

Amendments to the Staff Regulations and Staff Rules¹

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
2. The amendments described in section I of this document stem from decisions expected to be taken by the United Nations General Assembly at its sixty-sixth session, on the basis of recommendations made by the International Civil Service Commission in its annual report for 2011.³ Should the United Nations General Assembly not approve the Commission's recommendations, an addendum to the present document will be issued.
3. The amendment described in section II of this document is made in the light of experience and in the interest of good human resources management.
4. The amendments for the biennium 2012–2013 involve negligible additional costs under the regular budget; these will be met from the appropriate allocations established for each of the regions and for global and interregional activities, as well as from extrabudgetary sources of funds.
5. The amended Staff Rule is set out in Annex 1.

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

² *Basic documents*, 47th ed., Geneva, World Health Organization, 2009.

³ Report of the International Civil Service Commission for 2011. *General Assembly Official Records, Sixty-sixth session, Supplement No. 30* (document A/66/30; copies available in the Board room).

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

Remuneration of staff in the professional and higher categories

6. 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 0.13% 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 2012.

7. The Commission also recommended to the General Assembly the revised staff assessment rates used in conjunction with gross base salaries (see Annex 3) and that the rates be reviewed every three years and revised as appropriate.

8. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and are attached in Annex 2.

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

9. Subject to the decision of the United Nations General Assembly in respect of the recommendation in paragraph 6 above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board should recommend to the Sixty-fifth World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2012, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 174 214 per annum, and the net salary US\$ 133 950 (dependency rate) or US\$ 121 297 (single rate).

10. 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 2012, a gross salary of US\$ 191 491 per annum with a corresponding net salary of US\$ 146 044 (dependency rate) or US 131 432 (single rate).

11. The salary adjustments described above would imply similar modifications to the salary of the Director-General. The salary to be authorized by the Health Assembly, as from 1 January 2012, would therefore be US\$ 251 540 per annum gross, US\$ 176 501 net (dependency rate) or US\$ 156 964 net (single rate).

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

Amendments to the Staff Rules

Medical examination on separation

12. Staff Rule 1085 has been amended to provide that at the Organization's request staff members will undergo medical examinations prior to separation from the Organization.

ACTION BY THE EXECUTIVE BOARD

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

Resolution 1

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,²

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 2012 concerning the remuneration of staff in the professional and higher categories, including the revised rates of staff assessment in conjunction with gross base salaries; and with effect from 1 February 2012 regarding medical examination.

Resolution 2

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,²

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

The Sixty-fifth 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 See document EB130/28 Add.1 for the financial and administrative implications for the Secretariat of these resolutions.

² Document EB130/28.

1. ESTABLISHES the salaries of Assistant Directors-General and Regional Directors at US\$ 174 214 gross per annum before staff assessment, resulting in a modified net salary of US\$ 133 950 (dependency rate) or US\$ 121 297 (single rate);
2. ESTABLISHES the salary of the Deputy Director-General at US\$ 191 491 gross per annum before staff assessment, resulting in a modified net salary of US\$ 146 044 (dependency rate) or US\$ 131 432 (single rate);
3. ESTABLISHES the salary of the Director-General at US\$ 251 540 gross per annum before staff assessment, resulting in a modified net salary of US\$ 176 501 (dependency rate) or US\$ 156 964 (single rate);
4. DECIDES that those adjustments in remuneration shall take effect on 1 January 2012.

ANNEX 1

Former text	New text
<p data-bbox="240 524 719 589">1085. MEDICAL EXAMINATION ON SEPARATION</p> <p data-bbox="240 613 820 976">A staff member shall be examined immediately prior to his departure by the Staff Physician or by a physician designated by the Organization. If a staff member fails to undergo this medical examination within a reasonable time limit fixed by the Organization, then claims against the Organization arising out of illness or injury which allegedly occurred before the effective date of separation shall not be entertained; furthermore, the effective date of separation shall not be affected.</p>	<p data-bbox="844 524 1323 589">1085. MEDICAL EXAMINATION ON SEPARATION</p> <p data-bbox="844 613 1433 1043">Prior to separation, a staff member may be required shall be examined immediately prior to his departure to undergo a medical examination by the Staff Physician or by a physician designated by the Organization. If a staff member fails to undergo this medical examination within a reasonable time limit fixed by the Organization, then claims against the Organization arising out of illness or injury which allegedly occurred before the effective date of separation shall not be entertained; furthermore, the effective date of separation shall not be affected.</p>

ANNEX 2

Appendix 1

Salary scale for the professional and highergraded categories: annual gross base salaries and net equivalents after application of staff assessment (in US dollars)¹
(effective 1 January 2012)

Step

<i>Level</i>	<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>	<i>XIV</i>	<i>XV</i>
		*	*	*	*	*									
D-2 Gross	143 282	146 278	149 275	152 370	155 494	158 619									
Net D	112 096	114 283	116 471	118 659	120 846	123 033									
Net S	102 981	104 827	106 666	108 500	110 329	112 147									
					*	*	*	*	*						
D-1 Gross	131 101	133 733	136 359	138 990	141 623	144 252	146 885	149 514	152 236						
Net D	103 204	105 125	107 042	108 963	110 885	112 804	114 726	116 645	118 565						
Net S	95 394	97 062	98 728	100 388	102 047	103 702	105 349	106 996	108 638	*	*	*			
P-5 Gross	108 773	111 010	113 249	115 485	117 725	119 960	122 201	124 438	126 677	128 915	131 153	133 390	135 630		
Net D	86 904	88 537	90 172	91 804	93 439	95 071	96 707	98 340	99 974	101 608	103 242	104 875	106 510		
Net S	80 734	82 186	83 633	85 079	86 524	87 963	89 402	90 838	92 272	93 703	95 132	96 556	97 981		
														*	*
P-4 Gross	89 568	91 616	93 662	95 709	97 758	99 804	101 955	104 114	106 274	108 432	110 595	112 751	114 911	117 073	119 233
Net D	72 467	74 044	75 620	77 196	78 774	80 349	81 927	83 503	85 080	86 655	88 234	89 808	91 385	92 963	94 540
Net S	67 483	68 918	70 354	71 784	73 215	74 645	76 074	77 500	78 924	80 349	81 770	83 191	84 612	86 030	87 447
														*	*
P-3 Gross	73 495	75 390	77 286	79 179	81 077	82 970	84 864	86 762	88 657	90 552	92 449	94 342	96 240	98 134	100 029
Net D	60 091	61 550	63 010	64 468	65 929	67 387	68 845	70 307	71 766	73 225	74 686	76 143	77 605	79 063	80 521
Net S	56 091	57 433	58 777	60 118	61 462	62 803	64 143	65 488	66 828	68 170	69 508	70 847	72 182	73 521	74 859
												*			
P-2 Gross	60 157	61 853	63 547	65 244	66 939	68 632	70 330	72 022	73 718	75 416	77 109	78 805			
Net D	49 821	51 127	52 431	53 738	55 043	56 347	57 654	58 957	60 263	61 570	62 874	64 180			
Net S	46 730	47 915	49 096	50 279	51 461	52 645	53 847	55 046	56 251	57 452	58 650	59 854			
P-1 Gross	46 951	48 448	49 936	51 564	53 190	54 818	56 449	58 081	59 705	61 335					
Net D	39 439	40 696	41 946	43 204	44 456	45 710	46 966	48 222	49 473	50 728					
Net S	37 202	38 359	39 516	40 671	41 827	42 982	44 138	45 280	46 416	47 553					

¹ 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).

ANNEX 3

**STAFF ASSESSMENT RATES TO BE USED IN CONJUNCTION
WITH GROSS BASE SALARIES**

Gross base salaries for staff in the professional and higher categories shall be subject to the following assessments:

Staff assessment rates for staff members with dependants (as defined in Staff Rule 310.5.1 and Staff Rule 310.5.2)

<i>Assessable income (United States dollars)</i>	<i>Assessment rate (Percentage)</i>
First 50 000	16
Next 50 000	23
Next 50 000	27
Remaining assessable payments	30

Staff assessment rates for staff members without dependants

Amounts of staff assessments for staff members with neither a dependent spouse nor a dependent child would be equal to the difference between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.

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