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| Latin | English | |
|-----------------|----------------|--|
| -acum | -ac | anti-inflammatory agents, ibufenac derivatives |
| -adolum | -adol } | analgesics |
| -adol- | -adol-} | |
| -astum | -ast | antiasthmatic, antiallergic substances not acting primarily as antihistaminics |
| -astinum | -astine | antihistaminics |
| -azepamum | -azepam | diazepam derivatives |
| bol | bol | steroids, anabolic |
| -cain- | -cain- | class I antiarrhythmics, procainamide and lidocaine derivatives |
| -cainum | -caine | local anaesthetics |
| cef- | cef- | antibiotics, cephalosporanic acid derivatives |
| -cillinum | -cillin | antibiotics, 6-aminopenicillanic acid derivatives |
| -conazolium | -conazole | systemic antifungal agents, miconazole derivatives |
| cort | cort | corticosteroids, except prednisolone derivatives |
| -coxibum | -coxib | selective cyclo-oxygenase inhibitors |
| -entanum | -entan | endothelin receptor antagonists |
| gab | gab | gabamimetic agents |
| gado- | gado- | diagnostic agents, gadolinium derivatives |

| | | |
|-------------------|------------------|---|
| -gatrimum | -gatrimum | thrombin inhibitors, antithrombotic agents |
| gest | gest | steroids, progestogens |
| gli | gli | antihyperglycaemics |
| io- | io- | iodine-containing contrast media |
| -metacinum | -metacin | anti-inflammatory, indometacin derivatives |
| -mycinum | -mycin | antibiotics, produced by <i>Streptomyces</i> strains |
| -nidazolium | -nidazole | antiprotozoal substances, metronidazole derivatives |
| -ololum | -olol | β -adrenoreceptor antagonists |
| -oxacinum | -oxacin | antibacterial agents, nalidixic acid derivatives |
| -platinum | -platin | antineoplastic agents, platinum derivatives |
| -poetinum | -poetin | erythropoietin type blood factors |
| -pril(at)um | -pril(at) | angiotensin-converting enzyme inhibitors |
| -profenum | -profen | anti-inflammatory substances, ibuprofen derivatives |
| prost | prost | prostaglandins |
| -relinum | -relin | pituitary hormone release-stimulating peptides |
| -sartanium | -sartan | angiotensin II receptor antagonists, antihypertensive (non-peptidic) |
| -vaptanium | -vaptan | vasopressin receptor antagonists |
| vin- | vin- } | vinca-type alkaloids |
| -vin- | -vin-} | |

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Appendix

TEXT OF AMENDED STAFF RULES

320. SALARY DETERMINATION

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320.5 A staff member may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that which he occupies; such temporary arrangements shall not be continued for more than 12 months, unless otherwise decided by the Director-General. As from the beginning of the fourth consecutive month of such service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his current pay, consisting of net base salary, post adjustment and allowances, and that which he would receive if promoted to the post of higher grade.

330. SALARIES

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330.2 The schedule of annual gross base salaries and of annual net base salaries applicable to all professional and higher category posts shall be as specified in Appendix 1 to these Rules.

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340. DEPENDANTS' ALLOWANCES

Staff members in the professional or higher category, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a dependant's allowance for dependants as defined in Rule 310.5, as follows:

340.1 For a dependent child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.

340.2 For a child who is physically or mentally disabled subject to the conditions defined in Rule 340.1, except that if the staff member has no dependent spouse and receives the "with dependant" rate of net salary by virtue of such a child, the allowance shall be the same as for a dependent child in Rule 340.1 above.

340.3 For a father, mother, brother or sister.

340.4 The allowances to be paid under Rules 340.1, 340.2 and 340.3 shall be as determined by the Director-General on the basis of procedures agreed among the international organizations concerned.

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 Rule 310.5.2, except that the entitlement in respect of such a child shall extend 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 is awarded the first recognized degree, whichever is earlier;

- 350.1.2 if the child's education is interrupted for at least one scholastic year by national service obligations or illness, the period of eligibility may be extended, by the period of interruption, beyond the scholastic year in which the child reaches the age of 25;
- 350.1.3 the amounts of the grant payable under the Rules shall be as specified in Appendix 2 to these Rules.
- 350.2 This grant is payable for:
- 350.2.1 the cost of full-time attendance at an educational institution in the country or area of the official station (see also Rule 350.2.5);
- 350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of full board if provided by the institution. Where full board is not provided by the institution, a flat amount is paid in lieu.

355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN

- 355.1 Staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a special education grant in respect of any physically or mentally disabled child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 28, under conditions established by the Director-General. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.
- 355.2 The amount of the special education grant for each disabled child shall be equal to 100% of admissible expenses actually incurred up to the applicable maximum grant as specified in Appendix 2 to these Rules.

[Former paragraphs 355.1 to 355.3 are renumbered 355.3 to 355.5]

- 355.6 The grant is payable from the date on which the special teaching or training is required and up to the end of the year in which the child reaches the age of 28 years, under conditions established by the Director-General.

[Former paragraphs 355.5 and 355.6 are renumbered 355.7 and 355.8]

370. REPATRIATION GRANT

- 370.6 If both spouses are staff members of international organizations applying the common system of salaries and allowances and each is entitled to payment of a repatriation grant on separation from service, the amount of the grant paid to each shall be calculated in accordance with terms and conditions established by the Director-General.

380. PAYMENTS AND DEDUCTIONS

- 380.3 The effective date of any change in salary shall be as follows:

- 380.3.1 Any increase shall be effective from the date of entitlement except as otherwise specified in these Rules or determined by the Director-General.
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495. STAFF MEMBER'S BENEFICIARIES

- 495.1 At the time of appointment, each staff member shall nominate a beneficiary or beneficiaries in writing in a form prescribed by the Director-General. It shall be the responsibility of the staff member to notify the Director-General of any revocations or changes of beneficiaries.
- 495.2 In the event of the death of a staff member, all amounts due to that staff member will be paid to his or her nominated beneficiary or beneficiaries, except as otherwise stated in these Staff Rules and the Regulations of the United Nations Joint Staff Pension Fund. Such payment shall afford the World Health Organization a complete release from all further liability in respect of any sum so paid.
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550. WITHIN-GRADE INCREASE

- 550.1 Staff members, except those holding temporary appointments as defined in Rule 420.3, whose performance has been certified by the supervisors as being satisfactory shall be entitled to a within-grade salary increase of one step upon completion of each unit of service time as defined in Rule 550.2. The date of entitlement shall not be earlier than the date of confirmation of the appointment except as provided in Rule 480. The effective date for a within-grade increase shall be the first of the month nearest the date of satisfactory completion of the service requirement. Increases may be granted up to the maximum for the staff member's grade except that, if either Rule 555.2 or Rule 1310.9 applies, the normal maximum may be exceeded accordingly.
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630. ANNUAL LEAVE

- 630.8 A staff member who, on leaving the service of the Organization, has not exhausted the annual leave to which he is entitled shall be paid in respect of each day of unused annual leave up to a maximum of 60 days (see Rule 380.2.2). A staff member who has taken advanced annual leave beyond that subsequently accrued shall either have the equivalent amount debited to his terminal payments or at the option of the Organization make a cash refund. In case of death of a staff member, payment in lieu of accrued annual leave shall be made to his or her nominated beneficiary or beneficiaries under Rule 495.2 but no deduction shall be made in respect of advanced annual leave.
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650. SPECIAL LEAVE

Special leave with full, partial or no pay may be granted for training or research in the interest of the Organization or for other valid reasons, including the death of an immediate family member or the adoption of a child under conditions determined by the Director-General. 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 and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.

740. SICK LEAVE

740.1 Staff members, except those engaged on a “when-actually-employed” basis and those excluded by the Director-General under the provisions of Rules 1320 and 1330, who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:

740.1.1 a staff member holding an appointment of one year’s duration or more may be granted up to six months’ sick leave with full pay in any period of 12 consecutive months, provided that the total of all absences on account of sick leave shall not exceed nine months in any four-year period (See also Rules 655.1 and 750.1);

760. MATERNITY AND PATERNITY LEAVE

760.6 Paternity leave

Upon presentation of satisfactory evidence of the birth of his child, a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, shall be entitled to paternity leave for a maximum period of four weeks for staff assigned to family duty stations. In exceptional circumstances, such as complications of pregnancy or the death of the mother, paternity leave shall be for a maximum period of eight weeks. Staff at non-family duty stations shall be entitled to paternity leave for a maximum period of eight weeks. Paternity leave must be exhausted within 12 months from the date of the child’s birth.

855. REMOVAL OF HOUSEHOLD GOODS

855.3 If both spouses are staff members of international organizations applying the common system of salaries and allowances and each is entitled to reimbursement for the expense of moving household goods, each shall have the choice of exercising the entitlement within limits established by the Director-General.

Attachment
Appendix 1 to the Staff Rules
**SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER GRADED CATEGORIES: ANNUAL GROSS BASE SALARIES AND NET
EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT**
(in US dollars)
(effective 1 January 2005)

| Level | Steps | | | | | | | | | | | | | | | |
|---------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII | XIV | XV | |
| D-2 | Gross | 141 974 | 145 065 | 148 156 | 151 248 | 154 340 | 157 431 | | | | | | | | | |
| | Net D | 98 224 | 100 140 | 102 057 | 103 974 | 105 891 | 107 807 | | | | | | | | | |
| | Net S | 90 236 | 91 854 | 93 466 | 95 072 | 96 674 | 98 269 | | | | | | | | | |
| P-6/D-1 | Gross | 129 405 | 132 119 | 134 832 | 137 457 | 140 261 | 142 974 | 145 689 | 148 403 | 151 116 | | | | | | |
| | Net D | 90 431 | 92 114 | 93 796 | 95 479 | 97 162 | 98 844 | 100 527 | 102 210 | 103 892 | | | | | | |
| | Net S | 83 587 | 85 050 | 86 509 | 87 965 | 89 418 | 90 867 | 92 312 | 93 755 | 95 194 | | | | | | |
| P-5 | Gross | 106 368 | 108 679 | 110 987 | 113 295 | 115 605 | 117 913 | 120 223 | 122 532 | 124 842 | 127 150 | 129 458 | 131 768 | 134 077 | | |
| | Net D | 76 148 | 77 581 | 79 012 | 80 443 | 81 875 | 83 306 | 84 738 | 86 170 | 87 602 | 89 033 | 90 464 | 91 896 | 93 328 | | |
| | Net S | 70 742 | 72 014 | 73 282 | 74 550 | 75 815 | 77 077 | 78 338 | 79 596 | 80 852 | 82 106 | 83 358 | 84 607 | 85 855 | | |
| P-4 | Gross | 86 211 | 88 303 | 90 423 | 92 650 | 94 879 | 97 106 | 99 335 | 101 563 | 103 792 | 106 018 | 108 247 | 110 474 | 112 703 | 114 931 | 117 160 |
| | Net D | 63 499 | 64 880 | 66 262 | 67 643 | 69 025 | 70 406 | 71 788 | 73 169 | 74 551 | 75 931 | 77 313 | 78 694 | 80 076 | 81 457 | 82 839 |
| | Net S | 59 132 | 60 390 | 61 647 | 62 901 | 64 155 | 65 407 | 66 659 | 67 909 | 69 157 | 70 405 | 71 651 | 72 896 | 74 140 | 75 383 | 76 625 |
| P-3 | Gross | 69 779 | 71 715 | 73 656 | 75 589 | 77 530 | 79 467 | 81 402 | 83 342 | 85 280 | 87 217 | 89 156 | 91 161 | 93 226 | 95 287 | 97 350 |
| | Net D | 52 654 | 53 932 | 55 213 | 56 489 | 57 770 | 59 048 | 60 325 | 61 606 | 62 885 | 64 163 | 65 443 | 66 720 | 68 000 | 69 278 | 70 557 |
| | Net S | 49 149 | 50 325 | 51 503 | 52 678 | 53 856 | 55 030 | 56 206 | 57 383 | 58 558 | 59 734 | 60 906 | 62 079 | 63 250 | 64 422 | 65 594 |
| P-2 | Gross | 56 465 | 58 056 | 59 643 | 61 344 | 63 077 | 64 809 | 66 542 | 68 273 | 70 008 | 71 742 | 73 473 | 75 209 | | | |
| | Net D | 43 655 | 44 800 | 45 943 | 47 087 | 48 231 | 49 374 | 50 518 | 51 660 | 52 805 | 53 950 | 55 092 | 56 238 | | | |
| | Net S | 40 947 | 41 985 | 43 020 | 44 057 | 45 092 | 46 130 | 47 184 | 48 234 | 49 289 | 50 341 | 51 392 | 52 447 | | | |
| P-1 | Gross | 43 831 | 45 358 | 46 883 | 48 413 | 49 938 | 51 464 | 52 992 | 54 519 | 56 043 | 57 571 | | | | | |
| | Net D | 34 558 | 35 658 | 36 756 | 37 857 | 38 955 | 40 054 | 41 154 | 42 254 | 43 351 | 44 451 | | | | | |
| | Net S | 32 599 | 33 612 | 34 625 | 35 638 | 36 650 | 37 662 | 38 676 | 39 676 | 40 672 | 41 668 | | | | | |

D = Rate applicable to staff members with a dependent spouse or child; S = Rate applicable to staff members with no dependent spouse or child.

Appendix 2 to the Staff Rules

**EDUCATION GRANT ENTITLEMENTS APPLICABLE IN CASES
WHERE EDUCATIONAL EXPENSES ARE INCURRED IN SPECIFIED
CURRENCIES AND COUNTRIES**

(effective school year in progress 1 January 2005)

| <i>Country/currency area</i> | <i>(1) Maximum admissible educational expenses and maximum grant for disabled children</i> | <i>(2) Maximum education grant</i> | <i>(3) Flat rate when boarding not provided</i> | <i>(4) Additional flat rate for boarding (for staff serving at designated duty stations)</i> | <i>(5) Maximum grant for staff members serving at designated duty stations</i> | <i>(6) Maximum admissible educational expenses for attendance (only when flat rate for boarding is paid)</i> |
|---|--|--|---|--|--|--|
| Part A | | | | | | |
| Euro | | | | | | |
| Austria | 15 198 | 11 399 | 3 392 | 5 087 | 16 486 | 10 676 |
| Belgium | 14 446 | 10 835 | 3 147 | 4 720 | 15 555 | 10 251 |
| Finland | 9 082 | 6 812 | 2 382 | 3 572 | 10 384 | 5 907 |
| France | 10 263 | 7 697 | 2 716 | 4 074 | 11 771 | 6 641 |
| Germany | 18 993 | 14 245 | 3 794 | 5 690 | 19 935 | 13 935 |
| Ireland | 10 997 | 8 248 | 2 755 | 4 132 | 12 380 | 7 324 |
| Italy | 15 316 | 11 487 | 2 818 | 4 227 | 15 714 | 11 559 |
| Luxembourg | 12 898 | 9 673 | 3 147 | 4 720 | 14 393 | 8 701 |
| Monaco | 9 330 | 6 997 | 2 672 | 4 008 | 11 005 | 5 767 |
| Netherlands | 15 440 | 11 580 | 3 594 | 5 392 | 16 972 | 10 648 |
| Spain | 13 762 | 10 332 | 2 733 | 4 099 | 14 431 | 10 132 |
| Denmark (krone) | 89 010 | 66 758 | 23 601 | 35 401 | 102 159 | 57 543 |
| Japan (yen) | 2 324 131 | 1 743 098 | 525 930 | 788 895 | 2 531 993 | 1 622 891 |
| Norway (krone) | 71 632 | 53 724 | 18 338 | 27 507 | 81 231 | 47 181 |
| Sweden (krona) | 100 733 | 75 550 | 22 569 | 33 853 | 109 403 | 70 641 |
| Switzerland (Swiss franc) | 26 868 | 20 151 | 5 182 | 7 773 | 27 924 | 19 959 |
| United Kingdom of Great Britain and Northern Ireland (pound sterling) | 18 285 | 13 714 | 3 181 | 4 772 | 18 486 | 14 044 |
| Part B | | | | | | |
| United States dollar (outside the United States of America) | 17 189 | 12 892 | 3 490 | 5 235 | 18 127 | 12 536 |
| Part C | | | | | | |
| United States dollar (in the United States)* | 28 832 | 21 624 | 4 742 | 7 113 | 28 737 | 22 509 |

*Also applies, as a special measure, for China, Indonesia, Romania and the Russian Federation.

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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Appendix

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TEXT OF AMENDED STAFF RULE

560. PROMOTION (see Staff Regulation 4.4)

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560.2 Subject to Rule 560.3, a staff member shall be entitled to the promotion resulting from a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance has been satisfactory.

560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within a category, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General.

560.4 A staff member whose performance has been satisfactory may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications.

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