



《人事条例》和《职员细则》修订款¹

秘书处的报告

1. 根据《人事条例》第 12.2 条²，现将总干事对《职员细则》的修订款提交执行委员会确认。
2. 本文件第 I 节叙述的修订来自联合国大会第六十五届会议根据国际公务员制度委员会 2010 年年度报告³中的建议预期要做出的决定。如联合国大会不批准该委员会的建议，将发行本文件的补编。
3. 本文件第 II 节中叙述的修订是根据经验和为了良好的人力资源管理做出的。
4. 本次修订对 2010 – 2011 双年度涉及正常预算极小的额外费用；这些费用将由每个区域、全球和区域间活动的适当拨款以及预算外资金来支付。
5. 经修订的《职员细则》刊于附件 1 中。
6. 过渡措施，包括旨在规定在修订款生效日期对正在开展的程序运用经修订的《职员细则》的措施，可由总干事按需要作出决定。

¹ 可在执行委员会会议室索取《职员细则》和《人事条例》副本。

² 《基本文件》第 47 版，日内瓦，世界卫生组织，2009 年。

³ 国际公务员制度委员会 2010 年报告。《大会正式记录，第六十五届会议，补编第 30 号》。（文件 A/65/30；可在执委会会议室索取副本）。

I. 鉴于联合国大会根据国际公务员制度委员会的建议预期将在其第六十五届会议上做出的决定认为必要的修订

专业及以上职类薪酬

7. 委员会建议联合国大会通过标准方法加以整合，即增加基薪，相应减少工作地点差价调整数乘数(也即依据“不亏不盈”原则)，将目前专业及以上职类的基薪/底薪表上调 1.37%，自 2011 年 1 月 1 日起生效。

8. 据此对《职员细则》附录 1 进行了修订并刊于附件 2 中。

不叙级职位职员和总干事的薪金

9. 按照联合国大会对上文第 7 段的建议的决定，总干事提议，根据《人事条例》第 3.1 条，执行委员会应建议第六十四届世界卫生大会调整助理总干事和区域主任的薪金。因此，助理总干事和区域主任的年薪毛额自 2011 年 1 月 1 日起为 185 809 美元，从而薪金净额为 133 776 美元（有受抚养者）或 121 140 美元（单身者）。

10. 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 2011 年 1 月 1 日起将为年薪毛额 204 391 美元，相应的薪金净额为 145 854 美元（有受抚养者）或 131 261 美元（单身者）。

11. 上述薪金调整将意味着对总干事的薪金作出相似的调整。因此，将由卫生大会批准的薪金将使年薪毛额自 2011 年 1 月 1 日起为 251 188 美元，薪金净额为 176 272 美元（有受抚养者）或 156 760 美元（单身者）。

审查教育补助金的水平

12. 在考虑这一问题时，国际公务员制度委员会收到了联合国系统行政首长协调理事会人力资源网络提出的建议，要求根据发放教育补助金的 15 个国家或货币地区在 2008 – 2009 学年提交的 14 724 份报销支出数据的分析，审查教育津贴的水平。

13. 委员会决定建议联大：

- (a) 在奥地利、丹麦、法国、德国、意大利、荷兰、西班牙、瑞士、大不列颠及北爱尔兰联合王国、美利坚合众国和美国境外美元区，可受理费用上限和教育补助金最高限额应该按照委员会 2010 年报告附件 III 表 1 所列数额进行调整；

(b) 对于比利时、爱尔兰、日本和瑞典，可受理费用上限和教育补助金最高限额应保持现有水平，具体数额见委员会 2010 年报告附件 III 表 2；

(c) 对于奥地利、比利时、丹麦、法国、德国、意大利、荷兰、西班牙、瑞典、瑞士、大不列颠及北爱尔兰联合王国、美国和美国境外美元区，在可受理教育费用最高限额范围内考虑的膳宿正常统一定额，以及指定工作地点工作人员可领取的超出补助金最高限额的膳宿费用额外报销数额，应按委员会 2010 年报告附件 III 表 3 所列数额修订；

(d) 对于爱尔兰和日本，膳宿正常统一定额和额外统一定额应按委员会 2010 年报告附件 III 表 4 所示维持在当前水平；

(e) 对中国、匈牙利、印度尼西亚、罗马尼亚和俄罗斯联邦以及法国的 8 所特定学校，应继续采取特别措施；

(f) 针对保加利亚的特别措施应该终止；

(g) 上述各项措施应从 2011 年 1 月 1 日所在学年开始实行；

(h) 关于所有其它建议，委员会商定推迟作出决定，并要求其秘书处在下次对方法进行审查时考虑这些建议。

14. 据此对《职员细则》附录 2 编写了修正案并作为附件 3 附后。

II. 根据经验和为了良好的人力资源管理认为有必要的修订

《职员细则》修订款

职务叙级

15. 对《职员细则》第 210 条作出修订，以便做到清楚明了并包括提及人力资源计划。关于资历的说法已删除，因为根据国际公务员制度委员会的全球叙级标准，这不再具有相关性。

16. 对《职员细则》第 220 条作出修订，以便明确必须使用共同的叙级标准进行叙级。通常，总干事将公布委员会批准的全球叙级标准。

17. 对《职员细则》第 230 条作出修订，以便确保主管领导要求进行的改叙（如获得批准）符合人力资源计划。保护职员要求对其所担任职位的叙级重新进行审查的权利。此外，出于编辑原因，对文字进行了重新排序。

医学证明和接种疫苗

18. 对《职员细则》第 430.1 条作出修订，以便明确在选定候选人时以及发出聘用通知之前应当向本组织的职员医生提交体检报告。

19. 对《职员细则》第 430.2 条作出修订，以便明确根据《职员细则》第 430.1 条规定的体检报告，在发出聘用通知之前需要获得职员医生提供的体检合格证明。

20. 对《职员细则》第 430.3 条作出修订，以便确保工作人员在旅行或接受新的任命之前获得要求的必要预防性医疗。

21. 对《职员细则》第 430.6 条作出修订以反映对申请报销本组织要求进行的体检存在经济限制。

晋升

22. 对《职员细则》第 560.3 条作出修订，通过对以前在不改换任职者的情况下进行改叙的职位发布征聘通知，确保由最佳人选任职。还作出修订以明确专业职类包括国家和国际专业工作人员。

重新派任

23. 对《职员细则》第 565.3 条作出编辑修改以便确保更加清楚明了。

年假

24. 对《职员细则》第 630.7 条作出修订，要求在年假期间生病并申请把假期改为病假的职员提交医疗报告，而不是医学证明，供世卫组织审核和批准。

无薪假

25. 对《职员细则》第 655.2.3 条作出修订，以便使文字与《职员细则》第 420.2 条的要求相一致，即定期任用职员只有当其完成五年不间断的定期任用在职服务之后才有资格转为继续任用类。修订款明确，当职员的无薪假假期超过 30 个日历日，就不再计入用于转为继续任命类的积累服务时间。

病假

26. 对《职员细则》第 740.1 条作出修订，使本组织的做法与联合国共同制度其它组织的做法相一致，并强调本组织是批准病假的主管机构。
27. 对《职员细则》第 740.2 条作出修订，以便明确不能工作的时间超过一个月就需要提交医疗报告。这将确保定期进行医疗随访和颁发相应的文件。
28. 对《职员细则》第 740.3 条作出修订，强调长期持续不能工作就需要提交医疗报告，而且职员医生可要求职员接受指定医生的检查。这些修订是为了职员的健康，目的是方便确认医疗需求并在适当时促进恢复工作。
29. 移动了《职员细则》第 740.5 条当前的文本并重新编号为新的第 740.6 条。
30. 引进了新的《职员细则》第 740.5 条以确保长期不能工作的职员在离开工作地点进行旅行之前得到职员医生的批准。这种通知将便利长期病假职员的医疗随访，并使本组织的规定与联合国共同制度其它组织的规定相一致。
31. 移动了《职员细则》第 740.6 条当前的文本，并重新编号为新的第 740.7 条。

保险规定支付的病假

32. 对《职员细则》第 750.2 条作出修订，使文字与《职员细则》第 420.2 条的要求相一致，即定期任用职员只有在完成 5 年不间断的定期任用在职服务之后才有资格转为继续任用类。修订款明确，当职员请保险规定支付的病假假期超过 30 天，就不再计入用于转为继续任命类的积累服务时间。
33. 引进了新的《职员细则》第 750.3 条，以便反映与《职员细则》第 740.5 条的变化相一致并确保请保险规定支付的病假的职员在离开工作地点进行旅行之前获得职员医生的批准。这种要求是必要的，以便方便长期病假职员的医疗随访，并使本组织的规定与联合国共同制度其它组织的规定相一致。

裁撤职位

34. 对《职员细则》第 1050.2、1050.3 和 1050.4 条作出修订并重新排列以便使文字清楚了。以前，原则和程序混在一起。《职员细则》第 1050.2.2 条以前的版本中提及的“首要考虑”被移到其自己的段落（第 1050.3 条）以便突出其至关重要性。

35. 《职员细则》第 1050.5 条被删除，因为该条现在已过时。职员参加《职员细则》第 1050.2 条提及的重新派任程序的权利不再与职员任职的职位类型相关，而是与任用类型和服务期限相关。
36. 根据经验对《职员细则》第 1050.8 条（原《职员细则》第 1050.2.9 条）作出修订以突出拒绝重新派任的影响。

执行委员会的行动

37. 根据这些修订，执行委员会拟可考虑下述决议草案¹。

决议 1

执行委员会，

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，涉及职位叙级、医学证明和接种疫苗、晋升、重新派任、年假、无薪假、病假、保险规定支付的病假和裁撤职位，自 2011 年 2 月 1 日起生效；并涉及专业及以上职类职员的薪酬问题，自 2011 年 1 月 1 日起生效；关于教育津贴，自 2011 年 1 月 1 日所在的学年生效。

决议 2

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，

建议第六十四届世界卫生大会通过下述决议：

第六十四届世界卫生大会，

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 关于这些决议的财政和行政影响，见 EB128/36 Add.1。

² 文件 EB128/36。

1. **确定**助理总干事和区域主任在扣除薪金税以前的年薪毛额为 185 809 美元，因而修订的薪金净额为 133 776 美元（有受抚养者）或 121 140 美元（单身者）；
2. **确定**副总干事在扣除薪金税以前的年薪毛额为 204 391 美元，因而修订的薪金净额为 145 854 美元（有受抚养者）或 131 261 美元（单身者）；
3. **确定**总干事在扣除薪金税以前的年薪毛额为 251 188 美元，因而修订的薪金净额为 176 272 美元（有受抚养者）或 156 760 美元（单身者）；
4. **决定**这些薪金调整将于 2011 年 1 月 1 日起生效。

ANNEX 1

Former text	New text
<p>210. POST CLASSIFICATION PLANS</p> <p>The Director-General shall establish plans for the classification of all posts in the Organization according to the type and level of the duties and responsibilities of the posts and the qualifications required of the staff who occupy them. These plans shall include standards by which individual posts are to be classified.</p>	<p>210. POST CLASSIFICATION PLANS</p> <p>The Director-General shall establish and approve human resources plans in the Global Management System which will include for the classification of all posts in the Organization according to the type and level of the duties and responsibilities of the posts. and the qualifications required of the staff who occupy them. These plans shall include standards by which individual posts are to be classified.</p>
<p>220. CLASSIFICATION OF INDIVIDUAL POSTS</p> <p>Posts in the general service, professional and director categories shall be classified in accordance with plans established under Rule 210 above. Classification shall include assignment of classification title and pay grade.</p>	<p>220. CLASSIFICATION OF INDIVIDUAL POSTS</p> <p>All posts, other than those at the Ungraded levels, in the general service, professional and director categories shall be classified in categories and level according to standards promulgated by the Director-General and related to the nature of the duties and the level of responsibilities required. accordance with plans established under Rule 210 above. Classification shall include assignment of classification title and pay grade.</p>
<p>230. CLASSIFICATION REVIEW</p> <p>In accordance with procedures established by the Director-General, a staff member may request a re-examination of the classification of the post which he occupies and any staff member may request a re-examination of the classification of any post under his supervision.</p>	<p>230. CLASSIFICATION REVIEW</p> <p>In accordance with procedures established by the Director-General, a staff member may request a re-examination of the classification of the any post which he occupies and any 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.</p>

Former text	New text
<p>430. MEDICAL CERTIFICATION AND INOCULATIONS</p> <p>430.1 Upon selection an appointee shall undergo a prescribed medical examination by a physician designated by the Organization, whose report shall be forwarded to the Organization's Staff Physician.</p> <p>430.2 Before an offer of appointment can be made, a satisfactory report must be issued by the Staff Physician; this report is based on the examination required in Rule 430.1. Should the result of the examination show that the standards required by the Organization are not met, a decision shall be made whether or not to make an offer of appointment and, if an offer is to be made, upon what terms.</p> <p>430.3 Upon appointment and before any subsequent travel for the Organization, a staff member shall have such inoculations as the Staff Physician shall prescribe</p> <p>430.6 Any medical examination and any inoculation required by the Organization shall be at its expense.</p>	<p>430. MEDICAL CERTIFICATION AND INOCULATIONS</p> <p>430.1 Upon selection an appointee shall undergo a prescribed medical examination by a physician designated by the Organization, whose medical report shall be forwarded to the Organization's Staff Physician.</p> <p>430.2 Before an offer of appointment can be made, a satisfactory report medical clearance must be issued by the Staff Physician; this report medical clearance is based on the examination required in Rule 430.1. Should the result of the examination show that the standards required by the Organization are not met, a decision shall be made whether or not to make an offer of appointment and, if an offer is to be made, upon what terms.</p> <p>430.3 Upon appointment and before any subsequent travel for the Organization, a staff member shall have such inoculations and preventive treatment as the Staff Physician shall prescribe.</p> <p>430.6 Any medical examination and any inoculation required by the Organization shall be at its expense, subject to limits established by the Director-General.</p>
<p>560. PROMOTION</p> <p>...</p> <p>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. In such cases, the staff member with a continuing or fixed-term appointment occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.4.</p> <p>...</p>	<p>560. PROMOTION</p> <p>...</p> <p>560.3 If an occupied post is reclassified from the general service category to the a professional category or by more than one grade within a category, or if the post has been reclassified previously while occupied by the same incumbent, 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. In such cases, the staff member with a continuing or fixed-term appointment occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.4.</p> <p>[No further changes]</p>

Former text	New text
<p>565. REASSIGNMENT</p> <p>...</p> <p>565.3 So far as practicable, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members with continuing or fixed-term appointments between the different activities and offices of the Organization in the interest of developing a versatile career staff. In accepting appointment, a staff member with a continuing or fixed-term appointment accepts the applicability of this policy to himself.</p>	<p>565. REASSIGNMENT</p> <p>...</p> <p>565.3 So far as practicable, and in the interest of developing a versatile career workforce, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members with continuing or fixed-term appointments between the different activities and offices of the Organization. in the interest of developing a versatile career staff. In accepting appointment, a staff member with a continuing or fixed-term appointment accepts the applicability of this policy to himself.</p> <p>[No further changes]</p>
<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.7 A staff member who is ill during a period of annual leave shall, subject to the provisions of Rule 740, have that portion of his absence considered as sick leave upon presentation of a satisfactory medical certificate.</p>	<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.7 A staff member who is ill during a period of annual leave shall, subject to the provisions of Rule 740, have that portion of his absence considered as sick leave upon presentation of a satisfactory medical certificate report and approval by WHO.</p> <p>[No further changes]</p>
<p>655. LEAVE WITHOUT PAY</p> <p>...</p> <p>655.2 During any leave without pay under Rule 655.1 the following conditions shall apply:</p> <p>655.2.1 ...</p> <p>655.2.2 ...</p> <p>655.2.3 no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave, meritorious increases under Rule 555.2, and end-of-service grant. Periods of leave without pay of 30 calendar days or less shall not affect the ordinary rates of accrual;</p> <p>...</p>	<p>655. LEAVE WITHOUT PAY</p> <p>...</p> <p>655.2 During any leave without pay under Rule 655.1, the following conditions shall apply:</p> <p>655.2.1 [no change]</p> <p>655.2.2 [no change]</p> <p>655.2.3 no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, a continuing appointment, repatriation grant, termination indemnity, home leave, meritorious increases under Rule 555.2, and end-of-service grant. Periods of leave without pay of 30 calendar days or less shall not affect the ordinary rates of accrual;</p> <p>[No further changes]</p>

Former text	New text
740. SICK LEAVE	740. SICK LEAVE
740.1 Staff members, except those excluded by the Director-General under the provisions of Rule 1320 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 Staff members, except those excluded by the Director-General under the provisions of Rule 1320 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 with the approval by WHO in the following amounts:
...	[No further changes to Rule 740.1]
740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged to sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies in which case the certification requirement in respect of three consecutive working days shall not apply.	740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness work incapacity. Where the work incapacity continues beyond one month, a medical report from the treating physician is required. Not more than seven working days of uncertified absences within one calendar year shall be charged to sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies in which case the certification requirement in respect of three consecutive working days shall not apply.
740.3 In any case of a staff member's claiming sick leave, he shall submit such periodic reports on his condition as the Staff Physician shall require and shall be examined by the Staff Physician if the latter so decides.	740.3 In any case of a staff member's claiming sick leave, he shall submit such periodic medical reports on his condition as the Staff Physician shall require and shall be examined by the Staff Physician, or by a physician designated by the Staff Physician , if the latter Staff Physician so decides.
740.4 ...	740.4 [No change]
	740.5 A staff member on sick leave may not leave the duty station without prior approval of the Staff Physician or a physician designated by the Staff Physician.

Former text	New text
740.5 The termination of a staff member's appointment shall, from the date it is effective, terminate any claim to sick leave under these rules.	740. 56 The termination of a staff member's appointment shall, from the date it is effective, terminate any claim to sick leave under these Rules .
740.6 Upon the recommendation of the Staff Physician, the Director-General may require a staff member to absent himself on sick leave.	740. 67 Upon the recommendation of the Staff Physician, the Director-General may require a staff member to absent himself on sick leave.
750. SICK LEAVE UNDER INSURANCE COVER 750.2 During sick leave under insurance cover no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave and end-of-service grant. Periods of 30 calendar days or less shall not affect the ordinary rates of accrual.	750. SICK LEAVE UNDER INSURANCE COVER 750.2 During sick leave under insurance cover no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, a continuing appointment , repatriation grant, termination indemnity, home leave and end-of-service grant. Periods of 30 calendar days or less shall not affect the ordinary rates of accrual. 750.3 A staff member on sick leave under insurance cover may not leave the duty station without prior approval of the Staff Physician or a physician designated by the Staff Physician.
1050. ABOLITION OF POST ... 1050.2 When a post held by a staff member with a continuing appointment, or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director-General, and based upon the following principles: 1050.2.1 the reassignment process shall be coordinated by a Reassignment Committee established by the Director-General; 1050.2.2 the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with due regard given to the performance, qualifications and experience of the staff member concerned; 1050.2.3 the Director-General may establish priorities for reassigning staff members; 1050.2.4 the reassignment period shall normally end within six months from its commencement; this period may be exceptionally extended by	1050. ABOLITION OF POST ... 1050.2 When a post held by a staff member with a continuing appointment, or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director-General, and based upon the following principles: 1050.2. 23 † The paramount consideration for reassignment shall be the necessity of securing the highest standards of efficiency, competence and integrity with due regard given to the performance, qualifications and experience of the staff member concerned. 1050.2. 3.4 † The Director-General may establish priorities for reassigning staff members. 1050.2. 45 † The reassignment process shall be coordinated by a Reassignment Committee established by the Director-General as follows:

Former text	New text
<p>the Director-General for up to an additional six months;</p> <p>1050.2.5 during the reassignment period, the staff member may be provided with training to enhance specific existing qualifications;</p> <p>1050.2.6 if the post is in the professional category or above, the reassignment process shall extend to all offices; if the post is subject to local recruitment, the reassignment process shall be limited to the locality in which the post is to be abolished;</p> <p>1050.2.7 staff members shall be given due preference for vacancies during the reassignment period, within the context of Rule 1050.2.2;</p> <p>1050.2.8 staff members may be reassigned to vacant posts at the same grade as the post to be abolished, or one grade lower;</p> <p>1050.2.9 the staff member's appointment shall be terminated if no reassignment decision is made during the reassignment period.</p> <p>1050.3 ...</p> <p>1050.4 ...</p> <p>1050.5 Posts of indefinite duration comprise those that continue in existence unless and until an express decision is taken to abolish them. Posts of limited duration automatically lapse at the end of the period for which they were established unless an express decision is taken to continue them. The Director-General shall determine the categories of posts falling within each of the above two definitions.</p>	<p>1050.2.6 5.1 the process will extend to all offices if the abolished post is in the professional category or above, the reassignment process shall extend to all offices; if the abolished post is subject to local recruitment, the reassignment process shall be limited to the locality in which of the abolished the post is to be abolished;</p> <p>1050.2.7 5.2 staff members shall be given due preference for vacancies during the reassignment period, within the context of Staff Rule 1050.2.23;</p> <p>1050.2.8 5.3 staff members may be reassigned to vacant posts at the same grade as the post to be abolished, or one grade lower;</p> <p>1050.2.4 6 The reassignment period shall normally will end within six months from its commencement; This period may only be exceptionally extended by the Director-General for up to an additional six months;</p> <p>1050.2.5 7 During the reassignment period, the staff member may be provided with training to enhance specific existing qualifications;</p> <p>1050.2.9 8 The staff member's appointment shall be terminated if no reassignment decision is made during the reassignment period or if the staff member refuses a reassignment pursuant to Staff Rule 1050.5.3.</p> <p>1050.3 9 [No further change]</p> <p>1050.4 10 [No further change]</p> <p>1050.5 Posts of indefinite duration comprise those that continue in existence unless and until an express decision is taken to abolish them. Posts of limited duration automatically lapse at the end of the period for which they were established unless an express decision is taken to continue them. The Director-General shall determine the categories of posts falling within each of the above two definitions.</p>

ANNEX 2

Appendix 1

Salary scale for staff in the professional and highergraded categories: annual gross base salaries and net equivalents after application of staff assessment (in US dollars)¹
(effective 1 January 2011)

Step

Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
		*	*	*	*	*									
D-2 Gross	152 231	155 592	158 954	162 315	165 675	169 035									
Net D	111 950	114 135	116 320	118 505	120 689	122 873									
Net S	102 847	104 691	106 528	108 359	110 186	112 002									
					*	*	*	*	*						
D-1 Gross	139 074	141 896	144 710	147 532	150 371	153 320	156 272	159 222	162 171						
Net D	103 070	104 989	106 903	108 822	110 741	112 658	114 577	116 494	118 411						
Net S	95 270	96 936	98 600	100 258	101 915	103 567	105 212	106 857	108 497	*	*	*			
P-5 Gross	115 134	117 532	119 934	122 331	124 732	127 129	129 531	131 929	134 329	136 729	139 129	141 528	143 929		
Net D	86 791	88 422	90 055	91 685	93 318	94 948	96 581	98 212	99 844	101 476	103 108	104 739	106 372		
Net S	80 629	82 079	83 524	84 969	86 412	87 849	89 286	90 720	92 152	93 581	95 008	96 431	97 853		
													*	*	*
P-4 Gross	94 268	96 456	98 642	100 876	103 194	105 507	107 825	110 140	112 456	114 768	117 087	119 399	121 715	124 032	126 349
Net D	72 373	73 948	75 522	77 096	78 672	80 245	81 821	83 395	84 970	86 542	88 119	89 691	91 266	92 842	94 417
Net S	67 395	68 829	70 263	71 691	73 120	74 548	75 975	77 399	78 822	80 244	81 664	83 083	84 502	85 918	87 334
														*	*
P-3 Gross	77 101	79 125	81 150	83 172	85 199	87 222	89 244	91 272	93 296	95 319	97 346	99 367	101 476	103 618	105 759
Net D	60 013	61 470	62 928	64 384	65 843	67 300	68 756	70 216	71 673	73 130	74 589	76 044	77 504	78 960	80 416
Net S	56 018	57 358	58 701	60 040	61 382	62 721	64 060	65 403	66 741	68 082	69 418	70 755	72 089	73 426	74 762
												*			
P-2 Gross	62 856	64 668	66 476	68 289	70 100	71 908	73 721	75 528	77 340	79 153	80 961	82 774			
Net D	49 756	51 061	52 363	53 668	54 972	56 274	57 579	58 880	60 185	61 490	62 792	64 097			
Net S	46 669	47 853	49 032	50 214	51 394	52 576	53 778	54 975	56 178	57 377	58 574	59 776			
P-1 Gross	48 627	50 199	51 933	53 678	55 414	57 154	58 896	60 638	62 374	64 114					
Net D	39 388	40 643	41 892	43 148	44 398	45 651	46 905	48 159	49 409	50 662					
Net S	37 154	38 309	39 465	40 618	41 773	42 926	44 081	45 222	46 356	47 491					

¹D = 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).

ANNEX 3

Appendix 2

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

(effective school year in progress 1 January 2011)

<i>Country/ currency area</i>	(1) Maximum admissible educational expenses and maximum grant for disabled children	(2) Maximum education grant	(3) Flat rate when boarding not provided	(4) Additional flat rate for boarding (for staff serving at designated duty stations)	(5) Maximum grant for staff members serving at designated duty stations	(6) Maximum admissible educational expenses for attendance (only when flat rate for boarding is paid)
<u>Part A</u>						
Euro						
Austria	17 555	13 166	3 776	5 664	18 830	12 520
Belgium	15 458	11 593	3 518	5 277	16 771	10 767
France*	10 981	8 236	3 052	4 578	12 814	6 912
Germany	19 563	14 672	4 221	6 332	21 004	13 935
Ireland	17 045	12 784	3 112	4 668	17 452	12 896
Italy	20 830	15 623	3 147	4 721	20 344	16 635
Luxembourg	15 458	11 593	3 518	5 277	16 771	10 767
Monaco	10 981	8 236	3 052	4 578	12 814	6 269
Netherlands	17 512	13 134	3 875	5 813	18 947	12 345
Spain	16 653	12 490	3 162	4 743	17 233	12 437
Denmark (krone)	113 554	85 166	27 242	40 863	126 029	77 232
Japan yen (yen)	2 324 131	1 743 098	607 703	911 555	2 654 653	1 513 860
Sweden (krona)	157 950	118 462	26 034	39 051	157 513	123 237
Switzerland (Swiss franc)	31 911	23 933	5 540	8 310	32 243	22 524
United Kingdom of Great Britain and Northern Ireland (pound sterling)	24 941	18 706	3 690	5 535	24 241	20 021
<u>Part B</u>						
United States dollar (outside the United States of America)	20 663	15 497	3 746	5 619	21 116	15 668
<u>Part C</u>						
United States dollar (in the United States) ¹	43 006	32 255	6 083	9 125	41 380	34 896

* Except for the following schools where the US\$ in the US levels will be applied:

- | | |
|--------------------------------------|---|
| 1. American School of Paris | 5. European Management School of Lyon |
| 2. American University of Paris | 6. International School of Paris |
| 3. British School of Paris | 7. Marymount School of Paris |
| 4. Ecole Active Bilingue Victor Hugo | 8. Ecole Active Bilingue Jeanine Manuel |

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