

Modificaciones del Estatuto del Personal y del Reglamento de Personal¹

Informe de la Secretaría

1. De conformidad con lo dispuesto en el párrafo 12.2 del Estatuto del Personal, se someten a la aprobación del Consejo Ejecutivo las modificaciones introducidas por la Directora General en el Reglamento de Personal.²
2. De conformidad con lo dispuesto en el párrafo 12.1,² del Estatuto del Personal, las propuestas de modificación se presentan al Consejo Ejecutivo, que deberá recomendar su adopción por la 68.^a Asamblea Mundial de la Salud.
3. Las modificaciones descritas en la sección I del presente documento se derivan de las decisiones que previsiblemente adoptará la Asamblea General de las Naciones Unidas en su sexagésimo noveno periodo de sesiones, atendiendo a las recomendaciones formuladas por la Comisión de Administración Pública Internacional en su informe anual correspondiente a 2014.³ Si la Asamblea General de las Naciones Unidas no aprobara las recomendaciones de la Comisión, se publicaría un addendum del presente documento.
4. Las modificaciones descritas en la sección II se consideran necesarias a la luz de la experiencia y en aras de una buena gestión de los recursos humanos.
5. Las modificaciones descritas en la sección III también se consideran necesarias y se proponen a la luz de la experiencia y en aras de una buena gestión de los recursos humanos. De adoptarse, tendrían efecto a partir de la fecha de entrada en vigor de la política de movilidad de la Organización.
6. Las modificaciones para 2014-2015 implican gastos adicionales insignificantes con cargo al presupuesto por programas correspondiente a ese bienio, que se sufragarán con las asignaciones apropiadas fijadas para cada una de las regiones y para las actividades interregionales y de ámbito mundial. Los gastos se consignan en el informe sobre las repercusiones financieras y administrativas para

¹ En la sala del Consejo Ejecutivo habrá ejemplares del Estatuto del Personal y del Reglamento de Personal (en francés y en inglés únicamente).

² *Documentos básicos*, disponible en http://apps.who.int/gb/bd/s/s_index.html.

³ Documento oficial de la Asamblea General, sexagésimo noveno periodo de sesiones, Suplemento n.º 30 (documento A/69/30, ejemplares disponibles en la sala del Consejo Ejecutivo).

la Secretaría de las resoluciones cuya adopción se ha propuesto al Consejo Ejecutivo o la Asamblea de la Salud, junto con las repercusiones financieras más allá del bienio 2014-2015.¹

7. Las propuestas de modificaciones al Estatuto del Personal y al Reglamento de Personal se recogen en los anexos² del presente documento.

I. MODIFICACIONES CONSIDERADAS NECESARIAS A LA LUZ DE LAS DECISIONES QUE PREVISIBLEMENTE ADOPTARÁ LA ASAMBLEA GENERAL DE LAS NACIONES UNIDAS EN SU SEXAGÉSIMO NOVENO PERIODO DE SESIONES ATENDIENDO A LAS RECOMENDACIONES DE LA COMISIÓN DE ADMINISTRACIÓN PÚBLICA INTERNACIONAL

Remuneración del personal del cuadro orgánico y categorías superiores

8. La Comisión recomendó a la Asamblea General de las Naciones Unidas que, con efecto a partir del 1 de enero de 2015, se incrementara en un 1,01% la actual escala de sueldos básicos/mínimos de la categoría del cuadro orgánico y categorías superiores, mediante la aplicación del método habitual de consolidación, que consiste en aumentar el sueldo básico y reducir proporcionalmente los puntos del multiplicador del ajuste por lugar de destino (conforme al principio de no generar «ni pérdidas ni ganancias»).

9. Se han preparado las correspondientes modificaciones del apéndice 1 del Reglamento de Personal, que se reproducen en el anexo 3 del presente documento.

Sueldo de los titulares de puestos sin clasificar y de la Directora General

10. A reserva de la decisión que adopte la Asamblea General de las Naciones Unidas respecto a la recomendación mencionada en el párrafo 8 *supra*, la Directora General propone, de conformidad con lo dispuesto en el párrafo 3.1 del Estatuto del Personal, que el Consejo Ejecutivo recomiende a la 68.^a Asamblea Mundial de la Salud la modificación de los sueldos correspondientes a los cargos de Subdirector General y Director Regional. Con ello, a partir del 1 de enero de 2015, el sueldo bruto anual de los cargos de Subdirector General y Director Regional pasaría a ser de US\$ 174 371, lo que supone un sueldo neto de US\$ 135 560 (con familiares a cargo) o de US\$ 122 754 (sin familiares a cargo).

11. Habida cuenta de los ajustes salariales indicados en el párrafo anterior, a partir del 1 de enero de 2015 el sueldo bruto anual correspondiente al cargo de Director General Adjunto pasaría a ser, previa autorización de la Asamblea de la Salud, de US\$ 191 856, lo que supone un sueldo neto de US\$ 147 799 (con familiares a cargo) o de US\$ 133 012 (sin familiares a cargo).

12. Los ajustes salariales arriba descritos entrañarían una modificación análoga del sueldo bruto anual correspondiente al cargo de Director General, que a partir del 1 de enero de 2015 pasaría a ser, previa autorización de la Asamblea de la Salud, de US\$ 235 889, lo que supone un sueldo neto de US\$ 178 622 (con familiares a cargo) o de US\$ 158 850 (sin familiares a cargo).

¹ Documento EB136/47 Add.1.

² Disponibles en inglés únicamente.

II. MODIFICACIONES CONSIDERADAS NECESARIAS A LA LUZ DE LA EXPERIENCIA Y EN ARAS DE UNA BUENA GESTIÓN DE LOS RECURSOS HUMANOS

Cambios de índole general en el conjunto del Reglamento de Personal

13. Con el fin de que haya uniformidad, cuando ha sido posible se ha normalizado la terminología utilizada en el conjunto del Reglamento de Personal. Expresiones como «el Reglamento» y «el presente Reglamento» se han sustituido por «el Reglamento de Personal». La palabra «personal» se ha sustituido por «miembro del personal» o «miembros del personal», según correspondiera. La expresión «lugar de destino oficial» se ha sustituido por «lugar de destino».

Objeto

14. La regla 010 del Reglamento de Personal se ha modificado por razones editoriales y es ahora el párrafo 010.1. El anterior párrafo 015.2 del Reglamento de Personal es ahora el párrafo 010.2.

Relación entre el Estatuto del Personal y el Reglamento de Personal

15. Se han efectuado algunas modificaciones de redacción y el párrafo 015.2 del Reglamento de Personal se ha incorporado a la regla 010.

Modificaciones

16. La regla 020 del Reglamento de Personal se ha modificado por razones editoriales.

Aplicación

17. La regla 030 del Reglamento de Personal se ha modificado por razones editoriales.

Fecha efectiva

18. La regla 040 del Reglamento de Personal se ha modificado para indicar que, a reserva de lo dispuesto en el párrafo 040.2, la fecha efectiva del presente Reglamento de Personal, con la excepción del apéndice 1, es el 1 de febrero de 2015. La fecha efectiva del apéndice 1 (escala de sueldos) es el 1 de enero de 2015.

19. Se ha introducido el párrafo 040.2 en el Reglamento de Personal para indicar que la fecha efectiva de los párrafos enumerados es la fecha de entrada en vigor de la política de movilidad de la Organización.

Excepciones al Reglamento de Personal

20. La regla 050 del Reglamento de Personal se ha modificado por razones editoriales.

Delegación de autoridad

21. La regla 060 del Reglamento de Personal se ha modificado por razones editoriales.

Clasificación de los puestos

22. En la regla 210 del Reglamento de Personal, la expresión «en el Sistema Mundial de Gestión» se ha suprimido, al no ser necesario mencionar el marco en el que los planes de recursos humanos se establecen y aprueban. El marco de los planes de recursos humanos puede cambiar con el tiempo, de lo que se puede informar a los miembros del personal en notas de información.

Pagos y deducciones

23. Se ha decidido que cuando un miembro del personal haya recibido, de buena fe, un sobrepago por un subsidio o derecho del tipo que sea, la Organización recuperará, si se trata de un pago periódico, la cuantía pagada en exceso durante los dos años anteriores a la fecha en que la Organización descubrió el sobrepago. Si se trata del pago de una suma fija, la Organización recuperará la cuantía pagada en exceso siempre que las medidas para recuperarla se inicien en un plazo de dos años contados a partir de la fecha del sobrepago. Se ha introducido en el Reglamento de Personal el párrafo 380.8 en consecuencia. El párrafo 380.7 se ha modificado por razones editoriales.

Políticas de contratación

24. En el párrafo 410.1 se ha añadido la palabra «eficacia» para que el texto se corresponda con el del párrafo 4.2 del Estatuto del Personal.

25. Los párrafos 410.3.2.1 y 410.3.2.2 se han modificado por razones editoriales.

26. En el párrafo 410.3.3 se ha suprimido la referencia al eManual de la OMS. La mayoría de los párrafos del Reglamento de Personal tienen disposiciones correspondientes en el eManual. No es necesario hacer referencia al eManual en el Reglamento de Personal.

Políticas de nombramiento

27. Los párrafos 420.4, 420.6 y 420.7 del Reglamento de Personal se han modificado por razones editoriales.

Certificación médica y vacunaciones

28. El párrafo 430.1 del Reglamento de Personal se ha modificado para aclarar que antes de aceptar una propuesta de nombramiento una persona es un «candidato», no un «nuevo funcionario». Además, no es necesario que la Organización designe al médico que ha de llevar a cabo el examen médico obligatorio, solo que el médico tenga la cualificación pertinente.

29. El párrafo 430.2 se ha modificado para aclarar que los candidatos deben ser aptos desde el punto de vista médico para poder ser nombrados para un puesto.

30. El párrafo 430.3 del Reglamento de Personal se ha modificado por razones editoriales.

31. El párrafo 430.5 del Reglamento de Personal se ha modificado a fin de eliminar la obligatoriedad del examen médico para los miembros del personal que se acogen a una licencia sin sueldo, puesto que muchos de ellos no necesitan someterse a dicho examen. El médico del personal, o un médico designado por la Organización, decidirá si se necesita un examen médico.

Procedimientos de nombramiento

32. El párrafo 440.1 del Reglamento de Personal se ha modificado por razones editoriales. Más que especificar algunas de las condiciones que deben cumplirse para que se haga una propuesta de nombramiento, en el párrafo 440.1 debería hacerse referencia a las condiciones en general.

33. En el párrafo 440.1.1, las palabras «las funciones» se ha sustituido por «el grado». En la propuesta de nombramiento se especifica el grado del puesto y no las funciones, que figuran en la descripción del puesto.

34. El párrafo 440.2 se ha modificado por razones editoriales. En aras de una mayor claridad, se han añadido las palabras «que figura en el párrafo 1.10 del Estatuto del Personal» a fin de que no haya ningún malentendido sobre el juramento o declaración a que se hace referencia.

35. El párrafo 440.3 se ha modificado para indicar que las condiciones de servicio no solo deben confirmarse, sino también registrarse. También se han introducido algunas modificaciones de redacción.

Fecha en que el nombramiento surte efecto

36. El párrafo 450.1 del Reglamento de Personal se ha modificado para indicar que la fecha en que el nombramiento surte efecto no se establece en función del tipo de contratación del miembro del personal, sino que depende de si la Organización ha autorizado al miembro del personal a viajar para tomar posesión de su cargo.

37. El párrafo 450.2 se ha modificado porque basta con declarar que una persona no puede viajar o presentarse para asumir sus funciones hasta la finalización del procedimiento de nombramiento, ya que los requisitos médicos forman parte de dicho procedimiento.

Rehabilitación en caso de reemplazo

38. Los párrafos 470.1 y 470.2 del Reglamento de Personal se han modificado por razones editoriales.

Traslados entre organizaciones

39. En el párrafo 480.1.1 del Reglamento de Personal se han añadido las palabras «básico neto» para dar mayor precisión al texto.

40. El párrafo 480.2 del Reglamento de Personal se ha modificado por razones editoriales.

Obligación de los miembros del personal de suministrar información sobre sí mismos

41. El párrafo 490.1 del Reglamento de Personal se ha modificado para adaptarlo al texto de la disposición similar del Estatuto y el Reglamento del Personal de las Naciones Unidas y subrayar que los miembros del personal serán responsables de que la información que faciliten sea veraz y completa.

42. El párrafo 490.2 del Reglamento de Personal se ha modificado por razones editoriales.

Beneficiarios designados por los miembros del personal

43. El párrafo 495.2 del Reglamento de Personal se ha modificado por razones editoriales.

Asignación de funciones

44. El párrafo 510.1 del Reglamento de Personal se ha modificado por razones editoriales.

Formación

45. El párrafo 520 del Reglamento de Personal se ha modificado para subrayar que la formación puede ser de ayuda a los miembros del personal tanto en su puesto actual como en futuros puestos en la Organización.

Gestión y mejora de la actuación profesional

46. La regla 530 del Reglamento de Personal se ha modificado principalmente por razones editoriales.

47. Se ha añadido el párrafo 530.2 al Reglamento de Personal para hacer hincapié en que los miembros del personal y sus supervisores comparten la responsabilidad de que el proceso de gestión de la actuación profesional se lleve a cabo de forma satisfactoria. Se ha cambiado la numeración de los párrafos 530.1, 530.3, 530.4 y 530.5 del Reglamento de Personal en consecuencia.

48. El párrafo 530.4 del Reglamento de Personal se ha modificado para destacar la importancia de que los supervisores reconozcan la buena actuación profesional, además de proponer maneras de mejorarla.

49. El párrafo 530.5 se ha modificado para tener en cuenta el hecho de que los formularios con frecuencia se certifican electrónicamente, en lugar de firmarse de puño y letra.

Aumento de sueldo dentro del mismo grado

50. Las modificaciones de la regla 550 del Reglamento de Personal son principalmente de redacción.

51. En el párrafo 550.1, la referencia al párrafo 555.2 se ha suprimido porque la regla 555 del Reglamento de Personal se ha eliminado. También se han introducido algunas modificaciones de redacción.

52. El párrafo 550.6 se ha modificado para aclarar que se refiere a la acumulación del tiempo de servicio para obtener un aumento de sueldo dentro del mismo grado. También se han introducido algunas modificaciones de redacción.

Aumento de sueldo dentro del mismo grado por méritos

53. El párrafo 555.1 del Reglamento de Personal no es obligatorio y no se ha aplicado en la Organización desde hace muchos años. Por esa razón se ha suprimido.

54. El párrafo 555.2 se ha suprimido porque ya no hay ningún miembro del personal que cumpla las condiciones para este aumento de sueldo dentro del mismo grado.

Reasignación

55. El párrafo 565.4 del Reglamento de Personal se ha modificado por razones editoriales.

Descenso de categoría

56. El párrafo 570.1 del Reglamento de Personal se ha modificado por razones editoriales.

Notificación y fecha efectiva de un cambio de situación administrativa

57. La regla 580 del Reglamento de Personal se ha modificado principalmente por razones editoriales.

58. El párrafo 580.2 se ha modificado para permitir que una notificación pueda hacerse por cualquier tipo de escrito, no necesariamente por carta.

Feriatos oficiales

59. La regla 620 del Reglamento de Personal se ha modificado por razones editoriales.

Horas extraordinarias y licencia de compensación

60. La regla 625 del Reglamento de Personal se ha modificado por razones editoriales.

Licencia anual

61. La regla 630 se ha modificado principalmente por razones editoriales.

62. En el párrafo 630.3.3, la frase «licencia especial con derecho a seguro» se ha sustituido por «licencia por enfermedad con derecho a seguro» en aras de una mayor precisión.

63. El párrafo 630.7 se ha modificado para aclarar que corresponde al médico del personal aprobar los informes médicos.

Vacaciones en el país de origen

64. La regla 640 del Reglamento de Personal se ha modificado principalmente por razones editoriales.

65. En el párrafo 640.6.4 del Reglamento de Personal, se ha introducido la expresión «que cumplan los requisitos» después de «hijos», puesto que no todos los hijos de un miembro del personal tienen derecho a que les abonen las vacaciones en el país de origen.

Licencia por formación o servicio militar

66. Los párrafos 660.1 y 660.3 del Reglamento de Personal se han modificado por razones editoriales.

Aprobación, notificación y registro de las licencias

67. La regla 670 del Reglamento de Personal se ha modificado para reflejar el hecho de que el miembro del personal es el responsable de que todas las licencias tomadas se notifiquen y registren sin dilación. También se han introducido algunas modificaciones de redacción.

Otros tipos de licencia

68. La regla 680 del Reglamento de Personal se ha suprimido porque no es necesaria.

Caja Común de Pensiones del Personal de las Naciones Unidas

69. La regla 710 del Reglamento de Personal se ha modificado por razones editoriales.

Seguro de enfermedad del personal y seguro de enfermedad y accidentes

70. La regla 720 del Reglamento de Personal se ha modificado por razones editoriales.

Viajes de los miembros del personal

71. La regla 810 del Reglamento de Personal se ha modificado principalmente por razones editoriales.

72. El párrafo 810.5 del Reglamento de Personal se ha modificado para aclarar las circunstancias en las que la Organización pagará el viaje de un miembro del personal que visite a su familia.

73. Se ha añadido al Reglamento de Personal el párrafo 810.7 para subrayar que el costo del viaje al que se refiere la regla 810 no podrá ser superior al costo del viaje desde el lugar de destino al lugar de residencia reconocido del miembro del personal. Se ha modificado en consecuencia la numeración de los párrafos 810.8 y 810.9.

Derecho de asociación

74. La regla 910 del Reglamento de Personal se ha modificado por razones editoriales.

Representantes de los miembros del personal

75. La regla 920 del Reglamento de Personal se ha modificado por razones editoriales.

Financiación de las actividades de las asociaciones del personal

76. La regla 930 del Reglamento de Personal se ha modificado por razones editoriales.

Renuncia

77. Los párrafos 1010.1, 1010.2, 1010.3 y 1010.4 del Reglamento de Personal se han modificado por razones editoriales.

Rescisión de los nombramientos temporales

78. Las modificaciones de la regla 1045 del Reglamento de Personal son principalmente de redacción.

79. El párrafo 1045.1.2 se ha modificado para ampliar la descripción de lo que constituye una actuación profesional insatisfactoria en las políticas de gestión de la actuación profesional, dado que la descripción del párrafo 1045.1.2 ya no es suficiente.

Supresión de puestos

80. El párrafo 1.050.1 del Reglamento de Personal se ha modificado para aclarar que tanto los nombramientos de plazo fijo como los continuos podrán rescindirse si el puesto ocupado se suprime. También se han introducido algunas modificaciones de redacción.

Actuación profesional insatisfactoria o inadecuación para el servicio internacional

81. Las modificaciones de la regla 1070 del Reglamento de Personal son principalmente de redacción.
82. El párrafo 1070.1 se ha modificado para ampliar la descripción de lo que constituye una actuación profesional insatisfactoria en las políticas de gestión de la actuación profesional, dado que la descripción del párrafo 1070.1 ya no es suficiente.

Falta grave

83. Los párrafos 1075.1 y 1075.2 del Reglamento de Personal se han modificado por razones editoriales.

Medidas disciplinarias

84. El párrafo 1110.1 del Reglamento de Personal se ha modificado para ampliar el número de medidas disciplinarias. De ese modo la Organización tendrá más flexibilidad para aplicar medidas disciplinarias a los miembros del personal cuya falta grave haya quedado demostrada, dado que las opciones actualmente a su disposición son demasiado restringidas. La ampliación del número de medidas disciplinarias se ajusta a las aplicadas en otras organizaciones del sistema de las Naciones Unidas.

Falta grave que dé lugar a un perjuicio económico

85. Se ha introducido en el Reglamento de Personal la regla 1112 para aclarar que podrá exigirse a los miembros del personal que indemnicen a la Organización de todo perjuicio económico derivado de la falta grave de un miembro del personal.

Amonestación no disciplinaria

86. Se ha introducido en el Reglamento de Personal la regla 1115 para permitir una amonestación por escrito en los casos en que la conducta del miembro del personal, aunque sea inadecuada, quizá no justifique una medida disciplinaria.

Licencia administrativa en espera de que se determine si ha habido falta grave

87. Se ha modificado la regla 1120 del Reglamento de Personal para aclarar las condiciones de la licencia administrativa en espera de que se determine si ha habido falta grave.
88. Se ha modificado el párrafo 1120.1 para subrayar que una licencia administrativa sin sueldo es una medida excepcional.
89. Se ha modificado el párrafo 1120.2 para indicar que una licencia administrativa puede suponer más que prohibir la presencia del miembro del personal en la oficina, y que puede conllevar también prohibirle el acceso al equipo y a los documentos.
90. Se ha modificado el párrafo 1120.3 para subrayar que la licencia administrativa impuesta en virtud de la regla 1120 no es una medida disciplinaria. Si la acusación de falta grave es infundada, la licencia administrativa finalizará de inmediato. Toda la paga retenida se abonará de inmediato si no se demuestra que ha habido falta grave.

Notificación de las acusaciones y derecho de respuesta

91. La regla 1130 del Reglamento de Personal se ha modificado por razones editoriales.

III. MODIFICACIONES CONSIDERADAS NECESARIAS A LA LUZ DE LA EXPERIENCIA Y EN ARAS DE UNA BUENA GESTIÓN DE LOS RECURSOS HUMANOS Y QUE, DE CONFIRMARSE¹ Y ADOPTARSE,² TENDRÍAN EFECTO A PARTIR DE LA FECHA DE ENTRADA EN VIGOR DE LA POLÍTICA DE MOVILIDAD DE LA ORGANIZACIÓN

Propuestas de modificación del Estatuto del Personal

Nombramientos, traslados, reasignaciones y ascensos

92. Las propuestas de modificación del título del artículo IV del Estatuto del Personal y de las reglas 4.2 y 4.3 del Reglamento de Personal son de redacción.

93. Se proponen modificaciones del párrafo 4.1 del Estatuto del Personal para subrayar que todos los nombramientos, traslados, reasignaciones y ascensos se efectuarán con arreglo a lo prescrito y sin distinción de raza, sexo o religión.

94. Cuando la política de movilidad de la Organización entre en vigor, muchos puestos se cubrirán con la reasignación de los miembros del personal y no por concurso abierto. Para que no queden dudas al respecto, se proponen modificaciones del párrafo 4.4 del Estatuto del Personal.

Cese

95. Si un miembro del personal rechaza una reasignación o no se incorpora al puesto al que se le ha asignado, en particular en el marco de la política de movilidad de la Organización, ello será motivo para rescindir su contrato. Se propone que se modifique en consecuencia el párrafo 9.2 del Estatuto del Personal.

Modificaciones del Reglamento de Personal

Determinación del sueldo

96. Se ha introducido en el Reglamento de Personal el párrafo 320.3.1 con objeto de disponer de una base para calcular el sueldo de un miembro del personal que sea reasignado a un puesto de grado inferior como parte del proceso de movilidad. El párrafo 320.3.3 del Reglamento de Personal se ha reenumerado en consecuencia y se ha modificado por razones editoriales.

Políticas de contratación

97. El párrafo 410.4 del Reglamento de Personal se ha modificado para aclarar que la mayor parte de los puestos sujetos a rotación ocupados por miembros del personal con nombramientos continuos o de plazo fijo se cubrirán por reasignación con arreglo a la política de movilidad de la Organización.

¹ En el caso de las modificaciones del Reglamento de Personal.

² En el caso de las modificaciones del Estatuto del Personal.

Movilidad

98. Se ha introducido en el Reglamento de Personal la regla 515, por la que se da preferencia en el marco de la política de movilidad a determinados miembros del personal cuyos puestos se han suprimido.

Rechazo de la reasignación

99. Se ha introducido en el Reglamento de Personal la regla 1072, en la que se exponen las consecuencias de que un miembro del personal rechace una reasignación, o no se incorpore al puesto al que se le ha reasignado.

INTERVENCIÓN DEL CONSEJO EJECUTIVO

100. Habida cuenta de las modificaciones señaladas, el Consejo Ejecutivo tal vez desee examinar los proyectos de resolución siguientes.¹

Proyecto de resolución 1

El Consejo Ejecutivo,

Habiendo examinado el informe sobre las modificaciones del Estatuto del Personal y del Reglamento de Personal,²

CONFIRMA, con arreglo a lo dispuesto en el párrafo 12.2 del Estatuto del Personal, las modificaciones del Reglamento de Personal introducidas por la Directora General con efecto a partir del 1 de enero de 2015 respecto de la remuneración del personal del cuadro orgánico y categorías superiores.

Proyecto de resolución 2

El Consejo Ejecutivo,

Habiendo examinado el informe sobre las modificaciones del Estatuto del Personal y del Reglamento de Personal,²

RECOMIENDA a la 68.^a Asamblea Mundial de la Salud que adopte la resolución siguiente:

La 68.^a Asamblea Mundial de la Salud,

Tomando nota de las recomendaciones del Consejo Ejecutivo acerca de la remuneración de los titulares de puestos sin clasificar y de la Directora General,

1. FIJA en US\$ 174 371 el sueldo bruto anual correspondiente a los cargos de Subdirector General y Director Regional, lo que supone un sueldo neto de US\$ 135 560 (con familiares a cargo) o de US\$ 122 754 (sin familiares a cargo);

¹ En el documento EB136/47 Add.1 se exponen las repercusiones financieras y administrativas de las resoluciones para la Secretaría.

² Documento EB136/47.

2. FIJA en US\$ 191 856 el sueldo bruto anual correspondiente al cargo de Director General Adjunto, lo que supone un sueldo neto de US\$ 147 799 (con familiares a cargo) o de US\$ 133 012 (sin familiares a cargo);
3. FIJA en US\$ 235 889 el sueldo bruto anual correspondiente al cargo de Director General, lo que supone un sueldo neto de US\$ 178 622 (con familiares a cargo) o de US\$ 158 850 (sin familiares a cargo);
4. DECIDE que esos ajustes salariales tengan efecto a partir del 1 de enero de 2015.

Proyecto de resolución 3

El Consejo Ejecutivo,

Habiendo examinado el informe sobre las modificaciones del Estatuto del Personal y del Reglamento de Personal,¹

CONFIRMA, con arreglo a lo dispuesto en el párrafo 12.2 del Estatuto del Personal, las modificaciones del Reglamento de Personal introducidas por la Directora General con efecto a partir del 1 de febrero de 2015 respecto del objeto del Reglamento de Personal, la relación entre el Estatuto del Personal y el Reglamento de Personal, las modificaciones del Reglamento de Personal, la aplicación del Reglamento de Personal, la fecha efectiva del Reglamento de Personal, las excepciones al Reglamento de Personal, la delegación de autoridad, la clasificación de los puestos, los pagos y deducciones, las políticas de contratación (párrafos 410.1, 410.3.2 y 410.3.3 del Reglamento de Personal), las políticas de nombramiento, la certificación médica y vacunaciones, los procedimientos de nombramiento, la fecha en que el nombramiento surte efecto, la rehabilitación en caso de reemplazo, los traslados entre organizaciones, la obligación de los miembros del personal de suministrar información sobre sí mismos, los beneficiarios designados por los miembros del personal, la asignación de funciones, la formación, la gestión y mejora de la actuación profesional, el aumento de sueldo dentro del mismo grado, el aumento de sueldo dentro del mismo grado por méritos, la reasignación, el descenso de categoría, la notificación y fecha efectiva de un cambio de situación administrativa, los feriados oficiales, las horas extraordinarias y licencia de compensación, la licencia anual, las vacaciones en el país de origen, la licencia por formación o servicio militar, la aprobación, notificación y registro de las licencias, otros tipos de licencia, la Caja Común de Pensiones del Personal de las Naciones Unidas, el seguro de enfermedad del personal y seguro de enfermedad y accidentes, los viajes de los miembros del personal, el derecho de asociación, los representantes de los miembros del personal, la financiación de las actividades de las asociaciones del personal, la renuncia, la rescisión de los nombramientos temporales, la supresión de puestos, la actuación profesional insatisfactoria o inadecuación para el servicio internacional, la falta grave, las medidas disciplinarias, la falta grave que dé lugar a un perjuicio económico, la amonestación no disciplinaria, la licencia administrativa en espera de que se determine si ha habido falta grave, y la notificación de las acusaciones y derecho de respuesta.

Proyecto de resolución 4

El Consejo Ejecutivo,

Habiendo examinado el informe sobre las modificaciones del Estatuto del Personal y del Reglamento de Personal,¹

¹ Documento EB136/47.

CONFIRMA, con arreglo a lo dispuesto en el párrafo 12.2 del Estatuto del Personal, las modificaciones del Reglamento de Personal introducidas por la Directora General respecto de la determinación del sueldo, las políticas de contratación (párrafo 410.4 del Reglamento de Personal), la movilidad, y el rechazo de la reasignación, con efecto a partir de la fecha de entrada en vigor de la política de movilidad de la Organización.

Proyecto de resolución 5

El Consejo Ejecutivo,

Habiendo examinado el informe sobre las modificaciones del Estatuto del Personal y del Reglamento de Personal,¹

RECOMIENDA a la 68.^a Asamblea Mundial de la Salud, con arreglo a lo dispuesto en el párrafo 12.1 del Estatuto del Personal, que adopte la resolución siguiente:

La 68.^a Asamblea Mundial de la Salud,

Tomando nota de las recomendaciones del Consejo Ejecutivo sobre el nombramiento, traslado, reasignación y ascenso de los miembros del personal, y el cese,

ADOPTA la modificación propuesta del párrafo 4.1 del Estatuto del Personal;

ADOPTA la modificación propuesta del párrafo 4.2 del Estatuto del Personal;

ADOPTA la modificación propuesta del párrafo 4.3 del Estatuto del Personal;

ADOPTA la modificación propuesta del párrafo 4.4 del Estatuto del Personal;

ADOPTA la modificación propuesta del párrafo 9.2 del Estatuto del Personal;

DECIDE que las modificaciones tengan efecto a partir de la fecha de entrada en vigor de la política de movilidad de la Organización.

¹ Documento EB136/47.

ANNEX 1

**AMENDMENTS TO THE STAFF RULES CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE
AND IN THE INTEREST OF GOOD HUMAN RESOURCES MANAGEMENT**

Former text	New text
<p>010. PURPOSE</p> <p>The Staff Rules implement the provisions of the Staff Regulations. They provide the rules which govern the conditions of service and the personnel practices of the World Health Organization.</p>	<p>010. PURPOSE</p> <p>010.1 The Staff Rules implement the provisions of the Staff Regulations. They provide the rules which and govern the conditions of service and the personnel practices of the World Health Organization (the “Organization”).</p> <p>010.2 The Staff Rules are established by the Director-General under the authority of the Staff Regulations and are subject to confirmation by the Executive Board. The Staff Rules shall be consistent with the Staff Regulations.</p>
<p>015. RELATIONSHIP BETWEEN STAFF REGULATIONS AND STAFF RULES</p> <p>...</p> <p>015.2 The Staff Rules are established by the Director-General under the authority of the Staff Regulations and are subject to confirmation by the Executive Board. The Staff Rules shall be consistent with the provisions of the Staff Regulations.</p>	<p>015. RELATIONSHIP BETWEEN STAFF REGULATIONS AND STAFF RULES</p> <p>...</p> <p>015.2 The Staff Rules are established by the Director-General under the authority of the Staff Regulations and are subject to confirmation by the Executive Board. The Staff Rules shall be consistent with the provisions of the Staff Regulations.</p>
<p>020. AMENDMENTS</p> <p>The present Rules may be amended by the Director-General subject to confirmation by the Executive Board in accordance with the Staff Regulations and without prejudice to the acquired rights of staff members under those Regulations.</p>	<p>020. AMENDMENTS</p> <p>Subject to confirmation by the Executive Board, tThe present Staff Rules may be amended by the Director-General subject to confirmation by the Executive Board in accordance a manner consistent with the Staff Regulations and without prejudice to the acquired rights of staff members under those the Staff Regulations.</p>

Former text	New text
<p>030. APPLICATION</p> <p>The Staff Rules shall apply to all staff members of the World Health Organization, except as specifically provided in any particular Rule herein. Nothing in the present Rules shall be interpreted as preventing the Director-General from making temporary appointments of 60 days or less with terms of service different from those provided in the present Rules, where he or she considers that the interests of the service so require.</p>	<p>030. APPLICATION</p> <p>The Staff Rules shall apply to all staff members of the World Health Organization, except as specifically provided otherwise in any particular Staff Rule herein. Nothing in the present Staff Rules shall be interpreted as preventing the Director-General from making temporary appointments of 60 days or less with terms of service different from those provided in the present Staff Rules, where he or she the Director-General considers that the interests of the service Organization so require.</p>
<p>040. EFFECTIVE DATE</p> <p>These Staff Rules are effective as from 1 July 2014 and supersede all Staff Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon.</p>	<p>040. EFFECTIVE DATE</p> <p>040.1 Subject to Staff Rule 040.2, and with the exception of Appendix 1, These Staff Rules are effective as from 1 February 2015 and supersede all Staff Rules in force before that date. Appendix 1 is effective as from 1 January 2015. All subsequent modifications shall become effective as from the date shown thereon.</p> <p>040.2 The amendments to Staff Rules 320.3, 410.4, 515 and 1072 are effective as from the entry into force of the Organization's mobility policy.</p>
<p>050. EXCEPTIONS TO STAFF RULES</p> <p>The Director-General may make exceptions to the Staff Rules provided that such exceptions are not inconsistent with any Staff Regulation or other decision of the World Health Assembly; and provided further that each exception is agreed to by the staff member directly affected and is, in the opinion of the Director-General, not prejudicial to the interests of any other staff member or group of staff members.</p>	<p>050. EXCEPTIONS TO THE STAFF RULES</p> <p>The Director-General may make exceptions to the Staff Rules. provided that Such exceptions are shall not be inconsistent with any Staff Regulation or other decision of the World Health Assembly; and provided further that Furthermore, each exception is shall be agreed to by the staff member directly affected and is, in the opinion of the Director-General, shall not be shall not be prejudicial to the interests of any other staff member or group of staff members.</p>
<p>060. DELEGATION OF AUTHORITY</p> <p>The Director-General may delegate to other officers of the Organization such of his powers as he considers necessary for the effective implementation of these Rules.</p>	<p>060. DELEGATION OF AUTHORITY</p> <p>The Director-General may delegate to other officers of the Organization such of his powers as he considers necessary for the effective implementation of these the Staff Rules.</p>
<p>210. POST CLASSIFICATION</p> <p>The Director-General shall establish and approve human resources plans in the Global Management System which will include the classification of all posts in the Organization according to the type and level of the duties and responsibilities of the posts.</p>	<p>210. POST CLASSIFICATION</p> <p>The Director-General shall establish and approve human resources plans in the Global Management System which will include the classification of all posts in the Organization according to the type and level of the duties and responsibilities of the posts.</p>

Former text	New text
<p>380. PAYMENTS AND DEDUCTIONS</p> <p>...</p> <p>380.7 The Organization will not accept a claim in respect of an allowance or entitlement of any kind that is submitted beyond twelve months of the date when the initial payment would have been due.</p>	<p>380. PAYMENTS AND DEDUCTIONS</p> <p>...</p> <p>380.7 The Organization will not accept a claim in respect of for an allowance or entitlement of any kind that is submitted beyond more than one year twelve months of after the date when the initial payment would have been due.</p> <p>380.8 When a staff member has, in good faith, received an overpayment of an allowance or entitlement of any kind, the Organization will, subject to conditions established by the Director-General:</p> <p>380.8.1 in the case of a recurring payment, recover the amount overpaid during the two years prior to the date on which the Organization discovered the overpayment; and</p> <p>380.8.2 in the case of a lump sum payment, recover the amount overpaid provided that the recovery action is initiated within two years following the date of overpayment.</p>
<p>410. RECRUITMENT POLICIES</p> <p>410.1 The paramount considerations in the selection of staff shall be competence and integrity. For posts in the professional category and above, geographical representation shall also be given full consideration. Such representation is not a consideration in appointments to posts subject to local recruitment.</p> <p>...</p> <p>410.3.2 A staff member who is related to another staff member as specified under Rules 410.3 and 410.3.1:</p> <p>410.3.2.1 shall not be assigned to serve in a position which is superior or subordinate in the line of authority to the position occupied by the staff member to whom he or she is related.</p> <p>410.3.2.2 shall not participate in the process of selection, assignment, reassignment or transfer of the related staff member; or in the taking or reviewing of an administrative decision affecting the employment status, entitlements, or other benefits of the related staff member.</p>	<p>410. RECRUITMENT POLICIES</p> <p>410.1 The paramount considerations in the selection of staff members shall be efficiency, competence and integrity. For posts in the professional category and above, geographical representation shall also be given full consideration. Such representation is not a consideration in appointments to posts subject to local recruitment.</p> <p>...</p> <p>410.3.2 A staff member who is related to another staff member as specified under Staff Rules 410.3 and 410.3.1:</p> <p>410.3.2.1 shall not be assigned to serve in a position post that which is superior or subordinate in the line of authority to the position post occupied by the staff member to whom he or she is related.</p> <p>410.3.2.2 shall not participate in the process of selection, assignment, reassignment or transfer of the related staff member; or in the taking or reviewing of an administrative decision affecting the employment status, entitlements, or other benefits of the related staff member.</p>

Former text	New text
<p>410.3.3 The marriage of one staff member to another shall not affect the contractual status of either spouse, but their entitlements and other benefits shall be modified as provided in the Staff Rules and Manual. The same modifications shall apply in the case of a staff member whose spouse is a staff member of another Organization participating in the United Nations common system.</p>	<p>410.3.3 The marriage of one staff member to another shall not affect the contractual status of either spouse, but their entitlements and other benefits shall be modified as provided in the Staff Rules and Manual. The same modifications shall apply in the case of a staff member whose spouse is a staff member of another Organization participating in the United Nations common system.</p>
<p>420. APPOINTMENT POLICIES</p> <p>420.4 A “temporary appointment” is a time-limited appointment of up to two years. If the temporary appointment is of less than two years, it may be extended, provided that the total duration of uninterrupted service under consecutive temporary appointments does not exceed two years. A staff member who has completed the maximum period of uninterrupted service on one or more temporary appointments may not be employed by the Organization unless more than 30 calendar days have elapsed since his separation from service. Any future employment is subject to conditions established by the Director-General.</p> <p>...</p> <p>420.6 All staff, including staff members seconded to the Organization, shall be appointed initially on fixed-term appointments as defined in Rule 420.3, or on temporary appointments as defined in Rule 420.4.</p> <p>420.7 Any fixed-term appointment of one year or more shall be subject to a period of probation, which shall be at least one year and may be extended up to two years when necessary for adequate evaluation of the staff member’s performance, conduct and suitability to international service.</p>	<p>420. APPOINTMENT POLICIES</p> <p>420.4 A “temporary appointment” is a time-limited appointment of up to two years. If the temporary appointment is of less than two years, it may be extended, provided that The total duration of uninterrupted service under consecutive temporary appointments does shall not exceed two years. A staff member who has completed the maximum period of uninterrupted service on one or more temporary appointments may not be employed by the Organization unless more than 30 calendar days have elapsed since his separation from service. Any future employment is subject to conditions established by the Director-General.</p> <p>...</p> <p>420.6 All staff members, including staff members those seconded to the Organization, shall be appointed initially on a fixed-term appointments as defined in Staff Rule 420.3, or on a temporary appointments as defined in Staff Rule 420.4.</p> <p>420.7 Any fixed-term appointment of one year or more shall be subject to a period of probation, which shall be at least one year and may be extended up to two years when necessary for adequate evaluation of the staff member’s performance, conduct and suitability to for international service.</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, medical clearance must be issued by the Staff Physician; medical clearance is based on the</p>	<p>430. MEDICAL CERTIFICATION AND INOCULATIONS</p> <p>430.1 Upon selection, an appointee a candidate shall undergo a prescribed medical examination by a qualified 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, medical clearance must be issued by the Staff Physician; medical clearance is based on the</p>

Former text	New text
<p>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>...</p> <p>430.5 Staff members shall be examined by the Staff Physician or by a physician designated by the Organization before going on leave-without-pay.</p>	<p>examination required in Staff Rule 430.1. Should the result of the examination show that the standards required by the Organization are not met candidate is not medically fit to be appointed to the post, 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 requires.</p> <p>...</p> <p>430.5 Staff members shall be examined by the Staff Physician or by a physician designated by the Organization before going on leave without pay. Prior to going on leave without pay, a staff member may be required to undergo a medical examination by the Staff Physician or by a physician designated by the Organization.</p>
<p>440. APPOINTMENT PROCEDURE</p> <p>440.1 Upon selection for a post a candidate shall receive notification which shall give him information on the proposed appointment and call attention to various requirements such as interviews, calling of references, medical examination (see Rule 430) and verification of qualifications. When these requirements have been satisfactorily met, he shall receive an offer of appointment signed by, or on behalf of, the Director-General. This offer shall:</p> <p>440.1.1 state the type of appointment, tenure, probation requirement, title and duties of post, salary and allowances;</p> <p>440.1.2 indicate the date and place of reporting for duty and the official station;</p> <p>440.1.3 include a copy of the Staff Regulations and the Staff Rules and state that the offer is subject to the current provisions of such Regulations and Rules and any subsequent amendments;</p>	<p>440. APPOINTMENT PROCEDURE</p> <p>440.1 Upon selection for a post, a candidate shall receive notification which shall give him information on of the proposed appointment and the conditions to be met before an offer of appointment can be made call attention to various requirements such as interviews, calling of references, medical examination (see Rule 430) and verification of qualifications. When these requirements conditions have been satisfactorily met, he the candidate shall receive an offer of appointment signed by, or on behalf of, the Director-General. This offer which shall:</p> <p>440.1.1 state the type of appointment, tenure, probation requirement, title and duties grade of post, salary and allowances;</p> <p>440.1.2 indicate the date and place of reporting for duty and the official duty station;</p> <p>440.1.3 include a copy of the Staff Regulations and the Staff Rules and state that the offer is subject to the current provisions of such the Staff Regulations and the Staff Rules and any subsequent amendments;</p>

Former text	New text
<p>...</p> <p>440.2 An appointee shall sign and return to the Organization a notice of acceptance stating that he agrees to the conditions contained in the offer, accepts the Staff Regulations and Staff Rules as a part of his contract of employment, and subscribes to the oath or declaration of office.</p> <p>440.3 The offer of appointment (including the Staff Regulations and Staff Rules) and the notice of acceptance shall constitute the contract of employment. The terms of the appointment shall be confirmed by an appointment notification when the staff member reports for duty and shall be subsequently modified as necessary to reflect any change in status (see Section 5 below).</p>	<p>...</p> <p>440.2 An appointee A candidate shall sign and return to the Organization a notice of his acceptance stating that he agrees to of the conditions contained in the offer, accepts his acceptance of the Staff Regulations and Staff Rules as a part of his contract of employment, and subscribes his adherence to the oath or declaration of office in Staff Regulation 1.10.</p> <p>440.3 The offer of appointment, (including the Staff Regulations and Staff Rules,) and the candidate's notice of acceptance shall constitute the contract of employment. The terms of the appointment shall be confirmed and recorded by an appointment notification when the staff member reports for duty and shall be subsequently modified as necessary to reflect any change in status (see Section 5 below).</p>
<p>450. EFFECTIVE DATE OF APPOINTMENT</p> <p>450.1 The effective date of appointment shall be the date the staff member reports for duty if locally recruited. If travel is authorized it shall be the date he enters travel status, provided that this date is not earlier than that required for travel by the route and type of transport designated by the Organization.</p> <p>450.2 No appointee shall report for duty or commence any travel for the purpose of entering on duty until the medical requirements of Rule 430 and the appointment procedure requirements of Rule 440 have been met.</p>	<p>450. EFFECTIVE DATE OF APPOINTMENT</p> <p>450.1 The effective date of appointment shall be the date the staff member reports for duty if travel is not authorized locally recruited. If travel is authorized it shall be the date he enters travel status, provided that this date is not earlier than that required for travel by the route and type of transport designated by the Organization.</p> <p>450.2 No appointee A person shall not report for duty, or commence any travel for the purpose of entering on duty, until the medical requirements of Rule 430 and the appointment procedure in requirements of Staff Rule 440 have has been completed met.</p>
<p>470. REINSTATEMENT UPON RE-EMPLOYMENT</p> <p>470.1 Staff members, except those holding temporary appointments as defined in Rule 420.4, who are re-employed within one year of the termination of their appointment, may, at the option of the Organization, be reinstated. In such cases they shall have restored to them the status which they held upon termination, and the intervening absence shall be charged to annual leave and leave without pay as necessary. They shall refund to the Organization all separation payments made to them.</p> <p>470.2 A former staff member who is re-employed, but not reinstated under the provisions of Rule 470.1, shall have the same status as if he were being employed for the first time.</p>	<p>470. REINSTATEMENT UPON RE-EMPLOYMENT</p> <p>470.1 Staff members, except those holding temporary appointments as defined in Staff Rule 420.4, who are re-employed within one year of their separation from service the termination of their appointment, may, at the option of the Organization, be reinstated. In such cases they shall have restored to them the status which they held upon termination separation, and the intervening absence shall be charged to annual leave and leave without pay as necessary. They shall refund to the Organization all separation payments made to them.</p> <p>470.2 A former staff member who is re-employed, but not reinstated under the provisions of Staff Rule 470.1, shall have the same status as if he were being employed for the first time.</p>

Former text	New text
<p>480. INTERORGANIZATION TRANSFERS</p> <p>480.1 Subject to the requirements of Rules 430 and 440 (“Medical Certification and Inoculations” and “Appointment Procedure”), appointees accepted for transfer from another United Nations organization:</p> <p>480.1.1 may be appointed at an advanced step in the grade of the post to which they are being assigned if this is necessary to maintain their existing salary level;</p> <p>...</p> <p>480.2 A staff member who is transferred to another United Nations organization shall not be paid repatriation grant or any other terminal benefit, but his credit for all entitlements shall be passed to the receiving Organization. The subsequent entitlements of the staff member shall be governed by the rules of the receiving organization.</p>	<p>480. INTERORGANIZATION TRANSFERS</p> <p>480.1 Subject to the requirements of Staff Rules 430 and 440 (“Medical Certification and Inoculations” and “Appointment Procedure”), appointees accepted for transfer from another United Nations organization:</p> <p>480.1.1 may be appointed at an advanced step in the grade of the post to which they are being assigned if this is necessary to maintain their existing net base salary level;</p> <p>...</p> <p>480.2 A staff member who is transferred to another United Nations organization shall not be paid a repatriation grant or any other terminal benefit. but his The transferred staff member’s credit for all entitlements shall be passed to the receiving oOrganization. The subsequent entitlements of the staff member shall be governed by the rules of the receiving organization.</p>
<p>490. NOTIFICATION BY STAFF MEMBERS AND OBLIGATION TO SUPPLY INFORMATION ABOUT THEMSELVES</p> <p>490.1 Staff members are responsible on appointment for supplying the Organization with whatever information and documentation may be required for the purpose of determining their status under the Staff Rules or of completing administrative arrangements in connection with their appointments.</p> <p>490.2 Staff members are also responsible for promptly notifying the Organization, in writing, of any subsequent changes affecting their status under the Staff Rules, and for supplying relevant documentation required.</p>	<p>490. NOTIFICATION BY OBLIGATION OF STAFF MEMBERS AND OBLIGATION TO SUPPLY PROVIDE INFORMATION ABOUT THEMSELVES</p> <p>490.1 Staff members are responsible on appointment for providing supplying the Organization with whatever information and documentation may be required, both during the application process and subsequent employment, for the purpose of determining their status under the Staff Rules or of completing administrative arrangements in connection with their appointments. Staff members shall be held accountable for the accuracy and completeness of the information they provide.</p> <p>490.2 Staff members are also responsible for promptly notifying the Organization, in writing, of any subsequent changes affecting their status under the Staff Rules, and for supplying providing all relevant information and documentation required.</p>
<p>495. STAFF MEMBER’S BENEFICIARIES</p> <p>...</p> <p>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 any and all liability in respect of any sum so paid.</p>	<p>495. STAFF MEMBER’S BENEFICIARIES</p> <p>...</p> <p>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 release the World Health Organization a complete release from any and all liability in respect of any sum so paid.</p>

Former text	New text
<p>510. ASSIGNMENT TO DUTY</p> <p>510.1 Staff members in the professional category are subject to assignment by the Director-General to any activity or office of the Organization throughout the world. Those in the general service category are not subject to assignment, except by mutual agreement, to an official station other than that for which they have been recruited. Initial recruitment for a specific assignment does not, therefore, relieve the staff member of the obligation to serve in any other designated assignment. In determining the initial and any subsequent assignment, consideration shall be given, to the extent possible, to the staff member's particular abilities and interests.</p>	<p>510. ASSIGNMENT TO DUTY</p> <p>510.1 Staff members in the professional category are subject to assignment by the Director-General to any activity or office of the Organization throughout the world. Those in the general service category are not subject to assignment, except by mutual agreement, to a official duty station other than that for which they have been recruited. Initial recruitment for a specific assignment does not, therefore, relieve the staff member of the obligation to serve in any other designated assignment. In determining the initial and any subsequent assignment, consideration shall be given, to the extent possible, to the staff member's particular abilities and interests.</p>
<p>520. TRAINING</p> <p>Staff members may be given suitable training as determined necessary by the Organization to improve their effectiveness in their current assignments and to prepare them for broader usefulness to the Organization.</p>	<p>520. TRAINING</p> <p>Staff members may be given suitable training, as determined necessary by the Organization, to improve their effectiveness in their for current and future assignments and to prepare them for broader usefulness to in the Organization.</p>
<p>530. PERFORMANCE MANAGEMENT AND DEVELOPMENT</p> <p>530.1 Supervisors shall be responsible for:</p> <p>530.1.1 facilitating the adjustment of the staff they supervise to their work;</p> <p>530.1.2 establishing, in consultation with each staff member, a work plan;</p> <p>530.1.3 guiding staff under their supervision.</p> <p>530.2 For staff at D.2 level and below, in addition to normal work review and discussion with a staff member, supervisors shall periodically make a formal evaluation of the performance, conduct and development potential of all staff members under their supervision. This evaluation shall be made at such intervals as the work situation or the individual's performance requires, but in no case less frequently than once a year. Supervisors shall discuss their conclusions with the staff member and make specific suggestions for improvement in performance as necessary. For staff members with supervisory responsibilities, the evaluation shall include an assessment of their performance as supervisors, including how they fulfil their performance management and development responsibilities.</p>	<p>530. PERFORMANCE MANAGEMENT AND DEVELOPMENT</p> <p>530.14 The evaluation of performance management and development process as reflected in these reports shall be the basis for assisting the a a staff member to make his most effective contribution to the work of the Organization and for decisions concerning the staff member's status and retention in the Organization.</p> <p>530.2 Performance management and development is a shared responsibility between staff members and their supervisors.</p>

Former text	New text
<p>530.3 The performance of staff members during the preceding year shall be evaluated according to procedures established by the Director-General. The form shall be signed by the supervisors and the staff members concerned; the latter may if they so wish attach a statement concerning any part of the report with which they disagree and this shall become a part of their performance report file.</p> <p>530.4 The evaluation of performance as reflected in these reports shall be the basis for assisting the staff member to make his most effective contribution to the work of the Organization and for decisions concerning the staff member's status and retention in the Organization.</p>	<p>530.43 Supervisors shall be responsible for:</p> <p>530.43.1 facilitating the adjustment of the staff they supervise to their work;</p> <p>530.43.2 establishing, in consultation with each staff member, a work plan;</p> <p>530.43.3 guiding staff under their supervision.</p> <p>530.24 For staff at D.2 level and below, In addition to normal work review and discussion with a staff member, supervisors shall periodically make a formal evaluation of the performance, conduct and development potential of all staff members under their supervision. This evaluation shall be made at such intervals as the work situation or the individual's performance requires, but in no case less frequently than once a year. Supervisors shall discuss their conclusions with the staff member, recognize good performance and make specific suggestions for improvement in performance as necessary. For staff members with supervisory responsibilities, the evaluation shall include an assessment of their performance as supervisors, including how they fulfil their performance management and development responsibilities.</p> <p>530.35 The performance of staff members during the preceding year shall be evaluated according to procedures established by the Director-General. The relevant form shall be signed certified by the supervisors and the staff members concerned.; the latter Staff members may if they so wish attach a statement concerning any part of the performance evaluation report with which they disagree and this statement shall become a part of their performance report file.</p>
<p>550. WITHIN-GRADE INCREASE</p> <p>550.1 Staff members 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. For staff members holding fixed-term appointments subject to a period of probation, 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</p>	<p>550. WITHIN-GRADE INCREASE</p> <p>550.1 Staff members whose performance has been certified by the their 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 Staff Rule 550.2. For staff members holding fixed-term appointments subject to a period of probation, the date of entitlement shall not be earlier than the date of confirmation of the appointment except as provided in Staff 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</p>

Former text	New text
<p>except that, if either Rule 555.2 or Rule 1310.9 applies, the normal maximum may be exceeded accordingly.</p> <p>550.2 The unit of service time is defined as the minimum length of time which must be served at a step in order to achieve a within-grade increase under the terms of Rule 550.1. The unit of service time is as follows:</p> <p>550.2.1 one year of full-time service at all levels and steps except at those in Rule 550.2.2;</p> <p>...</p> <p>550.2.3 such period of full-time service as the Director-General may establish for posts subject to local recruitment in accordance with Rule 1310.</p> <p>550.3 The unit of service time shall be reduced to ten months under Rule 550.2.1 and to twenty months under Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency of a second official language of the Organization. Staff members whose mother tongue is one of the official languages of the Organization must demonstrate proficiency in a second official language. This Rule applies to staff members in the professional and higher categories except for conference and other short-term service staff appointed under Rule 1320, e.g., translators, editors, revisers and interpreters.</p> <p>...</p> <p>550.6 Service time shall date from the latest of the following actions:</p> <p>550.6.1 entrance on duty;</p> <p>550.6.2 the last within-grade increase unless a promotion to a higher grade has taken place since that date;</p> <p>550.6.3 reduction in grade under Rule 570.1.2;</p> <p>550.6.4 a promotion to a higher grade.</p>	<p>the staff member's grade except that, if either Rule 555.2 or Staff Rule 1310.9 applies, the normal maximum may be exceeded accordingly.</p> <p>550.2 The unit of service time is defined as the minimum length of time which must be served at a step in order to achieve a within-grade increase under the terms of Staff Rule 550.1. The unit of service time is as follows:</p> <p>550.2.1 one year of full-time service at all levels and steps except at those in Staff Rule 550.2.2;</p> <p>...</p> <p>550.2.3 such period of full-time service as the Director-General may establish for posts subject to local recruitment in accordance with Staff Rule 1310.</p> <p>550.3 The unit of service time shall be reduced to ten months under Staff Rule 550.2.1 and to twenty months under Staff Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency of a second official language of the Organization. Staff members whose mother tongue is one of the official languages of the Organization must demonstrate proficiency in a second official language. This Staff Rule applies to staff members in the professional and higher categories except for conference and other short-term service staff appointed under Staff Rule 1320, e.g., translators, editors, revisers and interpreters.</p> <p>...</p> <p>550.6 Accrual of Service time for a within-grade increase shall date start from the latest of the following actions:</p> <p>550.6.1 entrance entry on duty;</p> <p>550.6.2 the last within-grade increase unless a promotion to a higher grade has taken place since that date;</p> <p>550.6.3 reduction in grade under Staff Rule 570.1.2; or</p> <p>550.6.4 a promotion to a higher grade.</p>
<p>555. MERITORIOUS WITHIN-GRADE INCREASE</p> <p>555.1 A staff member whose performance has been especially meritorious beyond that which may reasonably be expected of a normally well-qualified staff member, may be granted one, or exceptionally two, extra</p>	<p>555. MERITORIOUS WITHIN-GRADE INCREASE</p> <p>555.1 A staff member whose performance has been especially meritorious beyond that which may reasonably be expected of a normally well-qualified staff member, may be granted one, or exceptionally two, extra</p>

Former text	New text
<p>within-grade steps. Such increase shall not affect the staff member's eligibility for normal within-grade increases up to the normal maximum step in the grade.</p> <p>555.2 A staff member whose service with the Organization commenced prior to 1 March 1993 shall qualify, with effect from 1 February 1994, for only one increase under Rule 555.1 during the remaining service in the Organization. Such increase shall be granted upon completion of either 20 or 25 or 30 years of satisfactory service, whichever occurs first after 1 February 1994. Satisfactory service with other United Nations organizations shall be included if credited under Rule 480.1.4.</p>	<p>within grade steps. Such increase shall not affect the staff member's eligibility for normal within grade increases up to the normal maximum step in the grade.</p> <p>555.2 A staff member whose service with the Organization commenced prior to 1 March 1993 shall qualify, with effect from 1 February 1994, for only one increase under Rule 555.1 during the remaining service in the Organization. Such increase shall be granted upon completion of either 20 or 25 or 30 years of satisfactory service, whichever occurs first after 1 February 1994. Satisfactory service with other United Nations organizations shall be included if credited under Rule 480.1.4.</p>
<p>565. REASSIGNMENT</p> <p>565.4 A staff member with a continuing or fixed-term appointment may be required, without formal reassignment and in the interests of the Organization, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.4. Any such arrangement shall not exceed twelve months, unless otherwise decided by the Director-General.</p>	<p>565. REASSIGNMENT</p> <p>565.4 A staff member with a continuing or fixed-term appointment may be required, without formal reassignment and in the interests of the Organization, to perform duties of a post other than his own, due regard being given to the provisions of Staff Rule 320.4. Any such arrangement shall not exceed twelve months, unless otherwise decided by the Director-General.</p>
<p>570. REDUCTION IN GRADE</p> <p>570.1 The grade of staff members may be reduced as a consequence of reclassification of the post occupied or reassignment to a different post of lower grade. The latter may result:</p> <p>570.1.1 from the staff member's own request for personal reasons;</p> <p>570.1.2 from unsatisfactory performance or misconduct;</p> <p>570.1.3 as an alternative to termination under Rule 1050.</p>	<p>570. REDUCTION IN GRADE</p> <p>570.1 The grade of staff members may be reduced as a consequence of reclassification of the post occupied or reassignment to a different post of lower grade. The latter may result from:</p> <p>570.1.1 from the staff member's own request for personal reasons;</p> <p>570.1.2 from unsatisfactory performance or misconduct; or</p> <p>570.1.3 as an alternative to termination under Rule 1050.</p>
<p>580. NOTIFICATION AND EFFECTIVE DATE OF CHANGE IN STATUS</p> <p>580.1 Staff members shall be notified in writing either individually or collectively of any changes in their official status, whether arising from actions taken under these Rules or from any other changes in their personal or employment situation recognized by the Organization. Such notification shall constitute an amendment to the terms of appointment under Rule 440.3.</p> <p>580.2 A staff member shall be notified by letter in advance of any reduction in grade or salary, the notice period being the same as that specified for termination in Rule 1050.9.</p>	<p>580. NOTIFICATION AND EFFECTIVE DATE OF CHANGE IN STATUS</p> <p>580.1 Staff members shall be notified in writing, either individually or collectively, of any changes in their official status, whether arising from actions taken under these Staff Rules or from any other changes in their personal or employment situation recognized by the Organization. Such notification shall constitute an amendment to the terms of appointment under Staff Rule 440.3.</p> <p>580.2 A staff member shall be notified in writing by letter in advance of any reduction in grade or salary, the notice period being the same as that specified for termination in Staff Rule 1050.9.</p>

Former text	New text
<p>620 OFFICIAL HOLIDAYS</p> <p>Ten holidays are observed per year, and except as otherwise decided by the Director-General, eight of the ten days shall be fixed following, as far as practicable, the most commonly observed holidays in the locality, and two days to be taken at the discretion of individual staff members, the timing of which shall be subject to the requirements of the service.</p>	<p>620 OFFICIAL HOLIDAYS</p> <p>Ten holidays are observed per year, and Except as otherwise decided by the Director-General, eight of the ten days shall be fixed following, as far as practicable, the most commonly observed holidays in the locality, and two days to be taken at the discretion of individual staff members, the timing of which shall be subject to the requirements of the service.</p>
<p>625. OVERTIME AND COMPENSATORY LEAVE</p> <p>When authorized by the appropriate supervisor a staff member may be required to work overtime and may be compensated as follows, subject to procedures established by the Director-General:</p> <p>625.1 staff in posts in the professional category and above may be given compensatory leave;</p> <p>625.2 staff in posts subject to local recruitment shall be given compensatory leave or monetary compensation.</p>	<p>625. OVERTIME AND COMPENSATORY LEAVE</p> <p>625.1 When authorized by the appropriate supervisor, a staff member may be required to work overtime and may be compensated as follows, subject to procedures established by the Director-General:</p> <p>625.1.1 staff in posts in the professional category and above may be given compensatory leave;</p> <p>625.1.2 staff in posts subject to local recruitment shall be given compensatory leave or monetary compensation.</p>
<p>630. ANNUAL LEAVE</p> <p>630.1 Annual leave is provided to the staff for the purposes of rest and relaxation from their duties and for attending to personal business. Absences not specifically covered by other provisions of these Rules shall be chargeable to annual leave to the extent that it has been accrued or advanced.</p> <p>...</p> <p>630.3 Annual leave accrues to all staff members except:</p> <p>630.3.1 to conference and other short-term service staff appointed under Rule 1320 engaged on a daily basis;</p> <p>630.3.2 to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p>630.3.3 to those on special leave under insurance coverage in excess of 30 days.</p> <p>...</p> <p>630.5 Since the purpose of annual leave is to provide a period of rest each year, not more than 15 days of annual leave accrued in a given year shall</p>	<p>630. ANNUAL LEAVE</p> <p>630.1 Annual leave is provided to the staff members for the purposes of rest and relaxation from their duties and for attending to personal business. Absences not specifically covered by other provisions of these Rules Staff Rules shall be chargeable to annual leave to the extent that it annual leave has been accrued or advanced.</p> <p>...</p> <p>630.3 Annual leave accrues to all staff members except:</p> <p>630.3. to conference and other short-term service staff appointed engaged on a daily basis under Staff Rule 1320 engaged on a daily basis;</p> <p>630.3.2 to those on leave without pay under Staff Rule 655.1 in excess of 30 days;</p> <p>630.3.3 to those on special sick leave under insurance coverage in excess of 30 days.</p> <p>...</p> <p>630.5 Since the purpose of annual leave is to provide a period of rest each year, Not more than 15 days of annual leave accrued in a given year shall</p>

Former text	New text
<p>normally be carried forward to the next calendar year. Not more than 60 days of accumulated annual leave can be carried forward beyond 31 December of each year.</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 report and approval by WHO.</p> <p>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 30 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.</p>	<p>normally be carried forward to the next calendar year. Not more than 60 days of accumulated annual leave can be carried forward beyond 31 December of each year.</p> <p>...</p> <p>630.7 A staff member who is ill during a period of annual leave shall, subject to the provisions of Staff Rule 740, have that portion of his absence considered as sick leave upon presentation of a satisfactory medical report and approval by the Staff Physician-WHO.</p> <p>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 30 days (see Staff 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 Staff Rule 495.2 but no deduction shall be made in respect of advanced annual leave.</p>
<p>640. HOME LEAVE</p> <p>...</p> <p>640.2 The date of eligibility for home leave shall be the date on which the staff member has completed 24 months of qualifying service, except at those official stations designated by the Director-General as having difficult conditions of life and work. At the designated official stations, the date of eligibility shall be the date on which the staff member has completed 12 months of qualifying service; however, the date may be determined according to criteria established by the Director-General in cases of reassignment or reclassification of official stations. All official stations are classified for this purpose, according to their home leave cycle, as “24-month stations” or “12-month stations”.</p> <p>640.3 Staff members are eligible for home leave when:</p>	<p>640. HOME LEAVE</p> <p>...</p> <p>640.2 The date of eligibility for home leave shall be the date on which the staff member has completed 24 months of qualifying service, except at those official stations designated by the Director-General as having difficult conditions of life and work. At the such designated official stations, the date of eligibility shall be the date on which the staff member has completed 12 months of qualifying service. however, †The date may be determined according to criteria established by the Director-General in cases of reassignment or reclassification of official stations. All official stations are classified for this purpose, according to their home leave cycle, as “24-month stations” or “12-month stations”.</p> <p>640.3 Staff members are eligible for home leave when:</p>

Former text	New text
<p>...</p> <p>640.3.3 they are not locally recruited under Rules 1310 and 1330; and</p> <p>640.3.4 they have met the requirements for qualifying service under Rule 640.4</p> <p>....</p> <p>640.5 Home leave consists of travel time not charged to the staff member's annual leave with return transportation paid by the Organization for the staff member, the spouse and eligible children, up to the cost of travel between the official station and the staff member's recognized place of residence or the actual destination, whichever is less. Travel shall be authorized as follows:</p> <p>640.5.1 travel shall be between the official station and the staff member's recognized place of residence or another place as provided for in Rule 640.1;</p> <p>640.5.2 as a condition for the payment of travel the staff member, the spouse and eligible children must spend a reasonable period of time in the country where the leave is exercised.</p> <p>...</p> <p>640.6.3 the spouse and eligible children must remain at the official station for a least six months after return from home leave if the staff member is assigned to a 24-month official station, or for at least three months if the staff member is assigned to a 12-month official station;</p> <p>640.6.4 the timing of the home leave must be reasonable in relation to other authorized travel of the staff member, spouse or children, and in relation to the exigencies of the service.</p>	<p>...</p> <p>640.3.3 they are not locally recruited under Staff Rules 1310 and 1330; and</p> <p>640.3.4 they have met the requirements for qualifying service under Staff Rule 640.4</p> <p>....</p> <p>640.5 Home leave consists of travel time not charged to the staff member's annual leave with return transportation paid by the Organization for the staff member, the spouse and eligible children, up to the cost of travel between the official station and the staff member's recognized place of residence or the actual destination, whichever is less. Travel shall be authorized as follows:</p> <p>640.5.1 travel shall be between the official station and the staff member's recognized place of residence or another place as provided for in Staff Rule 640.1;</p> <p>640.5.2 as a condition for the payment of travel, the staff member, the spouse and eligible children must spend a reasonable period of time in the country where the leave is exercised.</p> <p>...</p> <p>640.6.3 the spouse and eligible children must remain at the official station for at least six months after return from home leave if the staff member is assigned to a 24-month official duty station, or for at least three months if the staff member is assigned to a 12-month official duty station;</p> <p>640.6.4 the timing of the home leave must be reasonable in relation to other authorized travel of the staff member, spouse or eligible children, and in relation to the exigencies of the service.</p>
<p>660. LEAVE FOR MILITARY TRAINING OR SERVICE</p> <p>660.1 Upon application, staff members, except those holding temporary appointments as defined in 420.4, may be granted leave of absence for a period of up to the full duration of the military training or service required by their government. At the staff members' option, such absence shall be</p>	<p>660. LEAVE FOR MILITARY TRAINING OR SERVICE</p> <p>660.1 Upon application, staff members, except those holding temporary appointments as defined in Staff Rule 420.4, may be granted leave of absence for a period of up to the full duration of the military training or service required by their government. At the staff member's² option, such</p>

Former text	New text
<p>charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose the provisions of Rule 655.2 shall apply.</p> <p>...</p> <p>660.3 Upon application, within 90 days after release from military service, the staff member shall be restored to active duty in the Organization in the same status he had at the time he entered military service, provided there is a post available at his level which is not occupied by a person of higher retention status. If no such post is available, the provisions of Rule 1050 shall be applied to determine his status and entitlements.</p>	<p>absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose, the provisions of Staff Rule 655.2 shall apply.</p> <p>...</p> <p>660.3 Upon application, within 90 days after release from military service, the staff member shall be restored return to active duty in service with the Organization in the same status he had at the time he entered military service, provided there is a post available at his level which is not occupied by a person of higher retention status. If no such post is available, the provisions of Staff Rule 1050 shall be applied to determine his status and entitlements.</p>
<p>670. APPROVAL AND REPORTING OF LEAVE</p> <p>The granting of leave under Rules 625, 630, 640, 650 and 655 is subject to the exigencies of the service and must be approved in advance by authorized officials. The personal circumstances of the staff member will be considered as far as possible. All leave taken shall be promptly reported.</p>	<p>670. APPROVAL, AND REPORTING AND RECORDING OF LEAVE</p> <p>The granting of leave under Staff Rules 625, 630, 640, 650 and 655 is subject to the exigencies of the service and must be approved in advance by authorized officials. The personal circumstances of the staff member will shall be considered as far as possible to the extent possible. It is the staff member's responsibility to ensure that aAll leave taken shall be is promptly reported and recorded.</p>
<p>680. OTHER FORMS OF LEAVE</p> <p>Other forms of leave are found in Section 7 (Social Security).</p>	<p>680. OTHER FORMS OF LEAVE</p> <p>Other forms of leave are found in Section 7 (Social Security).</p>
<p>710. STAFF PENSION FUND</p> <p>Full-time and part-time staff members shall be participants in the United Nations Joint Staff Pension Fund if the Regulations and Rules of the Fund so require.</p>	<p>710. UNITED NATIONS JOINT STAFF PENSION FUND</p> <p>Full-time and part-time sStaff members shall be participants in the United Nations Joint Staff Pension Fund if the Regulations and Rules of the United Nations Joint Staff Pension Fund so require.</p>
<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>720.1 Staff Health Insurance:</p> <p>720.1.1 Staff members shall participate in the Organization's Staff Health Insurance, and their spouse and eligible dependants shall also be covered by it, in accordance with rules established by the Director-General in consultation with the staff. Staff members shall contribute to the cost.</p>	<p>720. STAFF HEALTH INSURANCE AND ACCIDENT AND ILLNESS INSURANCE</p> <p>720.1 Staff Health Insurance:</p> <p>720.1-1 Staff members shall participate in the Organization's Staff Health Insurance scheme, and their spouse and eligible dependants shall also be covered by it, in accordance with rules established by the Director-General in consultation with the staff representatives. Staff members shall contribute to the cost.</p>

Former text	New text
<p>720.2 Accident and Illness Insurance:</p> <p>720.2.1 Staff members shall be insured against the risk of disability or accidental death to the extent provided for in the Organization's accident and illness insurance policy relating to them. Staff members shall contribute to the cost.</p>	<p>720.2–Accident and Illness Insurance:</p> <p>720.24 Staff members shall be insured against the risk of disability or accidental death to the extent provided for in the Organization's accident and illness insurance policy relating to them. Staff members shall contribute to the cost.</p>
<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff member as follows:</p> <p>810.1 on appointment, from the recognized place of residence to the official station, or, at the option of the Organization, from the place of recruitment if different;</p> <p>810.2 on change of official station;</p> <p>...</p> <p>810.5 once in each interval between home leave eligibility dates (or once during an appointment of equivalent duration) from the official station to the place where the staff member's spouse and children, as defined in Rule 820.1, are residing, and return to the official station, provided that:</p> <p>810.5.1 the staff member has waived his entitlements to the travel of his spouse and children under Rules 820 and 825, except for education grant travel under Rules 820.2.5.2 and 820.2.5.3;</p> <p>810.5.2 his assignment is to continue for at least six months after his return if the staff member is assigned to a 24-month official station or for at least three months if the staff member is assigned to a 12-month official station;</p> <p>810.5.3 the cost to the Organization shall not in any case exceed that of travel from the official station to the staff member's recognized place of residence;</p> <p>810.5.4 there is a reasonable interval between this travel and travel on home leave (see also Rule 640.6.4);</p> <p>810.6 On termination except as provided in Rule 1010.2, from the official station</p>	<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff members as follows:</p> <p>810.1 on appointment, from the recognized place of residence to the official duty station, or, at the option of the Organization, from the place of recruitment if different;</p> <p>810.2 on change of official duty station;</p> <p>...</p> <p>810.5 on family visit, once in each interval between home leave eligibility dates (or once during an appointment of equivalent duration) as set out in Staff Rule 640.2 from the official duty station to the place where the staff member's spouse and children, as defined in Staff Rule 820.1, are residing, and return to the official duty station, provided that:</p> <p>810.5.1 the staff member has waived his entitlements to the travel of his spouse and children under Staff Rules 820 and 825, except for education grant travel under Staff Rules 820.2.5.2 and 820.2.5.3;</p> <p>810.5.2 his the staff member's assignment is to continue for at least six months after his return if the staff member he he is assigned to a 24-month official duty official station or for at least three months if the staff member he he is assigned to a 12-month duty official duty official station; and</p> <p>810.5.3 the cost to the Organization shall not in any case exceed that of travel from the official station to the staff member's recognized place of residence;</p> <p>810.5.43 there is a reasonable interval between this family visit this family visit travel and travel on home leave (see also Staff Rule 640.6.4);</p> <p>810.6 On termination separation, except as provided in Staff Rule 1010.2, from the official duty station to the recognized place of residence, or to any</p>

Former text	New text
<p>to the recognized place of residence, or to any other place provided that the cost to the Organization does not exceed that for the travel to the recognized place of residence;</p> <p>810.7 In the case of illness or injury requiring special facilities for treatment of a staff member whom the Organization has an obligation to repatriate, the Director-General may authorize return travel between the official station and the nearest place where such facilities exist. The Staff Physician advises on the location of the facilities. To the extent feasible, such travel shall subsequently be charged to entitlements becoming due under Rules 810.4, 810.5, 810.6 and 870.</p> <p>810.8 In exceptional circumstances, and in accordance with conditions established by the Director-General, return travel may be authorized in the case of illness or injury requiring special facilities for the treatment of a staff member whom the Organization does not have an obligation to repatriate.</p>	<p>other place. provided that the cost to the Organization does not exceed that for the travel to the recognized place of residence;</p> <p>810.7 The cost to the Organization for travel covered by this Staff Rule shall not in any case exceed that of travel from the duty station to the staff member's recognized place of residence.</p> <p>810.78 In the case of illness or injury requiring special facilities for treatment of a staff member whom the Organization has an obligation to repatriate, the Director-General may authorize return travel between the duty official station and the nearest place where such facilities exist. The Staff Physician advises on the location of the facilities. To the extent feasible, such travel shall subsequently be charged to entitlements becoming due under Rules 810.4, 810.5, 810.6 and 870.</p> <p>810.89 In exceptional circumstances, and in accordance with conditions established by the Director-General, return travel may be authorized in the case of illness or injury requiring special facilities for the treatment of a staff member whom the Organization does not have an obligation to repatriate.</p>
<p>910. RIGHT OF ASSOCIATION</p> <p>The staff, at any office or location, shall have the right to associate themselves together in a formal organization for the purpose of developing staff activities and making proposals and representations to the Organization concerning personnel policy and conditions of service. The staffs at the several offices and locations of the Organization's activities shall have the right to form an association of all staff members for the same purposes. The staff of the Organization may associate themselves with the staffs of other United Nations organizations in the development of joint activities and in the expression of views on matters affecting the international civil service.</p>	<p>910. RIGHT OF ASSOCIATION</p> <p>The Staff members, at any office duty station or location, shall have the right to associate themselves together in a formal organization for the purpose of developing staff activities and making proposals and representations to the Organization concerning personnel policy and conditions of service. The staffs members at the several offices different duty stations and locations of the Organization's activities shall have the right to form an association of all staff members for the same purposes. The staff members of the Organization may associate themselves with the staffs members of other United Nations organizations in the development of joint activities and in the expression of views on matters affecting the related to international civil service.</p>

Former text	New text
<p>920. STAFF REPRESENTATIVES</p> <p>In any consultations concerning personnel policy or conditions of service, the duly elected representatives of the staff shall be recognized by the Organization as representing the views of that portion of the staff from which elected. Any proposal to change the Staff Regulations or Staff Rules of the Organization shall be referred to the elected representatives of the staff for comment.</p>	<p>920. STAFF MEMBER REPRESENTATIVES</p> <p>In any consultations concerning personnel policy or conditions of service, the duly elected representatives of the staff members shall be recognized by the Organization as representing the views of that portion of the staff members from which they have been elected. Any proposal to change the Staff Regulations or Staff Rules of the Organization shall be referred to the duly elected representatives of the staff members for comment.</p>
<p>930. FINANCING OF STAFF ACTIVITIES</p> <p>Staff associations shall have the right to ask their membership for voluntary financial contributions. The Organization may give financial assistance to any such association in the furtherance of activities beneficial to the staff, provided that the membership of the association also contributes substantially to such activities. The finances of any staff association receiving assistance from the Organization shall be subject to audit procedures which are acceptable to the Organization.</p>	<p>930. FINANCING OF STAFF ASSOCIATION ACTIVITIES</p> <p>Staff associations shall have the right to ask their membership for voluntary financial contributions. The Organization may give financial assistance to any such association in the furtherance of activities beneficial to the staff members, provided that the membership of the association also contributes substantially to such activities. The finances of any staff association receiving assistance from the Organization shall be subject to audit procedures which are acceptable to the Organization.</p>
<p>1010. RESIGNATION</p> <p>1010.1 Subject to the conditions stated in 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 his appointment. The Director-General may shorten or waive the required notice period at his discretion.</p> <p>1010.2 A staff member holding an appointment of one year or more or an appointment of less than one year which is subsequently extended resulting in an uninterrupted period of service of one year or more, who resigns before completing a year of service forfeits all entitlement to repatriation transportation at the Organization's expense for himself, his spouse and dependent children and their possessions.</p> <p>1010.3 A staff member assigned to a 24-month official station who resigns within six months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization's expense for himself and family members who accompanied him on such</p>	<p>1010. RESIGNATION</p> <p>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 his their appointment. The Director-General may shorten or waive the required notice period at his discretion.</p> <p>1010.2 A staff member holding an appointment of one year or more, or an appointment of less than one year which is subsequently extended resulting in an uninterrupted period of service of one year or more, who resigns before completing a year of service forfeits all entitlement to repatriation transportation at the Organization's expense for himself, his spouse and dependent children and their possessions.</p> <p>1010.3 A staff member assigned to a 24-month official duty station who resigns within six months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization's expense for himself and his family members who</p>

Former text	New text
<p>travel. In case the staff member exercises his entitlement under Rule 820.2.6 and resigns within six months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization's expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p> <p>1010.4 A staff member assigned to a 12-month official station who resigns within three months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization's expense for himself and family members who accompanied him on such travel. In case the staff member exercises his entitlement under Rule 820.2.6 and resigns within three months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization's expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p>	<p>accompanied him on such travel. In case If the staff member exercises his entitlement under Staff Rule 820.2.6 and resigns within six months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization's expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p> <p>1010.4 A staff member assigned to a 12-month official duty station who resigns within three months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Staff Rule 810.5, forfeits entitlement to repatriation travel at the Organization's expense for himself and his family members who accompanied him on such travel. In case If the staff member exercises his entitlement under Staff Rule 820.2.6 and resigns within three months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization's expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p>
<p>1045. TERMINATION OF TEMPORARY APPOINTMENTS</p> <p>1045.1 In addition to the grounds for termination set out in Rules 1030, 1075, and 1080, a temporary appointment may be terminated prior to its expiration date if:</p> <p>1045.1.1 the function the staff member performs is discontinued, or;</p> <p>1045.1.2 the staff member's performance is deemed to be unsatisfactory, or if the staff member proves unsuited to his work or to international service. It shall be considered unsatisfactory performance if the staff member does not or cannot perform the temporary functions to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.</p> <p>1045.2 When a temporary appointment is terminated due to discontinuation of the function, the staff member will be given at least one month's notice and will be paid a termination indemnity in accordance with the schedule set out in Rule 1050.10.</p>	<p>1045. TERMINATION OF TEMPORARY APPOINTMENTS</p> <p>1045.1 In addition to the grounds for termination set out in Staff Rules 1030, 1075, and 1080, a temporary appointment may be terminated prior to its expiration date if:</p> <p>1045.1.1 the function the staff member performs is discontinued, or;</p> <p>1045.1.2 the staff member's performance is deemed to be unsatisfactory, or if the staff member proves unsuited to his work or to international service. It shall be considered unsatisfactory performance if the staff member does not or cannot perform the temporary functions to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.</p> <p>1045.2 When a temporary appointment is terminated due to discontinuation of the function, the staff member will be given at least one month's notice and will be paid a termination indemnity in accordance with the schedule set out in Staff Rule 1050.10.</p>

Former text	New text
<p>1045.3 When a temporary appointment is terminated for unsatisfactory performance or because the staff member proves unsuited to his work or to international civil service, the staff member shall normally be given at least one month's notice. In addition, the staff member may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if his appointment had been terminated under Rule 1045.2.</p>	<p>1045.3 When a temporary appointment is terminated for unsatisfactory performance or because the staff member proves unsuited to his work or to international civil service, the staff member shall normally be given at least one month's notice. In addition, the staff member may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if his appointment had been terminated under Staff Rule 1045.2.</p>
<p>1050. ABOLITION OF POST</p> <p>1050.1 Subject to Staff Rules 1050.2 and 1050.3, the fixed-term appointment of a staff member may be terminated prior to its end date if the post that he occupies is abolished.</p>	<p>1050. ABOLITION OF POST</p> <p>1050.1 Subject to Staff Rules 1050.2 and 1050.3, the fixed-term or continuing appointment of a staff member may be terminated prior to its end date if the post that he occupies is abolished.</p>
<p>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</p> <p>1070.1 A staff member's continuing or fixed-term appointment may be terminated if his performance is unsatisfactory or if he proves unsuited to his work or to international service. It shall be considered unsatisfactory performance if the staff member with a continuing or fixed-term appointment does not or cannot perform the functions of the post to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.</p> <p>...</p> <p>1070.3 A staff member with a continuing or fixed-term appointment whose appointment is terminated under this Rule shall be entitled to a notice period equivalent to that specified in Rule 1050.9.</p> <p>1070.4 A staff member whose continuing or fixed-term appointment is terminated under this Rule may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if terminated under Rule 1050.</p>	<p>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</p> <p>1070.1 A staff member's continuing or fixed-term appointment may be terminated if his performance is unsatisfactory or if he proves unsuited to his work or to international service. It shall be considered unsatisfactory performance if the staff member with a continuing or fixed term appointment does not or cannot perform the functions of the post to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.</p> <p>...</p> <p>1070.3 A staff member with a continuing or fixed-term appointment whose appointment is terminated under this Rule shall be entitled to a notice period equivalent to that specified in Staff Rule 1050.9.</p> <p>1070.4 A staff member whose continuing or fixed-term appointment is terminated under this Rule may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if terminated under Staff Rule 1050.</p>
<p>1075. MISCONDUCT</p> <p>1075.1 A staff member may be dismissed for misconduct as defined in Rule 110.8 and subject to the notification of charges and reply procedure required by Rule 1130. The staff member shall be given one month's notice. The Director-General may grant him an indemnity not exceeding one-half of</p>	<p>1075. MISCONDUCT</p> <p>1075.1 A staff member may be dismissed for misconduct as defined in Staff Rule 110.8, and subject to the notification of charges and reply procedure required by Staff Rule 1130. The staff member shall be given one month's notice. The Director-General may grant him such staff member an</p>

Former text	New text
<p>that payable under Rule 1050.10. No end-of-service grant is payable.</p> <p>1075.2 A staff member may be summarily dismissed for serious misconduct, if the seriousness of the situation warrants it, subject to the notification of charges and reply procedure required by Rule 1130. In such a case the staff member shall not be entitled to notice of termination, indemnity, repatriation grant or end-of-service grant.</p>	<p>indemnity not exceeding one-half of that payable under Staff Rule 1050.10. No end-of-service grant is payable.</p> <p>1075.2 A staff member may be summarily dismissed for serious misconduct, if the seriousness of the situation misconduct warrants it, subject to the notification of charges and reply procedure required by Staff Rule 1130. In such a case +Such staff member shall not be entitled to notice of termination, indemnity, repatriation grant or end-of-service grant.</p>
<p>1110. DISCIPLINARY MEASURES</p> <p>1110.1 A staff member who fails to observe the standards of conduct as defined under Article I of the Staff Regulations and Staff Rule 110 shall be subject to disciplinary measures. According to the gravity of the offence, this may take the form of any one or a combination of the following:</p> <p>1110.1.1 oral reprimand;</p> <p>1110.1.2 written reprimand;</p> <p>1110.1.3 reassignment with or without reduction in grade;</p> <p>1110.1.4 dismissal for misconduct;</p> <p>1110.1.5 summary dismissal for serious misconduct.</p>	<p>1110. DISCIPLINARY MEASURES</p> <p>1110.1 A staff member who fails to observe the standards of conduct as defined under Article I of the Staff Regulations and Staff Rule 110 shall be subject to disciplinary measures. According to the gravity of the offence misconduct, this may take the form of any one or a combination of the following:</p> <p>1110.1.1 oral reprimand written censure, to be retained in the staff member's personal record for five years, following which it will be removed;</p> <p>1110.1.2 written reprimand fine of up to three months' net base salary;</p> <p>1110.1.3 loss of up to three steps at grade;</p> <p>1110.1.4 suspension with partial or no pay for up to one month;</p> <p>1110.1.35 reassignment with or without reduction in grade;</p> <p>1110.1.46 dismissal for misconduct;</p> <p>1110.1.57 summary dismissal for serious misconduct.</p>
<p>NEW SECTION</p>	<p>1112. MISCONDUCT RESULTING IN FINANCIAL LOSS</p> <p>A staff member whose misconduct results in a financial loss suffered by the Organization may be required to partially or fully compensate the Organization.</p>
<p>NEW SECTION</p>	<p>1115. NON-DISCIPLINARY REPRIMAND</p> <p>Should a staff member's conduct not be serious enough to warrant initiating disciplinary action, or imposing a disciplinary measure, a written reprimand may be given. Such a reprimand does not constitute disciplinary measures.</p>

Former text	New text
<p>1120. SUSPENSION PENDING INVESTIGATION</p> <p>If a case of misconduct arises involving a staff member and if it is considered that continuance of the staff member in office pending further investigation of the matter is likely to prejudice the interests of the Organization, the staff member may be suspended from his functions, with or without pay. At the time of suspension the staff member shall be given a written statement containing the reason for the suspension, his status during suspension, and its probable duration. If the staff member is suspended without pay and any resulting charge is subsequently not sustained, the salary withheld shall be paid.</p>	<p>1120. SUSPENSION ADMINISTRATIVE LEAVE PENDING INVESTIGATION DETERMINATION OF MISCONDUCT</p> <p>1120.1 If In a case of alleged misconduct arises involving a staff member, and if it is considered that continuance of the staff member's continued performance of functions in office pending further investigation of the matter is likely to prejudice the interests of the Organization, the staff member may be suspended placed on administrative leave pending a conclusion on the allegation of misconduct. from his functions, Such administrative leave may be with or, exceptionally, without pay.</p> <p>1120.2 At the time of suspension administrative leave under this Staff Rule, the staff member shall be given a written statement containing the reason for the suspension administrative leave, his status during suspension the administrative leave, and its probable duration. The statement may also specify the conditions under which the staff member may have access to WHO premises, equipment and documents.</p> <p>1120.3 Administrative leave under this Staff Rule, with or without pay, shall not be considered a disciplinary measure. If misconduct is not established, the administrative leave shall end immediately. If the staff member is suspended placed on administrative leave without pay and any resulting charge is subsequently not sustained misconduct is not established, the salary amount withheld shall be promptly paid.</p>
<p>1130. NOTIFICATION OF CHARGES AND REPLY</p> <p>A disciplinary measure listed in Rule 1110.1 may be imposed only after the staff member has been notified of the charges made against him and has been given an opportunity to reply to those charges. The notification and the reply shall be in writing, and the staff member shall be given eight calendar days from receipt of the notification within which to submit his reply. This period may be shortened if the urgency of the situation requires it.</p>	<p>1130. NOTIFICATION OF CHARGES AND REPLY</p> <p>A disciplinary measure listed in Staff Rule 1110.1 may be imposed only after the staff member has been notified of the charges made against him and has been given an opportunity to reply to those charges. The notification and the reply shall be in writing, and the staff member shall be given eight calendar days from receipt of the notification within which to submit his reply. This period may be shortened if the urgency of the situation requires it.</p>

ANNEX 2

AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE INTEREST OF GOOD HUMAN RESOURCES MANAGEMENT WHICH, IF CONFIRMED¹ AND ADOPTED², WOULD TAKE EFFECT FROM THE ENTRY INTO FORCE OF THE ORGANIZATION'S MOBILITY POLICY

Former text	New text
<p>STAFF REGULATIONS – ARTICLE IV</p> <p>Appointment and Promotion</p> <p>4.1 The Director-General shall appoint staff members as required.</p> <p>4.2 The paramount consideration in the appointment, transfer, reassignment or promotion of the staff shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting and maintaining the staff on as wide a geographical basis as possible.</p> <p>4.3 Selection of staff members shall be without regard to race, creed or sex. So far as is practicable, selection shall be made on a competitive basis; however, the foregoing shall not apply to the filling of a position by transfer or reassignment of a staff member without promotion in the interest of the Organization.</p> <p>4.4 Without prejudice to the inflow of fresh talent at the various levels, vacancies shall be filled by promotion of persons already in the service of the Organization in preference to persons from outside. This preference shall also be applied, on a reciprocal basis, to the United Nations and specialized agencies brought into relationship with the United Nations.</p>	<p>STAFF REGULATIONS – ARTICLE IV</p> <p>Appointment, Transfer, Reassignment and Promotion</p> <p>4.1 The Director-General shall appoint, transfer, reassign and promote staff members as required- without regard to race, sex or religion.</p> <p>4.2 The paramount consideration in the appointment, transfer, reassignment or promotion of the staff members shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting and maintaining the staff members on as wide a geographical basis as possible-</p> <p>4.3 Selection of staff members shall be without regard to race, creed or sex. So far as is practicable, selection shall be made on a competitive basis; however, the foregoing shall not apply to the filling of a positions by transfer or reassignment of a staff member without promotion in the interest of the Organization.</p> <p>4.4 Without prejudice to the inflow of fresh talent at the various levels, vacancies posts shall be filled by promotion reassignment of staff members, as defined by, and under conditions established by, the Director-General, of persons already in the service of the Organization in preference to other persons from outside. This preference shall also be applied, on a reciprocal basis, to the United Nations and specialized agencies brought into relationship with the United Nations.</p>

¹ In the case of Staff Rule amendments.

² In the case of proposed Staff Regulation amendments.

Former text	New text
<p>STAFF REGULATIONS – ARTICLE IX</p> <p>Separation from Service</p> <p>...</p> <p>9.2 The Director-General may terminate the appointment of a staff member in accordance with the terms of his appointment, or if the necessities of the service require abolition of the post or reduction of the staff, if the services of the individual concerned prove unsatisfactory, or if he is, for reasons of health, incapacitated for further service.</p>	<p>STAFF REGULATIONS – ARTICLE IX</p> <p>Separation from Service</p> <p>...</p> <p>9.2 The Director-General may terminate the appointment of a staff member in accordance with the terms of his appointment, or if the necessities of the service require abolition of the post or reduction of the staff, if the services of the individual concerned staff member prove unsatisfactory, if he refuses, or fails to take up, a reasonable reassignment or if he is, for reasons of health, incapacitated for further service.</p>
STAFF RULES	STAFF RULES
<p>SALARY DETERMINATION</p> <p>320.3 On reduction in grade of a staff member with a continuing or fixed-term appointment:</p> <p>320.3.1 due to reasons other than unsatisfactory performance, unsuitability for international service, or misconduct, the net base salary of a staff member shall be fixed at that step in the lower grade that corresponds to his current net base salary, or at the step nearest below if there is no exactly corresponding step;</p> <p>320.3.2 due to unsatisfactory performance, unsuitability for international service, or misconduct, the net base salary may be fixed at a lower step in the lower grade.</p>	<p>SALARY DETERMINATION</p> <p>320.3 On reduction in grade of a staff member with a continuing or fixed-term appointment:</p> <p>320.3.1 due to reasons related to mobility pursuant to the Organization’s mobility policy or reassignment further to Staff Rule 1050, the net base salary of a staff member shall remain, on a personal basis, at the grade and step held before the staff member was reassigned to a lower graded post further to mobility or Staff Rule 1050;</p> <p>320.3.2 due to unsatisfactory performance, unsuitability for international service, or misconduct, the net base salary may be fixed at a lower step in the lower grade;-or</p> <p>320.3.43 due to any other reasons other than unsatisfactory performance, unsuitability for international service, or misconduct, the net base salary of a staff member shall be fixed at that step in the lower grade that corresponds to his current net base salary, or at the step nearest below if there is no exactly corresponding step.;</p>

Former text	New text
<p>410. RECRUITMENT POLICIES</p> <p>410.4 Posts below the level of director, other than those of a short-term nature, which become vacant shall normally be announced to the staff if they represent a promotional opportunity for any staff, and selection for such posts shall normally be on a competitive basis. These requirements shall not apply to any post which it is in the interest of the Organization to fill by reassignment of a staff member without promotion.</p>	<p>410. RECRUITMENT POLICIES</p> <p>410.4 Rotational posts, as determined by the Director-General, held by staff members on continuing or fixed-term appointments in the professional category, including at director level, Posts below the level of director, other than those of a short term nature, which become vacant shall normally be filled by the reassignment of a staff member under the Organization's mobility policy. announced to the staff if they represent a promotional opportunity for any staff, and selection for such posts shall normally These requirements shall not apply to any post which it is in the interest of the Organization to fill by reassignment of a staff member without promotion.</p>
<p>NEW SECTION</p>	<p>515. MOBILITY</p> <p>515.1 Further to Staff Regulation 1.2 and Staff Rule 510.1, staff members on continuing or fixed-term appointments in the professional category, including at director level, other than those on secondment to the Organization, may be subject to reassignment through a mobility exercise conducted by a global mobility committee under conditions established by the Director-General.</p> <p>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.</p>
<p>NEW SECTION</p>	<p>1072. REFUSAL OF REASSIGNMENT</p> <p>1072.1 If a staff member refuses, or fails to take up, a reasonable reassignment, the staff member's appointment shall be terminated with three months' notice.</p> <p>1072.2 Staff members whose appointments are terminated under Staff Rule 1072.1 are eligible for an indemnity pursuant to the schedule in Staff Rule 1050.10.</p>

ANNEX 3

(Appendix 1 to the Staff Rules)

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 2015)

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	143 073	146 104	149 138	152 264	155 427	158 589									
Net D	113 443	115 656	117 871	120 085	122 299	124 512									
Net S	104 219	106 087	107 948	109 804	111 655	113 495									
					*	*	*	*	*						
D.1 Gross	130 745	133 410	136 066	138 730	141 395	144 053	146 719	149 379	152 129						
Net D	104 444	106 389	108 328	110 273	112 218	114 159	116 105	118 047	119 990						
Net S	96 540	98 228	99 915	101 595	103 274	104 948	106 615	108 282	109 943		*	*	*		
P.5 Gross	108 148	110 412	112 678	114 941	117 210	119 471	121 740	124 003	126 268	128 533	130 799	133 062	135 329		
Net D	87 948	89 601	91 255	92 907	94 563	96 214	97 870	99 522	101 176	102 829	104 483	106 135	107 790		
Net S	81 704	83 174	84 638	86 102	87 564	89 020	90 477	91 930	93 381	94 829	96 276	97 716	99 158		
													*	*	*
P.4 Gross	89 035	91 056	93 075	95 094	97 115	99 133	101 249	103 434	105 621	107 804	109 993	112 175	114 362	116 549	118 736
Net D	73 338	74 934	76 529	78 124	79 721	81 315	82 912	84 507	86 103	87 697	89 295	90 888	92 484	94 081	95 677
Net S	68 294	69 746	71 200	72 646	74 095	75 542	76 989	78 431	79 873	81 315	82 752	84 191	85 629	87 064	88 498
														*	*
P.3 Gross	73 181	75 051	76 922	78 787	80 659	82 528	84 396	86 268	88 137	90 006	91 878	93 746	95 616	97 485	99 353
Net D	60 813	62 290	63 768	65 242	66 721	68 197	69 673	71 152	72 628	74 105	75 584	77 059	78 537	80 013	81 489
Net S	56 766	58 123	59 484	60 840	62 201	63 558	64 914	66 275	67 631	68 990	70 343	71 699	73 049	74 405	75 759
												*			
P.2 Gross	60 025	61 697	63 370	65 043	66 715	68 385	70 059	71 729	73 401	75 076	76 746	78 419			
Net D	50 420	51 741	53 062	54 384	55 705	57 024	58 347	59 666	60 987	62 310	63 629	64 951			
Net S	47 292	48 491	49 686	50 884	52 080	53 278	54 494	55 708	56 927	58 142	59 354	60 574			
P.1 Gross	46 956	48 453	49 941	51 548	53 152	54 759	56 367	57 977	59 580	61 186					
Net D	39 913	41 185	42 450	43 723	44 990	46 260	47 530	48 802	50 068	51 337					
Net S	37 649	38 820	39 991	41 160	42 329	43 499	44 669	45 824	46 974	48 124					

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).