Confirmation of amendments to the Staff Regulations and Staff Rules

Report by the Secretariat

1. Amendments to the Staff Rules made by the Director-General are submitted for confirmation by the Executive Board in accordance with Staff Regulation 12.2.  

2. The amendments described in this document reflect decisions expected to be taken by the United Nations General Assembly at its sixty-fourth session on the basis of recommendations made by the International Civil Service Commission in its annual report for 2009.  
Should the United Nations General Assembly not approve the Commission’s recommendations, an addendum to this document will be issued.

3. The financial implications of the amendments for the biennium 2009–2010 include negligible additional costs under the regular budget, which will be met from the appropriate allocations established for each of the WHO regions and for global and interregional activities, and from extrabudgetary sources of funds.

4. The amended Staff Rules are set out at Annex.

AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS EXPECTED TO BE TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SIXTY-FOURTH SESSION ON THE BASIS OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Remuneration of staff in the professional and higher categories

5. The Commission recommended to the United Nations General Assembly that the current base/floor salary scale for the professional and higher categories should be increased by 3.04%

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1 Copies of the Staff Rules and Staff Regulations are available in the Executive Board Room.


through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points (i.e. on a “no loss, no gain” basis) with effect from 1 January 2010.

6. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and are attached at Annex.

Salaries of staff in ungraded posts and of the Director-General

7. Subject to the decision of the United Nations General Assembly in respect of the recommendation in paragraph 5 above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board should recommend to the Sixty-third World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2010, the gross salary for Assistant Directors-General and Regional Directors would be US$ 183 022 per annum, and the net salary US$ 131 964 (dependency rate) or US$ 119 499 (single rate).

8. Based on the adjustments to salaries described above, the salary modification to be authorized by the Health Assembly for the Deputy Director-General would entail, as from 1 January 2010, a gross salary of US$ 201 351 per annum with a corresponding net salary of US$ 143 878 (dependency rate) or US$ 129 483 (single rate).

9. The salary adjustments described above would imply similar modifications to the salary of the Director-General. The salary to be authorized by the World Health Assembly, as of 1 January 2010 would therefore be US$ 247 523 per annum gross, US$ 173 890 net (dependency rate) or US$ 154 641 net (single rate).

ACTION BY THE EXECUTIVE BOARD

10. In the light of these revisions, the Executive Board may wish to consider the following draft resolutions.1

Resolution 1

The Executive Board,

CONFIRMS, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that have been made by the Director-General with effect from 1 January 2010 concerning the remuneration of staff in the professional and higher categories.

1 See document EB126/39 Add.1 for the financial and administrative implications for the Secretariat of these resolutions.
Resolution 2

The Executive Board,

Having considered the report on confirmation of amendments to the Staff Regulations and Staff Rules,1

RECOMMENDS to the Sixty-third World Health Assembly the adoption of the following resolution:

The Sixty-third World Health Assembly,

Noting the recommendations of the Executive Board with regard to remuneration of staff in ungraded posts and of the Director-General,

1. ESTABLISHES the salaries of Assistant Directors-General and Regional Directors at US$ 183 022 gross per annum before staff assessment, resulting in a modified net salary of US$ 131 964 (dependency rate) or US$ 119 499 (single rate);

2. ESTABLISHES the salary of the Deputy Director-General at US$ 201 351 gross per annum before staff assessment, resulting in a modified net salary of US$ 143 878 (dependency rate) or US$ 129 483 (single rate);

3. ESTABLISHES the salary of the Director-General at US$ 247 523 gross per annum before staff assessment, resulting in a modified net salary of US$ 173 890 (dependency rate) or US$ 154 641 (single rate);

4. DECIDES that those adjustments in remuneration shall take effect from 1 January 2010.

ANNEX
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)\(^1\) (effective 1 January 2010)

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\(D = \) 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).

\(^1\) For staff members in those categories included in the United Nations Pension Plan, the rates shown are reduced by 15% after application of staff assessment.