世界卫生组织

执 行 委 员 会
第一四二届会议
临时议程项目 5.10

EB142/38
2018 年 1 月 2 日

《人事条例》和《职员细则》修订款

总干事的报告

1. 根据《人事条例》第 12.2 条[1]，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，现将对《人事条例》的拟议修订款提交执行委员会，要求其建议第七十一届世界卫生大会予以通过。

3. 本文件第一节所列修订款源自联合国大会第七十二届会议根据国际公务员制度委员会 2017 年报告中的各项建议预期将作出的决定[2]。如果联合国大会不批准国际公务员制度委员会的这些建议，世卫组织将分发本文件的一份补编。

4. 这些修订款对 2018-2019 双年度的财政影响是，将会增加 2018-2019 年规划预算的费用。关于建议供执行委员会或卫生大会通过的决议对秘书处的财政和行政影响以及对 2018-2019 双年度之后财政影响的报告[3]列明了这些修订款的财政影响，详见下文。

5. 所建议的《人事条例》和《职员细则》修订款载于本文件附件。

I. 鉴于联大第七十二届会议根据国际公务员制度委员会的建议预期将作出的决定而认为必要的修订

专业及以上职类薪酬

6. 国际公务员制度委员会在其 2017 年报告中建议联合国大会批准自 2018 年 1 月 1 日起实行专业及以上职类的统一基薪/底薪表及最新薪酬保护点，调整幅度为 0.97%。标准

[1] 《人事条例》和《职员细则》可自 http://www.who.int/careers/what-we-offer/en/获取（2017 年 9 月 28 日访问）。
[2] 见 http://www.un.org/en/ga/72/resolutions.shtml（2017 年 9 月 29 日访问）。
[3] 文件 EB142/38 Add.1。

调整方法是，在增加基薪的同时，相应减少工作地点差价调整数乘数，实得净薪保持不变。

7. 据此对《职员细则》附录 1 作出修订，修订款见本文件附件 2。

不叙级职位职员和总干事的薪酬

8. 按照联合国大会就上文第 6 段的建议作出的决定，总干事提议，根据《人事条例》第 3.1 条，执行委员会应建议第七十一届世界卫生大会调整助理总干事和区域主任的薪金。助理总干事和区域主任的年薪毛额自 2018 年 1 月 1 日起为 176 292 美元，薪金净额为 131 853 美元。

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 2018 年 1 月 1 日起年薪毛额为 194 329 美元，相应的薪金净额为 143 757 美元。

10. 上述薪金调整意味着需对总干事的薪金作出相似的调整。将由卫生大会批准的年薪毛额自 2018 年 1 月 1 日起为 239 755 美元，薪金净额为 173 738 美元。

II. 根据经验并从良好人力资源管理角度认为必要的修订

《人事条例》拟议修订款

第（一）条、第（三）条和第（四）条

11. 拟议修订《人事条例》第 1.11 条、第 3.1 条和第 4.5 条，以反映本组织目前的结构。

《职员细则》修订款

定义

12. 修订了《职员细则》第 310 条，以落实国际公务员制度委员会 2015 年报告中关于配偶津贴的建议（“(b)应按照配偶的所有收入包括养老金和其他与退休有关的收入来确定配偶的受扶养人资格”）[1]。

[1] 见 http://icsc.un.org/resources/pdfs/ar/AR2015.pdf，第七章 A 节（2017 年 11 月 23 日访问）。

教育补助金

13. 修订了《职员细则》第 350 条，以适当赋予总干事确定“儿童”定义的权力。

安置补助金

14. 修订了《职员细则》第 365 条，规定可在职员于某一工作地点就职或重新派任一年内因不当行为被解雇或因严重不当行为而被立即解雇的例外情况下收回安置补助金中一次性总付的部分。

离职回国补助金

15. 修订了《职员细则》第 370 条，明确规定应计离职回国补助金额可能会根据离职前在经认可居住地的居住年数而减少，而不是目前根据外派服务总年数按比例减少。

调动

16. 修订了《职员细则》第 515 条，以便与《职员细则》第 1050.5.2 条的用语保持一致，规定应根据《职员细则》第 1050.4 条的规定，在重新派任期间，如有职位空缺，职员应有“适当的”优先权。

特别假

17. 修订了《职员细则》第 650 条，将关于无薪假的第 655 条和关于特别假的第 650 条合并，从而消除了重叠之处和相关《职员细则》适用性的不确定因素。

无薪假

18. 鉴于《职员细则》第 655 条已被并入《职员细则》关于特别假的第 650 条（见上文），因此予以删除。

辞职

19. 修订了《职员细则》第 1010 条，以解决《职员细则》中的一个遗漏问题，要求职员在试用期辞职须提前一个月通知。

行政复议

20. 根据新的内部司法制度第一年运作的经验教训，修订了《职员细则》第 1225 条。经修订后，总干事有权确定哪些类别的最终行政决定不需要行政复议（即有关职员可以直接向全球申诉委员会提交申诉）。

全球申诉委员会

21. 修订了《职员细则》第 1230 条，使其与《职员细则》第 1225 条修订款（见上文）保持一致。

执行委员会的行动

22. 根据这些修订，执行委员会拟可考虑下述决议草案[1]。

决议草案 1（职员薪资、定义、教育补助金、安置补助金、离职回国补助金、调动、特别假、无薪假、辞职、行政复议和全球申诉委员会）

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告[2]，

1. **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问题，自 2018 年 1 月 1 日起生效；

2. **还确认**总干事根据《人事条例》第 12.2 条对《职员细则》所作的修订，涉及定义、教育补助金、安置补助金、离职回国补助金、调动、特别假、无薪假、辞职、行政复议和全球申诉委员会，自 2018 年 2 月 1 日起生效。

[1] 关于这些决议对秘书处的财政和行政影响，见文件 EB142/38 Add.1。
[2] 文件 EB142/38。

决议草案 2（副总干事）

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告[1]，

根据《人事条例》第 12.1 条，**建议**第七十一届世界卫生大会通过下述决议：

第七十一届世界卫生大会，

注意到执行委员会关于《人事条例》第（一）条、第（三）条和第（四）条的建议，

1. **通过**对《人事条例》第 1.11、3.1 和 4.5 条的拟议修订款；

2. **决定**这些修订款应于 2018 年 1 月 1 日起生效。

决议草案 3（不叙级职位职员和总干事的薪酬）

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告[1]，

建议第七十一届世界卫生大会通过下述决议：

第七十一届世界卫生大会，

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的年薪毛额为 176 292 美元，相应的薪金净额为 131 853 美元；

[1] 文件 EB142/38。

2. **确定**副总干事的年薪毛额为 194 329 美元，相应的薪金净额为 143 757 美元；

3. **确定**总干事的年薪毛额为 239 755 美元，相应的薪金净额为 173 738 美元；

4. **决定**这些薪酬调整应于 2018 年 1 月 1 日起生效。

附件 1

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

Former text	New text
STAFF REGULATIONS – ARTICLE I 1.11 The oath or declaration shall be made orally by the Director-General at a public meeting of the World Health Assembly, by the Deputy Director-General, Assistant Directors-General and Regional Directors before the Director-General and in writing by other staff members.	STAFF REGULATIONS – ARTICLE I 1.11 The oath or declaration shall be made orally by the Director-General at a public meeting of the World Health Assembly, by ~~the~~ **each** Deputy Director-General, Assistant Director~~s~~-General and Regional Director~~s~~ before the Director-General and in writing by other staff members.
STAFF REGULATIONS – ARTICLE III 3.1 The salaries for the Deputy Director-General, Assistant Directors-General and Regional Directors shall be determined by the World Health Assembly on the recommendation of the Director-General and with the advice of the Executive Board.	STAFF REGULATIONS – ARTICLE III 3.1 The salaries for ~~the~~ Deputy Director-General, Assistant Director~~s~~-General and Regional Director~~s~~ shall be determined by the World Health Assembly on the recommendation of the Director-General and with the advice of the Executive Board.
STAFF REGULATIONS – ARTICLE IV 4.5 Appointments of the Deputy Director-General, Assistant Directors-General and Regional Directors shall be for a period not to exceed five years, subject to renewal, and in accordance with conditions determined by the Executive Board concerning eligibility of Regional Directors for reappointment. Other staff members shall be granted appointments of a duration, and under such terms and conditions consistent with these regulations as the Director-General may prescribe.	STAFF REGULATIONS – ARTICLE IV 4.5 **The** ~~A~~**a**ppointment~~s~~ of ~~the~~ **each** Deputy Director-General, Assistant Director~~s~~-General and Regional Director~~s~~ shall be for a period not to exceed five years, subject to renewal, and in accordance with conditions determined by the Executive Board concerning eligibility of Regional Directors for reappointment. Other staff members shall be granted appointments of a duration, and under such terms and conditions consistent with these regulations as the Director-General may prescribe.

Former text	New text
STAFF RULES	**STAFF RULES**
310. DEFINITIONS	310. DEFINITIONS
...	...
310.5 "Dependants" for the purposes of determining entitlements under the Rules, except as otherwise specified, are defined as:	310.5 "Dependants" for the purposes of determining entitlements under the Rules, except as otherwise specified, are defined as:
310.5.1 a staff member's spouse whose gross occupational earnings, from the exercise of trade, profession, business or other regular employment do not exceed during any calendar year:	310.5.1 a staff member's spouse whose ~~gross occupational~~ earnings**, if any,** ~~from the exercise of trade, profession, business or other regular employment~~ do not exceed during any calendar year~~:~~ **the lowest entry level of the United Nations General Service gross salary scale in force on 1 January of the year concerned for the duty station in the country of the spouse's place of work. In the case of staff members in the professional and higher categories, the entry level amount shall not at any duty station be less than the equivalent of the lowest entry level salary at the base of the common salary system, i.e. G2, step I for New York;**
310.5.1.1 in the case of professional staff, a limit equivalent to the gross base salary of the lowest general service category entry level in force on 1 January of the year concerned at the place of work of the staff member's spouse; however, such limit shall not be less than the lowest general service category entry level in force on the same date at the base city of the professional salary system;	~~310.5.1.1 in the case of professional staff, a limit equivalent to the gross base salary of the lowest general service category entry level in force on 1 January of the year concerned at the place of work of the staff member's spouse; however, such limit shall not be less than the lowest general service category entry level in force on the same date at the base city of the professional salary system;~~
310.5.1.2 for general service staff, a limit equivalent to the gross base salary of the lowest general service category entry level in force on 1 January of the year concerned at the place of work of the staff member's spouse;	~~310.5.1.2 for general service staff, a limit equivalent to the gross base salary of the lowest general service category entry level in force on 1 January of the year concerned at the place of work of the staff member's spouse;~~
310.5.1.3 if both spouses are staff members of international organizations applying the common system of salaries and allowances, neither may be recognized as a dependant for the purposes of Rules 330.2, 335 and 360;	310.5.1.~~3~~**1** if both spouses are staff members of international organizations applying the common system of salaries and allowances, neither may be recognized as a dependant for the purposes of Rules 330.2, 335 and 360;

Former text	New text
350. EDUCATION GRANT 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: 350.1.1 the grant is payable for each child as defined under Staff Rule 310.5.2 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 attains a first post-secondary degree, whichever is earlier;	350. EDUCATION GRANT 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: 350.1.1 the grant is payable for each child as defined ~~under Staff Rule 310.5.2~~ **by the Director-General** 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 attains a first post-secondary degree, whichever is earlier;
365. SETTLING-IN GRANT ... 365.5 If a staff member resigns from the Organization within one year of the date of his or her appointment or reassignment to a duty station, the lump sum portion of the settling-in grant paid under Staff Rule 365.3 is recoverable proportionately under conditions established by the Director-General.	365. SETTLING-IN GRANT ... 365.5 If a staff member resigns from the Organization **or is dismissed for misconduct or is summarily dismissed for serious misconduct** within one year of the date of his or her appointment or reassignment to a duty station, the lump-sum portion of the settling-in grant paid under Staff Rule 365.3 is recoverable proportionately under conditions established by the Director-General.
370. REPATRIATION GRANT ... 370.4 The grant shall not be payable to a staff member assigned to, or residing in, the country of his recognized place of residence at the time of separation provided that the grant may be paid on a full or reduced basis to a staff member transferred to duty in the country of his recognized place of residence prior to termination, the amount of the grant being reduced in proportion to the duration of his residence in that country. In such a case, the evidence of relocation referred to in Rule 370.1 shall not be required. 370.5 In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to the spouse and dependent children who are entitled to repatriation, subject to providing the evidence of relocation referred to in Rule 370.1 if required:	370. REPATRIATION GRANT ... 370.4 The grant shall not be payable to a staff member assigned to, or residing in, the country of his **or her** recognized place of residence at the time of separation~~ provided that the grant may be paid on a full or reduced basis to~~**. However, when** a staff member **is** transferred **or reassigned** to duty in the country of his **or her** recognized place of residence prior to ~~termination,~~ **separation, the grant may be paid at a full or reduced rate, with** the **total accrued** amount of the grant being reduced~~ in proportion to~~ **based on criteria established by** the ~~duration of his residence in that country~~ **Director-General**. In such a case, the evidence of relocation referred to in Rule 370.1 shall not be required. 370.5 In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to the spouse and dependent children who are entitled to repatriation, subject to **them** providing the evidence of **their** relocation **away from the staff member's last duty station**~~ referred to in Rule 370.1 if required~~:

Former text	New text
515. MOBILITY ... 515.2 Staff members whose posts have been abolished and who are eligible to participate in a reassignment process pursuant to Staff Rule 1050 shall be given preference for vacancies during the mobility exercise.	515. MOBILITY ... 515.2 Staff members whose posts have been abolished and who are eligible to participate in a reassignment process pursuant to Staff Rule 1050 shall be given **due** preference for vacancies during the mobility exercise.
650. SPECIAL LEAVE 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 important reasons, including but not limited to child care, serious illness of a family member, or death of an immediate family member. 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. Continuity of service shall not be broken during periods of special leave, which shall be credited for all purposes except as otherwise specified in the Rules.	650. SPECIAL LEAVE **650.1** 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 **for training or research in the interest of the Organization or for other important reasons, including family, health, or personal matters.** ~~This special leave may be granted for training or research in the interest of the Organization or for other important reasons, including but not limited to child care, serious illness of a family member, or death of an immediate family member.~~ **650.2** The Director-General may, at his or her initiative, place a staff member on special leave with full pay**, or exceptionally with partial or no pay,** if he or she considers such leave to be in the interest of the Organization. **650.3 Special leave is normally granted without pay, for a period not exceeding one year.** **650.4** Normally~~, such~~ **special** leave ~~shall not be~~ **is** granted ~~until~~ **when** 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~~. **650.5** Continuity of service shall not be broken during periods of special leave, which shall be credited for all purposes except as otherwise specified in the**se Staff** Rules. **650.6. Service credits accrue in the same proportion as the rate of partial pay during special leave with partial pay of more than 30 days.** **650.7 Service credits shall not accrue towards sick, annual or home leave, salary increment, termination indemnity or repatriation grant during periods of special leave without pay of more than 30 days.**

Former text	New text
	650.8 During special leave with full or partial pay the staff member and the Organization continue to contribute at the full rate to the United Nations Joint Staff Pension Fund, the Staff Health Insurance and the Accident and Illness Insurance. **650.9 During any special leave without pay the following conditions shall apply:** **650.9.1 cover under any insurance provided by these Staff Rules shall cease unless the staff member pays both his or her own and the Organization's contributions under the appropriate insurance plans; and** **650.9.2 no contributory service shall accrue for pension purposes unless the staff member pays both his or her own and the Organization's contributions to the United Nations Joint Staff Pension Fund.** **650.10 Other conditions for special leave may be established by the Director-General.**
655. LEAVE WITHOUT PAY 655.1 Leave without pay may be granted, for a period normally not in excess of one year, except as indicated in Staff Rule 655.4, for purposes normally covered by sick or annual leave when that leave has been exhausted. 655.2 During any leave without pay under Staff Rule 655.1 the following conditions shall apply: ... 655.2.2 no credit shall accrue for purposes of pensionable service time unless the staff member pays both his or her own and the Organization's contributions to the United Nations Joint Staff Pension Fund; 655.2.3 subject to Staff Rule 655.2.4, service credit shall accrue for all purposes during periods of leave without pay of 30 calendar days or less; 655.2.4 service credit shall cease to accrue for all purposes from the start date of periods of leave without pay of more than 30 calendar days.	~~**655. LEAVE WITHOUT PAY**~~ ~~655.1 Leave without pay may be granted, for a period normally not in excess of one year, except as indicated in Staff Rule 655.4, for purposes normally covered by sick or annual leave when that leave has been exhausted.~~ ~~655.2 During any leave without pay under Staff Rule 655.1 the following conditions shall apply:~~ ~~...~~ ~~655.2.2 no credit shall accrue for purposes of pensionable service time unless the staff member pays both his or her own and the Organization's contributions to the United Nations Joint Staff Pension Fund;~~ ~~655.2.3 subject to Staff Rule 655.2.4, service credit shall accrue for all purposes during periods of leave without pay of 30 calendar days or less;~~ ~~655.2.4 service credit shall cease to accrue for all purposes from the start date of periods of leave without pay of more than 30 calendar days.~~

Former text	New text
655.3 If the duration of the leave without pay is more than one third of the scholastic year of a child for whom the staff member is eligible to receive an education grant, the amount of the grant shall be reduced proportionally and the child's travel shall not be paid. 655.4 The Director-General may authorize leave without pay for pension purposes for a staff member who is: 655.4.1 within two years of reaching the age that would qualify him or her for receipt of an early retirement benefit upon separation pursuant to Staff Rule 1020.2 and 25 years of contributory service; or 655.4.2 over the age that would qualify him or her for receipt of an early retirement benefit upon separation pursuant to Staff Rule 1020.2 and within two years of reaching 25 years of contributory service.	~~655.3 If the duration of the leave without pay is more than one third of the scholastic year of a child for whom the staff member is eligible to receive an education grant, the amount of the grant shall be reduced proportionally and the child's travel shall not be paid.~~ ~~655.4 The Director-General may authorize leave without pay for pension purposes for a staff member who is:~~ ~~655.4.1 within two years of reaching the age that would qualify him or her for receipt of an early retirement benefit upon separation pursuant to Staff Rule 1020.2 and 25 years of contributory service; or~~ ~~655.4.2 over the age that would qualify him or her for receipt of an early retirement benefit upon separation pursuant to Staff Rule 1020.2 and within two years of reaching 25 years of contributory service.~~
1010. RESIGNATION 1010.1 Subject to the conditions stated in Staff Rule 1010.2, staff members holding continuing or fixed-term appointments 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. Temporary staff members appointed for a shorter period shall give the notice specified in their appointment. The Director-General may shorten or waive the required notice period at his discretion.	1010. RESIGNATION 1010.1 Subject to the conditions stated in Staff Rule 1010.2, staff members holding continuing or fixed-term appointments may resign on giving three months' notice. Staff members holding **probationary fixed-term appointments or** temporary appointments of more than 60 days may resign on giving one month's notice. Temporary staff members appointed for a shorter period shall give the notice specified in their appointment. The Director-General may shorten or waive the required notice period at his discretion.
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. ADMINISTRATIVE REVIEW 1225.1 A staff member wishing to contest formally a final administrative decision alleging non-observance of his **or her** 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. **The Director-General shall establish which categories of final administrative decisions shall not be subject to review under this Staff Rule.**

Former text	New text
1230. GLOBAL BOARD OF APPEAL	1230. GLOBAL BOARD OF APPEAL
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.	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, against a deemed rejection under Staff Rule 1225.5 **or against a final administrative decision not subject to review under Staff Rule 1225**.
...	...
Conditions of appeal	Conditions of appeal
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 The following provisions shall govern the conditions of appeal against an Administrative Review Decision ~~or against~~**,** a deemed rejection under Staff Rule 1225.5 **or against a final administrative decision not subject to review under Staff Rule 1225**.
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.	1230.5.1 A staff member wishing to appeal must file with the Board, within ninety (90) calendar days after receipt of **an** ~~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, **or within ninety (90) calendar days after receipt of a final administrative decision that is not subject to review under Staff Rule 1225,** 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.

附件 2

Appendix 1 to the Staff Rules

A. 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 2018)[a]

Step

Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*
D-2	**Gross**	**140 984**	**144 059**	**147 133**	**150 223**	**153 488**	**156 750**	**160 011**	**163 273**	**166 535**	**169 795**	–	–	–
	Net	108 189	110 341	112 493	114 647	116 802	118 955	121 107	123 260	125 413	127 565	–	–	–
D-1	**Gross**	**126 150**	**128 851**	**131 554**	**134 257**	**136 951**	**139 654**	**142 356**	**145 053**	**147 757**	**150 483**	**153 347**	**156 209**	**159 074**
	Net	97 805	99 696	101 588	103 480	105 366	107 258	109 149	111 037	112 930	114 819	116 709	118 598	120 489
P-5	**Gross**	**108 633**	**110 930**	**113 230**	**115 524**	**117 824**	**120 119**	**122 420**	**124 716**	**127 013**	**129 310**	**131 609**	**133 903**	**136 203**
	Net	85 543	87 151	88 761	90 367	91 977	93 583	95 194	96 801	98 409	100 017	101 626	103 232	104 842
P-4	**Gross**	**89 253**	**91 295**	**93 337**	**95 379**	**97 421**	**99 462**	**101 636**	**103 853**	**106 069**	**108 284**	**110 506**	**112 717**	**114 936**
	Net	71 332	72 884	74 436	75 988	77 540	79 091	80 645	82 197	83 748	85 299	86 854	88 402	89 955
P-3	**Gross**	**73 225**	**75 114**	**77 005**	**78 893**	**80 784**	**82 674**	**84 563**	**86 457**	**88 345**	**90 234**	**92 128**	**94 016**	**95 908**
	Net	59 151	60 587	62 024	63 459	64 896	66 332	67 768	69 207	70 642	72 078	73 517	74 952	76 390
P-2	**Gross**	**56 542**	**58 233**	**59 922**	**61 612**	**63 304**	**64 996**	**66 688**	**68 375**	**70 067**	**71 757**	**73 446**	**75 139**	**76 828**
	Net	46 472	47 757	49 041	50 325	51 611	52 897	54 183	55 465	56 751	58 035	59 319	60 606	61 889
P-1	**Gross**	**43 792**	**45 106**	**46 419**	**47 734**	**49 046**	**50 395**	**51 829**	**53 264**	**54 699**	**56 134**	**57 568**	**59 001**	**60 437**
	Net	36 347	37 438	38 528	39 619	40 708	41 800	42 890	43 981	45 071	46 162	47 252	48 341	49 432

[a] The normal qualifying period for in-grade movement between consecutive steps is one year. The shaded steps in each grade require two years of qualifying service at the preceding step.

B. PAY PROTECTION POINTS FOR STAFF WHOSE SALARIES ARE HIGHER THAN THE MAXIMUM SALARIES ON THE UNIFIED SALARY SCALE (EFFECTIVE 1 JANUARY 2018)

(United States dollars)

Level		*Pay protection point 1*	*Pay protection point 2*
P-4	**Gross**	**117 154**	**119 373**
	Net	91 508	93 061
P-3	**Gross**	**97 796**	**99 686**
	Net	77 825	79 261
P-2	**Gross**	**78 520**	–
	Net	63 175	–
P-1	**Gross**	**61 871**	–
	Net	50 522	–

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