членов персонала предохранять финансовые интересы Организации.

Пересмотр классификации

14. В Правило о персонале 230 было внесено изменение с целью исключить предложение «A staff member may request a re-examination of the classification of the post which he occupies» (Сотрудник может потребовать произвести пересмотр классификации поста, который он занимает). Поскольку реклассификация поста влечет за собой финансовые последствия и сказывается на Плане кадровых ресурсов, ее следует начинать на уровне непосредственного начальника, который обязан в этой связи определить должностные полномочия в соответствии с уровнем поста данного сотрудника и описанием поста.

Правила набора на работу

15. Правило о персонале 410.3 было изменено с целью не допускать более приема на работу отца, матери, сына, дочери, брата или сестры соответствующего сотрудника, «when another person equally well qualified cannot be recruited…» (если нельзя найти другого столь же квалифицированного лица…). Это изменение соответствует наиболее оптимальной практике, принятой в общей системе Организации Объединенных Наций применительно к окладам, пособиям и другим условиям службы.

III. ПОПРАВКИ, СОЧТЕННЫЕ НЕОБХОДИМЫМИ В СВЕТЕ ОПЫТА И В ИНТЕРЕСАХ ЭФФЕКТИВНОГО УПРАВЛЕНИЯ КАДРОВЫМИ РЕСУРСАМИ, КОТОРЫЕ – В СЛУЧАЕ ИХ ПОДТВЕРЖДЕНИЯ[1] И ПРИНЯТИЯ[2] – БУДУТ ВВЕДЕНЫ В ДЕЙСТВИЕ С МОМЕНТА ВСТУПЛЕНИЯ В СИЛУ ПОЛИТИКИ ОРГАНИЗАЦИИ В ОБЛАСТИ ВНУТРЕННЕГО ПРАВОСУДИЯ[3]

Предлагаемые поправки к Положениям о персонале

Разрешение споров

16. Предложенная поправка к Статье XI, имеющая целью изменить ее название с «Апелляции» на «Разрешение споров», отражает новый акцент в работе, который ставится не столько на официальные апелляции, сколько на предотвращение и скорейшее разрешение споров, связанных со служебной деятельностью.

17. Предложенная поправка к Положению о персонале 11.2 отражает факт предоставления сотрудникам возможности обращаться с просьбой о разрешении споров, которые не удалость решить внутри Организации, не в Административный трибунал Организации Объединенных Наций, а в Административный трибунал Международной организации труда.

Поправки к Правилам о персонале

Разрешение споров

18. Предложенная поправка к разделу 12, имеющая целью изменить ее название с «Апелляции» на «Разрешение споров», отражает новый акцент в работе, который ставится не столько на официальные апелляции, сколько на предотвращение и скорейшее разрешение споров, связанных со служебной деятельностью.

Неофициальное разрешение споров

19. В Правила о персонале были включены правила 1215.1–1215.7 с целью подчеркнуть необходимость предотвращения и скорейшего решения споров, связанных со служебной деятельностью, на неофициальной основе, в том числе с помощью омбудсмена.

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[1] В случае поправок к Правилам о персонале.

[2] В случае предложенных поправок к Положениям о персонале.

[3] См. документ EB138/51, пункты 18 и 19.

Неподтверждение контракта и прекращение контракта по состоянию здоровья

20. Правила о персонале 1210 и 1220 были исключены, поскольку все случаи обжалования окончательных административных решений будут решаться в рамках процесса рассмотрения в административном порядке.

Рассмотрение в административном порядке

21. В Правила о персонале были включены правила 1225.1–1225.7 в целях создания соответствующего обязательного процесса рассмотрения в административном порядке всех окончательных административных решений, прежде чем сотрудники смогут подать апелляцию на такие решения. Административное рассмотрение даст возможность разрешать споры до того, как они перейдут на уровень официального процесса обжалования.

Глобальный апелляционный совет

22. Из Правил о персонале было полностью исключено Правило 1230 и заменено Правилами 1230.1–1230.9, учреждающими Глобальный апелляционный совет. Этот Глобальный апелляционный совет заменит собой апелляционные советы в штаб-квартире и регионах и предоставит всем сотрудникам Организации одинаковый доступ к общеорганизационному апелляционному механизму на уровне ВОЗ, обеспеченному достаточными ресурсами. Глобальный апелляционный совет будет рассматривать апелляции сотрудников и давать соответствующие рекомендации Генеральному директору.

Административный трибунал

23. В Правило о персонале 1240 была внесена поправка в целях приведения его в соответствие с предлагаемой поправкой к Положению о персонале 11.2, изложенной в пункте 17. Эта поправка также предусматривает исключение ссылок на Правила о персонале 1210, 1220 и 1230, как указано в пунктах 20 и 22.

Воздействие апелляций на административное решение

24. В Правило о персонале 1245 была внесена поправка редакционного характера.

Доступность Правил процедуры

25. В Правило о персонале 1250 была внесена поправка с целью отразить факт учреждения Глобального апелляционного совета.

ДЕЙСТВИЯ ИСПОЛНИТЕЛЬНОГО КОМИТЕТА

26. С учетом указанных выше поправок, Исполнительный комитет может, при желании, рассмотреть следующие проекты резолюций[1].

Проект резолюции 1

Исполнительный комитет,

рассмотрев доклад о поправках к Положениям о персонале и Правилам о персонале[2],

ПОДТВЕРЖДАЕТ, в соответствии с Положением о персонале 12.2, поправки к Правилам о персонале, которые были внесены Генеральным директором, с вступлением их в силу с 1 января 2016 г. в части вознаграждения сотрудников категории специалистов и выше.

Проект резолюции 2

Исполнительный комитет,

рассмотрев доклад о поправках к Положениям о персонале и Правилам о персонале[2],

РЕКОМЕНДУЕТ Шестьдесят девятой сессии Всемирной ассамблеи здравоохранения принять следующую резолюцию:

Шестьдесят девятая сессия Всемирной ассамблеи здравоохранения,

принимая к сведению рекомендации Исполнительного комитета в отношении вознаграждения сотрудников на неклассифицируемых должностях и Генерального директора,

1. УСТАНАВЛИВАЕТ оклады брутто помощников Генерального директора и региональных директоров в сумме 176 463 долл. США в год, а соответствующий чистый доклад – в сумме 137 024 долл. США (при наличии иждивенцев) или 124 080 долл. США (без иждивенцев);

2. УСТАНАВЛИВАЕТ оклад брутто заместителя Генерального директора в сумме 194 136 долл. США в год, а соответствующий чистый оклад – в сумме 149 395 долл. США (при наличии иждивенцев) или 134 449 долл. США (без иждивенцев);

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[1] Финансовые и административные последствия этих резолюций для Секретариата см. документ EB138/54 Add.1.

[2] Документ EB138/54.

3. УСТАНАВЛИВАЕТ оклад брутто Генерального директора в сумме 238 644 долл. США в год, а соответствующий чистый оклад – в сумме 180 551 долл. США (при наличии иждивенцев) или 160 566 долл. США (без иждивенцев);

4. ПОСТАНОВЛЯЕТ ввести в действие эти коррективы к вознаграждению с 1 января 2016 года.

Проект резолюции 3

Исполнительный комитет,

рассмотрев доклад о поправках к Положениям о персонале и Правилам о персонале[1],

УТВЕРЖДАЕТ, в соответствии с Положением о персонале 12.2, поправки к Правилам о персонале, которые были внесены Генеральным директором в части финансовой ответственности; пересмотра классификации; и правил набора на работу, с вступлением в силу с 1 февраля 2016 года.

Проект резолюции 4

Исполнительный комитет,

рассмотрев доклад о поправках к Положениям о персонале и Правилам о персонале[1],

УТВЕРЖДАЕТ, в соответствии с Положением о персонале 12.2, поправки к Правилам о персонале, которые были внесены Генеральным директором в части разрешения споров; апелляций на решения в связи с неподтверждением контракта и прекращения контракта по состоянию здоровья; административного рассмотрения; Глобального апелляционного совета; административного трибунала; воздействия апелляций на административное решение; и доступности Правил процедуры, с вступлением в силу с момента начала действия политики Организации в области реформы внутренней системы правосудия.

Проект резолюции 5

Исполнительный комитет,

рассмотрев доклад о поправках к Положениям о персонале и Правилам о персонале[1],

[1] Документ EB138/54.

РЕКОМЕНДУЕТ, в соответствии с Положением о персонале 12.1, Шестьдесят девятой сессии Всемирной ассамблеи здравоохранения принять следующую резолюцию:

Шестьдесят девятая сессия Всемирной ассамблеи здравоохранения,

приняв к сведению рекомендации Исполнительного комитета, касающиеся разрешения споров;

УТВЕРЖДАЕТ предложенную поправку к названию Статьи XI Положений о персонале;

УТВЕРЖДАЕТ предложенную поправку к Положению о персонале 11.2;

ПОСТАНОВЛЯЕТ ввести в действие эту поправку с момента вступления в силу политики Организации в области реформы внутренней системы правосудия.

ПРИЛОЖЕНИЕ 1

AMENDMENTS TO THE STAFF RULES CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE INTEREST OF GOOD HUMAN RESOURCES MANAGEMENT

Former text	New text
None.	**130. FINANCIAL RESPONSIBILITY** **Staff members shall exercise reasonable care in any matter affecting the financial interests of the Organization, its physical and human resources, property and assets.**
230. CLASSIFICATION REVIEW In accordance with procedures established by the Director-General, a staff member may request a re-examination of the classification of any post under his supervision and with reference to the approved human resources plan. A staff member may request a re-examination of the classification of the post which he occupies.	230. CLASSIFICATION REVIEW In accordance with procedures established by the Director-General, a staff member may request a re-examination of the classification of any post under his supervision and with reference to the approved human resources plan. ~~A staff member may request a re-examination of the classification of the post which he occupies.~~
410. RECRUITMENT POLICIES 410.3 Except where another person equally well qualified cannot be recruited, appointment shall not be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother or sister.	410. RECRUITMENT POLICIES 410.3 ~~Except where another person equally well qualified cannot be recruited,~~ Appointment shall not be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother or sister.

ПРИЛОЖЕНИЕ 2

AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE INTEREST OF GOOD HUMAN RESOURCES MANAGEMENT WHICH, IF CONFIRMED[1] AND ADOPTED[2], WOULD TAKE EFFECT FROM THE ENTRY INTO FORCE OF THE ORGANIZATION'S INTERNAL JUSTICE REFORMS

Former text	New text
STAFF REGULATIONS – ARTICLE XI	STAFF REGULATIONS – ARTICLE XI
Appeals	~~Appeals~~ **Dispute Resolution**
11.1 The Director-General shall establish administrative machinery with staff participation to advise him in case of any appeal by staff members against an administrative decision alleging the non-observance of their terms of appointment, including all pertinent regulations and rules, or against disciplinary action.	11.1 The Director-General shall establish administrative machinery with staff participation to advise him in case of any appeal by staff members against an administrative decision alleging the non-observance of their terms of appointment, including all pertinent regulations and rules, or against disciplinary action.
11.2 Any dispute which cannot be resolved internally, arising between the Organization and a member of the staff regarding the fulfillment of the contract of the said member, shall be referred for final decision to the United Nations Administrative Tribunal.	11.2 Any dispute which cannot be resolved internally, arising between the Organization and a member of the staff regarding the fulfillment of the contract of the said member, shall be referred for final decision to the ~~United Nations~~ Administrative Tribunal **of the International Labour Organization**.
STAFF RULES	**STAFF RULES**
SECTION 12 Appeals	SECTION 12 ~~Appeals~~ **Dispute resolution**
1210. NON-CONFIRMATION OF APPOINTMENT	~~1210. NON-CONFIRMATION OF APPOINTMENT~~
1210.1 A staff member may appeal against a decision taken under Rule 1060 not to confirm his appointment because of unsatisfactory performance or conduct, or because of unsuitability for international service, if he considers that such decision has been made for reasons not connected with his performance, conduct or suitability for international service. Such	~~1210.1 A staff member may appeal against a decision taken under Rule 1060 not to confirm his appointment because of unsatisfactory performance or conduct, or because of unsuitability for international service, if he considers that such decision has been made for reasons not connected with his performance, conduct or suitability for international service. Such an~~

[1] In the case of Staff Rule amendments.

[2] In the case of proposed Staff Regulation amendments.

Former text	New text
an appeal must be made in writing to the Director-General within fifteen calendar days of receipt of notice of non-confirmation. The Director-General's decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240.	~~appeal must be made in writing to the Director-General within fifteen calendar days of receipt of notice of non-confirmation. The Director-General's decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240.~~
1210.2 The notice period specified in Rule 1060 shall be extended by whatever period is necessary for the Director-General to reach a decision and communicate it to the staff member	~~1210.2 The notice period specified in Rule 1060 shall be extended by whatever period is necessary for the Director-General to reach a decision and communicate it to the staff member.~~
NEW SECTION	**1215. INFORMAL RESOLUTION** **1215.1 A staff member may use informal channels to resolve a work-related concern, including a final administrative decision, which he considers to be in non-observance of the terms of his appointment, including pertinent Staff Regulations or Staff Rules.** **1215.2 The Director-General shall encourage and facilitate the use of informal channels to resolve work-related concerns.** **1215.3 Staff members are encouraged to initiate or participate in informal means of resolution and to make good faith efforts to take action to address and resolve concerns as early as possible.** **1206.4 Informal resolution of a work-related concern may be initiated at any time, including before or after the initiation of a formal resolution process.** **1215.5 A staff member may seek the assistance of an Ombudsman, who is an independent and neutral interlocutor who provides confidential impartial assistance. A staff member may also use other available informal channels to resolve a work-related concern.** **1215.6 Participation in informal resolution efforts shall not affect any right to pursue the work-related concern formally in accordance with the provisions of the Staff Rules.** **1215.7 The conduct of informal resolution, including mediation, by an Ombudsman or through other informal channels, may result in the extension of time limits, including those applicable to the appeals process under Section 12 of the Staff Rules.**

Former text	New text
1220. TERMINATION FOR REASONS OF HEALTH	~~1220. TERMINATION FOR REASONS OF HEALTH~~
1220.1 A staff member may appeal against a decision taken under Rule 1030 to terminate his appointment for reasons of health. He must indicate in writing to the Director-General, within 15 calendar days of his receipt of the termination notice, his intention to do so. The Organization's Staff Physician will normally inform the staff member in writing of the medical conclusions upon which the decision was based except that, if he feels that such information may be harmful to the staff member, the medical findings may be provided in writing to a physician designated by the staff member.	~~1220.1 A staff member may appeal against a decision taken under Rule 1030 to terminate his appointment for reasons of health. He must indicate in writing to the Director-General, within 15 calendar days of his receipt of the termination notice, his intention to do so. The Organization's Staff Physician will normally inform the~~ staff ~~member in writing of the medical conclusions upon which the decision was based except that, if he feels that such information may be harmful to the staff member, the medical findings may be provided in writing to a physician designated by the staff member.~~
1220.2 Upon receipt of such an appeal, the Director-General shall refer the appeal to a medical board of review consisting of three medical practitioners, one chosen to represent the Director-General, one chosen by the staff member and a third selected by the first two. If no agreement can be reached on the choice of a third practitioner, the Director-General shall designate one. This board shall have available to it the Organization's medical records concerning the staff member and shall conduct such examinations of the individual as it may deem necessary. The Director-General's decision shall be based on the medical recommendation of the board; his decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240.	~~1220.2 Upon receipt of such an appeal, the Director-General shall refer the appeal to a medical board of review consisting of three medical practitioners, one chosen to represent the Director-General, one chosen by the staff member and a third selected by the first two. If no agreement can be reached on the choice of a third practitioner, the Director-General shall designate one. This board shall have available to it the Organization's medical records concerning the staff member and shall conduct such examinations of the individual as it may deem necessary. The Director-General's decision shall be based on the medical recommendation of the board; his decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240.~~
1220.3 The Organization shall determine the place where the board shall convene and shall bear all costs in connection with such a board, except that the Organization shall bear only that portion of the actual costs incurred by the staff member for his representative which corresponds to the cost of obtaining the services of a qualified practitioner from the nearest available source to where the board convenes.	~~1220.3 The Organization shall determine the place where the board shall convene and shall bear all~~ costs ~~in connection with such a board, except that the Organization shall bear only that portion of the actual costs incurred by the staff member for his representative which corresponds to the cost of obtaining the services of a qualified practitioner from the nearest available source to where the board convenes.~~

Former text	New text
NEW SECTION	**1225. ADMINISTRATIVE REVIEW** **1225.1 A staff member wishing to contest formally a final administrative decision alleging non-observance of his terms of appointment, including pertinent Staff Regulations or Staff Rules, shall, as a first step, submit a request in writing for an administrative review of that final administrative decision. A staff member shall not request an administrative review until all the existing administrative channels have been exhausted and the administrative decision has become final. An administrative decision is to be considered as final when it has been taken by a duly authorized official and the staff member has received written notification of the decision.** **1225.2 If a staff member has submitted a written request relating to the terms of his appointment, the request shall be deemed to have been rejected if no definitive reply is received within:** **1225.2.1. sixty (60) calendar days for staff assigned to headquarters and to regional offices;** **1225.2.2 ninety (90) calendar days for staff assigned to other duty stations.** **1225.3 A request for administrative review must be filed no later than sixty (60) calendar days from the date on which the staff member received written notification of the contested final administrative decision or within sixty (60) calendar days of a deemed rejection under Staff Rule 1225.2.** **1225.4 The final decision on a request for administrative review (the Administrative Review Decision) shall be communicated in writing to the staff member within sixty (60) calendar days of receipt of the complete request for administrative review. The deadline may be extended, including to allow for informal resolution.** **1225.5 If a staff member has filed a request for administrative review, the request shall be deemed to have been rejected if no final decision is received within the sixty (60) calendar day deadline or the extended deadline referred to in Staff Rule 1225.4.** **1225.6 A request for administrative review shall not have the effect of delaying the final administrative decision which is the subject of the review.**

Former text	New text
	1225.7 Requests for administrative review shall be dealt with in accordance with the provisions of this Staff Rule and under conditions established by the Director-General.
[THE FOLLOWING TEXT IS REPLACED BY TEXT PROVIDED IN THE "NEW TEXT" COLUMN]	
1230. BOARDS OF APPEAL 1230.1 Subject to the provisions of Rule 1230.8, a staff member may appeal against any administrative action or decision affecting his appointment status on the grounds that the action or decision complained of resulted from one or more of the following factors: 1230.1.1 personal prejudice on the part of a supervisor or of any other responsible official; 1230.1.2 incomplete consideration of the facts; 1230.1.3 failure to observe or apply correctly the provisions of the Staff Regulations or Staff Rules, or the terms of his contract; 1230.1.4 improper application of the WHO post classification standards.	**1230. GLOBAL BOARD OF APPEAL[1]** **1230.1 Subject to Staff Rule 1230.5, a staff member may appeal before the Global Board of Appeal (the Board) against an Administrative Review Decision or against a deemed rejection under Staff Rule 1225.5.**
	Membership
1230.2 To hear appeals on these grounds there is at headquarters a Board of Appeal and, at each regional office, a regional Board of Appeal. A regional Board of Appeal shall have competence to hear appeals under Rule 1230.1.4 in respect of those posts for which the regional office has authority to apply the classification standards; otherwise, the headquarters Board shall hear the appeal. At the request of the headquarters Board of Appeal, a regional Board may conduct a hearing on any matter reserved to the competence of the headquarters Board, the findings of such hearing to be reported to the headquarters Board for review.	**1230.2 In accordance with procedures established by the Director-General, the Board shall be composed of:** **1230.2.1 one chair and one deputy chair appointed by the Director-General in consultation with representatives of staff; and** **1230.2.2 an equal number of members and alternate members appointed respectively by the Director-General and elected by staff.**

[1] All pending appeals filed with either the headquarters Board of Appeal or a regional Board of Appeal shall be dealt with under the Staff Rules in effect at the time the appeal was filed, unless the staff member having filed the appeal requests, and the Organization agrees, that the Staff Rules amended with effect from the entry into force of internal justice reform policies shall apply. If a pending appeal before a regional Board of Appeal is concluded at the regional level, any appeal of the decision of the Regional Director concerned shall be filed with the Global Board of Appeal under these amended Staff Rules.

Former text	New text
	Panels
1230.3 The reporting procedure of these Boards shall be as follows:	**1230.3 Subject to Staff Rule 1230.4, an appeal shall normally be heard by a Panel of three members of the Board. Each Panel shall be composed of:**
1230.3.1 the headquarters Board of Appeal shall report its findings and recommendations to the Director-General, with whom the final decision shall rest. The Director-General shall inform the appellant of his decision within sixty calendar days of the date of the receipt by him of the findings and recommendations of the Board, and at the same time send him a copy of the report;	**1230.3.1 a chair, who shall be the chair or deputy chair of the Board;**
1230.3.2 the regional Board of Appeal shall report its findings and recommendations to the Regional Director. The Regional Director shall inform the appellant of his decision within sixty calendar days of the date of the receipt by him of the findings and recommendations of the Board, and at the same time send him a copy of the report;	**1230.3.2 one member appointed to the Board by the Director-General and assigned to the Panel by its chair; and**
1230.3.3 a Board shall report its findings and recommendations to the Director-General or Regional Director, as appropriate, within ninety calendar days of the date on which the appellant's full statement of his case is received by the Board. This period may be extended by the Board if the appellant and the administration concerned agree.	**1230.3.3 one member elected to the Board by staff and assigned to the Panel by its chair.**
	1230.3.4 In exceptional circumstances as determined by the chair and deputy chair, an appeal may be heard by a Panel of five members of the Board, including two additional members appointed by the chair under Staff Rules 1230.3.2 and 1230.3.3.
	1230.3.5 If the appellant was assigned to a region at the time of the appealed decision, there shall be at least one member assigned to that region on the Panel. If the appellant was assigned to headquarters, including offices administered by headquarters, at the time of the appealed decision, there shall be at least one member assigned to headquarters on the Panel.
	1230.3.6 The appellant may object to no more than one member of a three member Panel, and two members of a five member Panel, assigned to hear the appeal, under conditions established by the Director-General.

Former text	New text
	Board chair and deputy chair
1230.4 The headquarters Board of Appeal shall consist of five members having equal votes as follows: 1230.4.1 a chairman and three alternate chairmen appointed by the Director-General after consultation with the representatives of the staff; 1230.4.2 two members drawn from a list of four members and eight alternates appointed by the Director-General; 1230.4.3 two members representing the staff, drawn from a panel organized in three groups: Group I – staff in grades subject to local recruitment Group II – staff in grades P.1 through P.3 Group III – staff in grades P.4 through D.2. The members of the panel shall be elected biennially by the staff, four persons being elected for each of Groups I and II and six persons for Group III. They shall be eligible for re-election at the end of their term of office. In hearings by the Board, at least one member shall be from the group to which the staff member appealing to the Board belongs and none shall be in a group below that to which he belongs. Subject to this Rule, the members of each group shall be called upon in rotation by the Secretary of the Board, as required, to constitute the Board. The staff member appealing to the Board shall have the right to object to not more than two members, whether appointed by the Director-General or drawn from the staff panel. If objection is raised against members from the staff panel, they shall be replaced by the next members due to serve from that panel. If objection is raised against members appointed by the Director-General, they shall be replaced by alternate or substitute members appointed by the Director-General.	**1230.4 The authorities of the chair and deputy chair shall be determined by the Director-General, and shall include making recommendations to the Director-General on the receivability of an appeal.**

Former text	New text
	Conditions of appeal
1230.5 The regional Board of Appeal shall be composed of three members having equal votes, selected as follows: one person and two alternates designated by the Regional Director, one person and two alternates elected by the staff, and a third member and two alternates, who will serve as chairman and alternate chairmen respectively, designated by the Regional Director after consultation with the representatives of the staff.	**1230.5 The following provisions shall govern the conditions of appeal against an Administrative Review Decision or against a deemed rejection under Staff Rule 1225.5.** **1230.5.1 A staff member wishing to appeal must file with the Board, within ninety (90) calendar days after receipt of the Administrative Review Decision, or within ninety (90) calendar days of the expiration of the deadline or extended deadline referred to in Staff Rule 1225.5, a complete statement of appeal specifying the decision against which the appeal is made and stating the facts of the case and the pleas. The Board shall open its proceedings upon receipt of the appellant's complete statement of appeal.** **1230.5.2 A request to suspend proceedings before the Board may be made at any time, in particular with a view to pursuing an informal resolution. The suspension may be granted by the chair of the Panel concerned. Such suspension shall normally not exceed ninety (90) calendar days.**
	Reporting and decision-making
1230.6 Secretarial services to all boards shall be provided by the Organization.	**1230.6 A Panel of the Board reviewing an appeal shall report its findings and recommendations to the Director-General within ninety (90) calendar days of the date of the Panel's receipt of the final written pleadings of both parties. This period may be extended by the chair of the Panel concerned in accordance with conditions established by the Director-General.** **1230.6.1 The Director-General shall make the final decision on appeals. If the appellant was assigned to a region at the time of the final administrative decision, the Director-General shall consult with the Regional Director before making a final decision.** **1230.6.2 The Director-General shall inform the parties to the appeal and the chair of the Board of his decision within sixty (60) calendar days of the date of the receipt by him of the findings and recommendations of the Panel concerned.**

Former text	New text
	General
1230.7 The headquarters Board of Appeal shall establish its own rules of procedure which, so far as practicable, shall be followed by the regional Boards of Appeal, provided that the appellant shall, if he so wishes, be heard by the appropriate board in person and/or through a representative of his choice. Any travel occasioned by such appearance shall be at the appellant's expense unless the Board hearing the appeal determines that the appearance of the staff member himself is essential to the proper consideration of the appeal. The Board may, in the light of its findings and if it finds it reasonable, recommend full or partial payment of those expenses claimed by the appellant which are directly connected with the appeal.	**1230.7 Secretariat services to the Board shall be provided by the Organization.**
1230.8 The following provisions shall govern the conditions of appeal: 1230.8.1 No staff member shall bring an appeal before a Board until all the existing administrative channels have been tried and the action complained of has become final. An action is to be considered as final when it has been taken by a duly authorized official and the staff member has received written notification of the action. 1230.8.2 If the staff member has submitted a written request relating to his appointment status, the request shall be deemed to have been rejected and such rejection shall be subject to appeal as if final action had been taken on it as in Rule 1230.8.1 above if no definitive reply to that request has been made within: (1) two months for staff at headquarters; (2) three months for staff assigned to other duty stations. 1230.8.3 A staff member wishing to appeal against a final action must dispatch to the Board concerned, within sixty calendar days after receipt of such notification, a written statement of his intention to appeal specifying the action against which appeal is made and the subsection or sections of Rule 1230.1 under which the appeal is filed. The Board shall open its proceedings at the earliest possible moment after receipt of the appellant's full statement of his case.	**1230.8 The work of the Board shall be carried out in accordance with rules of procedure to be established by the Director-General.**

Former text	New text
1230.8.4 A staff member assigned to headquarters shall address his appeal to the headquarters Board of Appeal. A staff member who was assigned to a region at the time of the action complained of shall address his appeal to the regional Board of Appeal of the region concerned except as provided in Rule 1230.2 for classification standards.	
1230.8.5 A staff member shall have the right to appeal to the Board of Appeal at headquarters against the decision of a Regional Director based upon the recommendation of a regional Board of Appeal. Notification of such appeal must be dispatched to the Board in writing within sixty calendar days after receipt by the appellant of the Regional Director's decision on the original appeal. The complete record of the regional proceedings shall be forwarded to the headquarters Board of Appeal, which shall decide what further evidence, if any, need be obtained before making a recommendation to the Director-General for a final decision.	
1230.9 In any case involving interpretation of the Staff Regulations or Staff Rules, the Regional Director shall consult the Director-General before taking a final decision on a recommendation from the regional Board of Appeal.	**1230.9 In discharging their duties, members of the Board shall act independently and respect confidentiality. Parties to an appeal and all persons involved in Board proceedings shall also respect confidentiality.**
1240. ADMINISTRATIVE TRIBUNAL	1240. ADMINISTRATIVE TRIBUNAL
1240.1 Pending definitive arrangements for the use of the Administrative Tribunal of the United Nations, disputes between the Organization and a staff member which cannot be resolved internally may be referred to the Administrative Tribunal of the International Labour Organization, in accordance with the provisions of the Statute of the Tribunal.	1240.1 ~~Pending definitive arrangements for the use of the Administrative Tribunal of the United Nations, d~~**D**isputes between the Organization and a staff member which cannot be resolved internally may be referred to the Administrative Tribunal of the International Labour Organization, in accordance with the provisions of the Statute of the Tribunal.
1240.2 An appeal may be made to the Tribunal when the decision contested is a final decision and the person concerned has exhausted such other means of resisting it as are open to him under these Rules, and in particular Rules 1210 to 1230.	1240.2 A~~n~~ ~~appeal~~ **complaint** may be made to the Tribunal when the decision contested is a final decision **further to Staff Rule 1230.6.1** and the person concerned has exhausted such other means of ~~resisting~~ **challenging** it as are open to him under these Rules~~, and in particular Rules 1210 to 1230~~.

Former text	New text
1245. EFFECT OF APPEALS ON ADMINISTRATIVE ACTION Except as provided in Rule 1210.2, the filing of an appeal under any of the procedures described in this section shall not constitute grounds for delaying the administrative action against which the appeal is made.	1245. EFFECT OF APPEALS ON ADMINISTRATIVE ~~ACTION~~ **DECISION** ~~Except as provided in Rule 1210.2,~~ ~~t~~**T**he filing of an appeal under any of the procedures described in this section shall not constitute grounds for delaying the **final** administrative ~~action~~ decision against which the appeal is made.
1250. AVAILABILITY OF RULES OF PROCEDURE Copies of the rules of procedure of the headquarters Board of Appeal and the Statute of the Tribunal shall be maintained in all personnel offices of the Organization and made available to any staff member on request. Each regional personnel office shall also maintain copies of the rules of procedure of the regional Board of Appeal for that office.	1250. AVAILABILITY OF RULES OF PROCEDURE Copies of the rules of procedure of the ~~headquarters~~ **Global** Board of Appeal and the Statute of the Tribunal shall be **available from the Global Board of Appeal Secretariat and on the WHO intranet.** ~~in all personnel offices of the Organization and made available to any staff member on request.~~ ~~Each regional personnel office shall also maintain copies of the rules of procedure of the regional Board of Appeal for that office.~~

ПРИЛОЖЕНИЕ 3

Добавление 1 к Правилам о персонале

SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES: ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT, (IN US DOLLARS)

(effective 1 January 2016)

Level	*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
		*	*	*	*	*									
D-2 Gross	**144 751**	**147 815**	**150 920**	**154 117**	**157 314**	**160 510**									
Net D	114 668	116 905	119 144	121 382	123 620	125 857									
Net S	105 345	107 233	109 114	110 990	112 861	114 721									
					*	*	*	*	*						
D-1 Gross	**132 290**	**134 984**	**137 668**	**140 362**	**143 055**	**145 742**	**148 437**	**151 174**	**153 980**						
Net D	105 572	107 538	109 498	111 464	113 430	115 392	117 359	119 322	121 286						
Net S	97 583	99 289	100 994	102 692	104 389	106 081	107 766	109 451	111 130		*	*	*		
P-5 Gross	**109 449**	**111 738**	**114 029**	**116 315**	**118 608**	**120 895**	**123 188**	**125 475**	**127 766**	**130 055**	**132 344**	**134 632**	**136 923**		
Net D	88 898	90 569	92 241	93 910	95 584	97 253	98 927	100 597	102 269	103 940	105 611	107 281	108 954		
Net S	82 586	84 072	85 552	87 032	88 510	89 981	91 454	92 923	94 390	95 853	97 316	98 771	100 229		
													*	*	*
P-4 Gross	**90 038**	**92 080**	**94 122**	**96 162**	**98 205**	**100 264**	**102 475**	**104 685**	**106 895**	**109 101**	**111 314**	**113 521**	**115 730**	**117 941**	**120 151**
Net D	74 130	75 743	77 356	78 968	80 582	82 193	83 807	85 420	87 033	88 644	90 259	91 870	93 483	95 097	96 710
Net S	69 032	70 499	71 969	73 431	74 895	76 358	77 820	79 278	80 736	82 193	83 646	85 100	86 554	88 004	89 454
														*	*
P-3 Gross	**74 013**	**75 903**	**77 794**	**79 680**	**81 572**	**83 461**	**85 348**	**87 241**	**89 129**	**91 019**	**92 911**	**94 799**	**96 690**	**98 578**	**100 505**
Net D	61 470	62 963	64 457	65 947	67 442	68 934	70 425	71 920	73 412	74 905	76 400	77 891	79 385	80 877	82 369
Net S	57 379	58 751	60 126	61 497	62 873	64 244	65 615	66 991	68 361	69 735	71 103	72 473	73 838	75 209	76 577
												*			
P-2 Gross	**60 715**	**62 405**	**64 095**	**65 786**	**67 477**	**69 165**	**70 857**	**72 544**	**74 235**	**75 928**	**77 615**	**79 306**			
Net D	50 965	52 300	53 635	54 971	56 307	57 640	58 977	60 310	61 646	62 983	64 316	65 652			
Net S	47 803	49 015	50 223	51 434	52 642	53 853	55 083	56 310	57 542	58 770	59 995	61 228			
P-1 Gross	**47 464**	**48 976**	**50 516**	**52 146**	**53 767**	**55 392**	**57 016**	**58 644**	**60 265**	**61 887**					
Net D	40 344	41 630	42 908	44 195	45 476	46 760	48 043	49 329	50 609	51 891					
Net S	38 056	39 239	40 423	41 605	42 786	43 969	45 151	46 319	47 481	48 644					
Net S	38 056	39 239	40 423	41 605	42 786	43 969	45 151	46 319	47 481	48 644					

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).