

Modificaciones del Estatuto del Personal y del Reglamento de Personal¹

Informe de la Secretaría

1. De conformidad con lo dispuesto en el párrafo 12.2² 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. De conformidad con lo dispuesto en el párrafo 12.1² del Estatuto del Personal, las propuestas de modificación del Estatuto del Personal se presentan al Consejo Ejecutivo, que deberá recomendar su adopción por la 69.^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 septuagésimo periodo de sesiones, atendiendo a las recomendaciones formuladas por la Comisión de Administración Pública Internacional en su informe anual correspondiente a 2015.³ 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 del presente documento se consideran necesarias a la luz de la experiencia y en aras de una gestión acertada 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 las políticas de reforma de la justicia interna de la Organización.

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

² *Documentos básicos*, disponible en http://apps.who.int/gb/bd/s/s_bd48.html.

³ Documento oficial de la Asamblea General, septuagésimo periodo de sesiones, suplemento n.º 30 (documento A/70/30, ejemplares disponibles en la sala del Consejo Ejecutivo).

6. Las repercusiones financieras de las modificaciones para el bienio 2016-2017 entrañan un aumento de los costos previstos en el presupuesto por programas 2016-2017. Los costos se consignan en el informe sobre las repercusiones financieras y administrativas para 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 2016-2017.¹

7. Las propuestas de modificaciones del Estatuto del Personal y el 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 SEPTUAGÉSIMO PERIODO DE SESIONES ATENDIENDO A LAS RECOMENDACIONES DE LA COMISIÓN DE ADMINISTRACIÓN PÚBLICA INTERNACIONAL

Remuneración del personal de las categorías profesional y superior

8. La Comisión recomendó a la Asamblea General de las Naciones Unidas que, con efecto a partir del 1 de enero de 2016, se incrementara en un 1,08% la actual escala de sueldos básicos/mínimos de las categorías de personal profesional y superior, 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.

Sueldos 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 69.^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 2016, el sueldo bruto anual de los Subdirectores Generales y los Directores Regionales pasaría a ser de US\$ 176 463, lo que supone un sueldo neto anual de US\$ 137 024 (con familiares a cargo) o de US\$ 124 080 (sin familiares a cargo).

11. Habida cuenta de los ajustes salariales indicados en el párrafo anterior, a partir del 1 de enero de 2016 el sueldo bruto anual correspondiente al cargo de Director General Adjunto pasaría a ser, previa autorización de la Asamblea de la Salud, de US\$ 194 136, lo que supone un sueldo neto anual de US\$ 149 395 (con familiares a cargo) o de US\$ 134 449 (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 2016 pasaría a ser,

¹ Documento EB138/54 Add.1.

² Disponibles solamente en inglés.

previa autorización de la Asamblea de la Salud, de US\$ 238 644, lo que supone un sueldo neto de US\$ 180 551 (con familiares a cargo) o de US\$ 160 566 (sin familiares a cargo).

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

Responsabilidad financiera

13. Se ha agregado el párrafo 130 del Reglamento de Personal para definir explícitamente la obligación que tienen los miembros del personal de proteger los intereses financieros de la Organización.

Examen de la clasificación

14. Se ha modificado el párrafo 230 del Reglamento de Personal para suprimir la frase que se refiere a la posibilidad de que los miembros del personal puedan pedir el reexamen de la clasificación del puesto que ocupan. Dado que la reclasificación de un puesto tiene repercusiones presupuestarias y afecta al plan de recursos humanos, debe iniciarla el supervisor inmediato, quien, a su vez, es responsable de asignar las funciones en consonancia con el grado y la descripción de puesto del funcionario en cuestión.

Políticas de contratación

15. Se ha modificado el párrafo 410.3 del Reglamento de Personal para que deje de ser posible la contratación del padre, la madre, el hijo, la hija, el hermano o la hermana de un funcionario «cuando no sea posible contratar a ninguna otra persona con las mismas cualificaciones...». Ello está en consonancia con las mejores prácticas del sistema de las Naciones Unidas en materia de sueldos, prestaciones y otras condiciones de servicio.

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 LAS POLÍTICAS DE REFORMA DE LA JUSTICIA INTERNA DE LA ORGANIZACIÓN³

Propuestas de modificación del Estatuto del Personal

Solución de diferencias

16. La modificación propuesta del título del artículo XI, de «Recursos» a «Solución de diferencias», plasma el hincapié que se hace ahora en la prevención y la solución pronta de las diferencias de índole laboral, y no tanto en el planteamiento de recursos oficiales.

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

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

³ Véase el documento EB138/51, párrs. 18 y 19.

17. La modificación propuesta del párrafo 11.2 del Estatuto del Personal plasma la posibilidad que tienen los miembros del personal de recurrir ante el Tribunal Administrativo de la Organización Internacional del Trabajo, en lugar del Tribunal Administrativo de las Naciones Unidas, cuando las diferencias no se hayan solucionado internamente.

Modificaciones del Reglamento de Personal

Solución de diferencias

18. La modificación propuesta del título de la sección 12, de «Recursos» a «Solución de diferencias», plasma el hincapié que se hace ahora en la prevención y la solución pronta de las controversias laborales, y no tanto en el planteamiento de recursos oficiales.

Solución oficiosa

19. Los párrafos 1215.1 a 1215.7 se han introducido para hacer hincapié en la prevención y la solución pronta de las controversias laborales mediante la solución oficiosa de las diferencias, en particular con la asistencia del Mediador.

No confirmación del nombramiento y rescisión del nombramiento por razones de salud

20. Se han suprimido los párrafos 1210 y 1220, puesto que las impugnaciones de las decisiones administrativas definitivas se considerarán por conducto de un proceso de examen administrativo.

Examen administrativo

21. Los párrafos 1225.1 a 1225.7 se han introducido para establecer un proceso obligatorio de examen administrativo de todas las decisiones administrativas definitivas antes de que los miembros del personal puedan plantear recurso contra esas decisiones. El examen administrativo ofrecerá la ocasión de solucionar las diferencias antes de dar paso a un proceso de recurso oficial.

Junta Mundial de Apelación

22. Se ha suprimido en su totalidad el párrafo 1230 relativo a las juntas de y apelación, que ha sido sustituido por los párrafos 1230.1 a 1230.9, en los que se establece la Junta Mundial de Apelación. La Junta Mundial de Apelación sustituirá a las juntas de apelación de la Sede y regionales y ofrecerá a todos los miembros del personal del conjunto de la Organización el mismo acceso a un mecanismo de apelación común y dotado de recursos suficientes. La Junta Mundial de Apelación examinará los recursos del personal y formulará recomendaciones al Director General.

Tribunal Administrativo

23. El párrafo 1240 se ha modificado para que esté en consonancia con la modificación propuesta del párrafo 11.2 del Estatuto del Personal que se describe en el párrafo 17. La modificación prevé asimismo la supresión de las referencias a los párrafos 1210, 1220 y 1230 del Reglamento de Personal, según se describe en los párrafos 20 y 22.

Efecto de los recursos contra una decisión administrativa

24. El párrafo 1245 del Reglamento de Personal se ha modificado por razones editoriales.

Disponibilidad de los reglamentos interiores

25. El párrafo 1250 se ha modificado para incorporar la recién establecida Junta Mundial de Apelación.

INTERVENCIÓN DEL CONSEJO EJECUTIVO

26. 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 2016 respecto de la remuneración del personal de las categorías profesional y superior.

Proyecto de resolución 2

El Consejo Ejecutivo

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

RECOMIENDA a la 69.^a Asamblea Mundial de la Salud que adopte la resolución siguiente:

La 69.^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\$ 176 463 el sueldo bruto anual correspondiente a los cargos de Subdirector General y Director Regional, lo que, una vez deducidas las contribuciones del personal, resulta en un sueldo neto modificado de US\$ 137 024 (con familiares a cargo) o de US\$ 124 080 (sin familiares a cargo);

¹ En el documento EB138/54 Add.1 se exponen las repercusiones financieras y administrativas de estas resoluciones para la Secretaría.

² Documento EB138/54.

2. FIJA en US\$ 194 136 el sueldo bruto anual correspondiente al cargo de Director General Adjunto, lo que, una vez deducidas las contribuciones del personal, resulta en un sueldo neto modificado de US\$ 149 395 (con familiares a cargo) o de US\$ 134 449 (sin familiares a cargo);
3. FIJA en US\$ 238 644 el sueldo bruto anual correspondiente al cargo de Director General, lo que, una vez deducidas las contribuciones del personal, resulta en un sueldo neto modificado de US\$ 180 551 (con familiares a cargo) o de US\$ 160 566 (sin familiares a cargo);
4. DECIDE que todos esos ajustes salariales tengan efecto a partir del 1 de enero de 2016.

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 2016 respecto de la responsabilidad financiera, el examen de la clasificación y las políticas de contratación.

Proyecto de resolución 4

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 de la entrada en vigor de las políticas de reforma de la justicia interna de la Organización, respecto de la solución oficiosa; los recursos contra decisiones relativas a la no confirmación de un nombramiento o la rescisión de un nombramiento por razones de salud; el examen administrativo; la Junta Mundial de Apelación; el tribunal administrativo; el efecto de los recursos contra una decisión administrativa; y la disponibilidad de los reglamentos interiores.

Proyecto de resolución 5

El Consejo Ejecutivo,

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

¹ Documento EB138/54.

RECOMIENDA a la 69.^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 69.^a Asamblea Mundial de la Salud,

Tomando nota de las recomendaciones del Consejo Ejecutivo acerca de la solución de diferencias,

ADOPTA la modificación propuesta del artículo XI del Estatuto del Personal;

ADOPTA la modificación propuesta del párrafo 11.2 del Estatuto del Personal;

DECIDE que estas modificaciones tengan efecto a partir de la entrada en vigor de las políticas de reforma de la justicia interna de la Organización.

ANEXO 1

**MODIFICACIONES DEL REGLAMENTO DE PERSONAL CONSIDERADAS NECESARIAS A LA LUZ
DE LA EXPERIENCIA Y EN ARAS DE UNA BUENA GESTIÓN DE LOS RECURSOS HUMANOS**

Texto actual	Texto nuevo
Ninguno.	<p>130. FINANCIAL RESPONSIBILITY</p> <p>Staff members shall exercise reasonable care in any matter affecting the financial interests of the Organization, its physical and human resources, property and assets.</p>
<p>230. CLASSIFICATION REVIEW</p> <p>In accordance with procedures established by the Director-General, a staff member may request a re-examination of the classification of any post under his supervision and with reference to the approved human resources plan. A staff member may request a re-examination of the classification of the post which he occupies.</p>	<p>230. CLASSIFICATION REVIEW</p> <p>In accordance with procedures established by the Director-General, a staff member may request a re-examination of the classification of any post under his supervision and with reference to the approved human resources plan. A staff member may request a re-examination of the classification of the post which he occupies.</p>
<p>410. RECRUITMENT POLICIES</p> <p>410.3 Except where another person equally well qualified cannot be recruited, appointment shall not be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother or sister.</p>	<p>410. RECRUITMENT POLICIES</p> <p>410.3 Except where another person equally well qualified cannot be recruited, Appointment shall not be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother or sister.</p>

ANEXO 2

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 LAS POLÍTICAS DE REFORMA DE LA JUSTICIA INTERNA DE LA ORGANIZACIÓN

Texto actual	Texto nuevo
<p>ESTATUTO DEL PERSONAL – ARTÍCULO XI</p> <p>Recursos</p> <p>11.1 El Director General establecerá un órgano administrativo, en cuya composición participarán los miembros del personal, que le asesorará en los recursos que entablen los funcionarios de la Organización contra decisiones administrativas alegando infracción de las estipulaciones de sus contratos o de cualquier disposición del Estatuto o del Reglamento del Personal aplicable al caso, así como en los recursos contra una medida disciplinaria.</p> <p>11.2 Las divergencias entre la Organización y un miembro del personal sobre la ejecución de su contrato, que los órganos competentes de la Organización no hayan logrado resolver, se someterán en última instancia al Tribunal Administrativo de las Naciones Unidas.</p>	<p>ESTATUTO DEL PERSONAL – ARTÍCULO XI</p> <p>Recursos Solución de diferencias</p> <p>11.1 El Director General establecerá un órgano administrativo, en cuya composición participarán los miembros del personal, que le asesorará en los recursos que entablen los funcionarios de la Organización contra decisiones administrativas alegando infracción de las estipulaciones de sus contratos o de cualquier disposición del Estatuto o del Reglamento del Personal aplicable al caso, así como en los recursos contra una medida disciplinaria.</p> <p>11.2 Las divergencias entre la Organización y un miembro del personal sobre la ejecución de su contrato, que los órganos competentes de la Organización no hayan logrado resolver, se someterán en última instancia al Tribunal Administrativo de las Naciones Unidas Tribunal Administrativo de la Organización Internacional del Trabajo.</p>
STAFF RULES	STAFF RULES
SECTION 12 Appeals	SECTION 12 Appeals Dispute resolution
<p>1210. NON-CONFIRMATION OF APPOINTMENT</p> <p>1210.1 A staff member may appeal against a decision taken under Rule 1060 not to confirm his appointment because of unsatisfactory performance or conduct, or because of unsuitability for international service, if he considers that such decision has been made for reasons not connected with his performance, conduct or suitability for international service. Such an appeal must be made in writing to the Director-General within fifteen calendar days of receipt of notice of non-confirmation. The Director-General's decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240.</p>	<p>1210. NON-CONFIRMATION OF APPOINTMENT</p> <p>1210.1 A staff member may appeal against a decision taken under Rule 1060 not to confirm his appointment because of unsatisfactory performance or conduct, or because of unsuitability for international service, if he considers that such decision has been made for reasons not connected with his performance, conduct or suitability for international service. Such an appeal must be made in writing to the Director-General within fifteen calendar days of receipt of notice of non-confirmation. The Director-General's decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240.</p>

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

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

Texto actual	Texto nuevo
1210.2 The notice period specified in Rule 1060 shall be extended by whatever period is necessary for the Director-General to reach a decision and communicate it to the staff member	1210.2 The notice period specified in Rule 1060 shall be extended by whatever period is necessary for the Director-General to reach a decision and communicate it to the staff member.
NEW SECTION	<p>1215. INFORMAL RESOLUTION</p> <p>1215.1 A staff member may use informal channels to resolve a work-related concern, including a final administrative decision, which he considers to be in non-observance of the terms of his appointment, including pertinent Staff Regulations or Staff Rules.</p> <p>1215.2 The Director-General shall encourage and facilitate the use of informal channels to resolve work-related concerns.</p> <p>1215.3 Staff members are encouraged to initiate or participate in informal means of resolution and to make good faith efforts to take action to address and resolve concerns as early as possible.</p> <p>1206.4 Informal resolution of a work-related concern may be initiated at any time, including before or after the initiation of a formal resolution process.</p> <p>1215.5 A staff member may seek the assistance of an Ombudsman, who is an independent and neutral interlocutor who provides confidential impartial assistance. A staff member may also use other available informal channels to resolve a work-related concern.</p> <p>1215.6 Participation in informal resolution efforts shall not affect any right to pursue the work-related concern formally in accordance with the provisions of the Staff Rules.</p> <p>1215.7 The conduct of informal resolution, including mediation, by an Ombudsman or through other informal channels, may result in the extension of time limits, including those applicable to the appeals process under Section 12 of the Staff Rules.</p>

Texto actual	Texto nuevo
<p>1220. TERMINATION FOR REASONS OF HEALTH</p> <p>1220.1 A staff member may appeal against a decision taken under Rule 1030 to terminate his appointment for reasons of health. He must indicate in writing to the Director-General, within 15 calendar days of his receipt of the termination notice, his intention to do so. The Organization’s Staff Physician will normally inform the staff member in writing of the medical conclusions upon which the decision was based except that, if he feels that such information may be harmful to the staff member, the medical findings may be provided in writing to a physician designated by the staff member.</p> <p>1220.2 Upon receipt of such an appeal, the Director-General shall refer the appeal to a medical board of review consisting of three medical practitioners, one chosen to represent the Director-General, one chosen by the staff member and a third selected by the first two. If no agreement can be reached on the choice of a third practitioner, the Director-General shall designate one. This board shall have available to it the Organization’s medical records concerning the staff member and shall conduct such examinations of the individual as it may deem necessary. The Director-General’s decision shall be based on the medical recommendation of the board; his decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240.</p> <p>1220.3 The Organization shall determine the place where the board shall convene and shall bear all costs in connection with such a board, except that the Organization shall bear only that portion of the actual costs incurred by the staff member for his representative which corresponds to the cost of obtaining the services of a qualified practitioner from the nearest available source to where the board convenes.</p>	<p>1220. TERMINATION FOR REASONS OF HEALTH</p> <p>1220.1 A staff member may appeal against a decision taken under Rule 1030 to terminate his appointment for reasons of health. He must indicate in writing to the Director General, within 15 calendar days of his receipt of the termination notice, his intention to do so. The Organization’s Staff Physician will normally inform the staff member in writing of the medical conclusions upon which the decision was based except that, if he feels that such information may be harmful to the staff member, the medical findings may be provided in writing to a physician designated by the staff member.</p> <p>1220.2 Upon receipt of such an appeal, the Director General shall refer the appeal to a medical board of review consisting of three medical practitioners, one chosen to represent the Director General, one chosen by the staff member and a third selected by the first two. If no agreement can be reached on the choice of a third practitioner, the Director General shall designate one. This board shall have available to it the Organization’s medical records concerning the staff member and shall conduct such examinations of the individual as it may deem necessary. The Director General’s decision shall be based on the medical recommendation of the board; his decision shall be final and none of the other appeal procedures described in this section shall apply, except as provided in Rule 1240.</p> <p>1220.3 The Organization shall determine the place where the board shall convene and shall bear all costs in connection with such a board, except that the Organization shall bear only that portion of the actual costs incurred by the staff member for his representative which corresponds to the cost of obtaining the services of a qualified practitioner from the nearest available source to where the board convenes.</p>

Texto actual	Texto nuevo
NEW SECTION	<p>1225. ADMINISTRATIVE REVIEW</p> <p>1225.1 A staff member wishing to contest formally a final administrative decision alleging non-observance of his terms of appointment, including pertinent Staff Regulations or Staff Rules, shall, as a first step, submit a request in writing for an administrative review of that final administrative decision. A staff member shall not request an administrative review until all the existing administrative channels have been exhausted and the administrative decision has become final. An administrative decision is to be considered as final when it has been taken by a duly authorized official and the staff member has received written notification of the decision.</p> <p>1225.2 If a staff member has submitted a written request relating to the terms of his appointment, the request shall be deemed to have been rejected if no definitive reply is received within:</p> <p>1225.2.1. sixty (60) calendar days for staff assigned to headquarters and to regional offices;</p> <p>1225.2.2 ninety (90) calendar days for staff assigned to other duty stations.</p> <p>1225.3 A request for administrative review must be filed no later than sixty (60) calendar days from the date on which the staff member received written notification of the contested final administrative decision or within sixty (60) calendar days of a deemed rejection under Staff Rule 1225.2.</p> <p>1225.4 The final decision on a request for administrative review (the Administrative Review Decision) shall be communicated in writing to the staff member within sixty (60) calendar days of receipt of the complete request for administrative review. The deadline may be extended, including to allow for informal resolution.</p> <p>1225.5 If a staff member has filed a request for administrative review, the request shall be deemed to have been rejected if no final decision is received within the sixty (60) calendar day deadline or the extended deadline referred to in Staff Rule 1225.4.</p> <p>1225.6 A request for administrative review shall not have the effect of delaying the final administrative decision which is the subject of the review.</p>

Texto actual	Texto nuevo
	1225.7 Requests for administrative review shall be dealt with in accordance with the provisions of this Staff Rule and under conditions established by the Director-General.
[THE FOLLOWING TEXT IS REPLACED BY TEXT PROVIDED IN THE “NEW TEXT” COLUMN]	
<p>1230. BOARDS OF APPEAL</p> <p>1230.1 Subject to the provisions of Rule 1230.8, a staff member may appeal against any administrative action or decision affecting his appointment status on the grounds that the action or decision complained of resulted from one or more of the following factors:</p> <p>1230.1.1 personal prejudice on the part of a supervisor or of any other responsible official;</p> <p>1230.1.2 incomplete consideration of the facts;</p> <p>1230.1.3 failure to observe or apply correctly the provisions of the Staff Regulations or Staff Rules, or the terms of his contract;</p> <p>1230.1.4 improper application of the WHO post classification standards.</p>	<p>1230. GLOBAL BOARD OF APPEAL¹</p> <p>1230.1 Subject to Staff Rule 1230.5, a staff member may appeal before the Global Board of Appeal (the Board) against an Administrative Review Decision or against a deemed rejection under Staff Rule 1225.5.</p>
	Membership
<p>1230.2 To hear appeals on these grounds there is at headquarters a Board of Appeal and, at each regional office, a regional Board of Appeal. A regional Board of Appeal shall have competence to hear appeals under Rule 1230.1.4 in respect of those posts for which the regional office has authority to apply the classification standards; otherwise, the headquarters Board shall hear the appeal. At the request of the headquarters Board of Appeal, a regional Board may conduct a hearing on any matter reserved to the competence of the headquarters Board, the findings of such hearing to be reported to the headquarters Board for review.</p>	<p>1230.2 In accordance with procedures established by the Director-General, the Board shall be composed of:</p> <p>1230.2.1 one chair and one deputy chair appointed by the Director-General in consultation with representatives of staff; and</p> <p>1230.2.2 an equal number of members and alternate members appointed respectively by the Director-General and elected by staff.</p>

¹ All pending appeals filed with either the headquarters Board of Appeal or a regional Board of Appeal shall be dealt with under the Staff Rules in effect at the time the appeal was filed, unless the staff member having filed the appeal requests, and the Organization agrees, that the Staff Rules amended with effect from the entry into force of internal justice reform policies shall apply. If a pending appeal before a regional Board of Appeal is concluded at the regional level, any appeal of the decision of the Regional Director concerned shall be filed with the Global Board of Appeal under these amended Staff Rules.

Texto actual	Texto nuevo
<p>1230.3 The reporting procedure of these Boards shall be as follows:</p> <p>1230.3.1 the headquarters Board of Appeal shall report its findings and recommendations to the Director-General, with whom the final decision shall rest. The Director-General shall inform the appellant of his decision within sixty calendar days of the date of the receipt by him of the findings and recommendations of the Board, and at the same time send him a copy of the report;</p> <p>1230.3.2 the regional Board of Appeal shall report its findings and recommendations to the Regional Director. The Regional Director shall inform the appellant of his decision within sixty calendar days of the date of the receipt by him of the findings and recommendations of the Board, and at the same time send him a copy of the report;</p> <p>1230.3.3 a Board shall report its findings and recommendations to the Director-General or Regional Director, as appropriate, within ninety calendar days of the date on which the appellant's full statement of his case is received by the Board. This period may be extended by the Board if the appellant and the administration concerned agree.</p>	<p>Panels</p> <p>1230.3 Subject to Staff Rule 1230.4, an appeal shall normally be heard by a Panel of three members of the Board. Each Panel shall be composed of:</p> <p>1230.3.1 a chair, who shall be the chair or deputy chair of the Board;</p> <p>1230.3.2 one member appointed to the Board by the Director-General and assigned to the Panel by its chair; and</p> <p>1230.3.3 one member elected to the Board by staff and assigned to the Panel by its chair.</p> <p>1230.3.4 In exceptional circumstances as determined by the chair and deputy chair, an appeal may be heard by a Panel of five members of the Board, including two additional members appointed by the chair under Staff Rules 1230.3.2 and 1230.3.3.</p> <p>1230.3.5 If the appellant was assigned to a region at the time of the appealed decision, there shall be at least one member assigned to that region on the Panel. If the appellant was assigned to headquarters, including offices administered by headquarters, at the time of the appealed decision, there shall be at least one member assigned to headquarters on the Panel.</p> <p>1230.3.6 The appellant may object to no more than one member of a three member Panel, and two members of a five member Panel, assigned to hear the appeal, under conditions established by the Director-General.</p>

Texto actual	Texto nuevo
<p>1230.4 The headquarters Board of Appeal shall consist of five members having equal votes as follows:</p> <p>1230.4.1 a chairman and three alternate chairmen appointed by the Director-General after consultation with the representatives of the staff;</p> <p>1230.4.2 two members drawn from a list of four members and eight alternates appointed by the Director-General;</p> <p>1230.4.3 two members representing the staff, drawn from a panel organized in three groups:</p> <p>Group I – staff in grades subject to local recruitment</p> <p>Group II – staff in grades P.1 through P.3</p> <p>Group III – staff in grades P.4 through D.2.</p> <p>The members of the panel shall be elected biennially by the staff, four persons being elected for each of Groups I and II and six persons for Group III. They shall be eligible for re-election at the end of their term of office. In hearings by the Board, at least one member shall be from the group to which the staff member appealing to the Board belongs and none shall be in a group below that to which he belongs. Subject to this Rule, the members of each group shall be called upon in rotation by the Secretary of the Board, as required, to constitute the Board. The staff member appealing to the Board shall have the right to object to not more than two members, whether appointed by the Director-General or drawn from the staff panel. If objection is raised against members from the staff panel, they shall be replaced by the next members due to serve from that panel. If objection is raised against members appointed by the Director-General, they shall be replaced by alternate or substitute members appointed by the Director-General.</p>	<p>Board chair and deputy chair</p> <p>1230.4 The authorities of the chair and deputy chair shall be determined by the Director-General, and shall include making recommendations to the Director-General on the receivability of an appeal.</p>

Texto actual	Texto nuevo
<p>1230.5 The regional Board of Appeal shall be composed of three members having equal votes, selected as follows: one person and two alternates designated by the Regional Director, one person and two alternates elected by the staff, and a third member and two alternates, who will serve as chairman and alternate chairmen respectively, designated by the Regional Director after consultation with the representatives of the staff.</p> <p>1230.6 Secretarial services to all boards shall be provided by the Organization.</p>	<p>Conditions of appeal</p> <p>1230.5 The following provisions shall govern the conditions of appeal against an Administrative Review Decision or against a deemed rejection under Staff Rule 1225.5.</p> <p>1230.5.1 A staff member wishing to appeal must file with the Board, within ninety (90) calendar days after receipt of the Administrative Review Decision, or within ninety (90) calendar days of the expiration of the deadline or extended deadline referred to in Staff Rule 1225.5, a complete statement of appeal specifying the decision against which the appeal is made and stating the facts of the case and the pleas. The Board shall open its proceedings upon receipt of the appellant's complete statement of appeal.</p> <p>1230.5.2 A request to suspend proceedings before the Board may be made at any time, in particular with a view to pursuing an informal resolution. The suspension may be granted by the chair of the Panel concerned. Such suspension shall normally not exceed ninety (90) calendar days.</p> <p>Reporting and decision-making</p> <p>1230.6A Panel of the Board reviewing an appeal shall report its findings and recommendations to the Director-General within ninety (90) calendar days of the date of the Panel's receipt of the final written pleadings of both parties. This period may be extended by the chair of the Panel concerned in accordance with conditions established by the Director-General.</p> <p>1230.6.1 The Director-General shall make the final decision on appeals. If the appellant was assigned to a region at the time of the final administrative decision, the Director-General shall consult with the Regional Director before making a final decision.</p> <p>1230.6.2 The Director-General shall inform the parties to the appeal and the chair of the Board of his decision within sixty (60) calendar days of the date of the receipt by him of the findings and recommendations of the Panel concerned.</p>

Texto actual	Texto nuevo
<p>1230.7 The headquarters Board of Appeal shall establish its own rules of procedure which, so far as practicable, shall be followed by the regional Boards of Appeal, provided that the appellant shall, if he so wishes, be heard by the appropriate board in person and/or through a representative of his choice. Any travel occasioned by such appearance shall be at the appellant's expense unless the Board hearing the appeal determines that the appearance of the staff member himself is essential to the proper consideration of the appeal. The Board may, in the light of its findings and if it finds it reasonable, recommend full or partial payment of those expenses claimed by the appellant which are directly connected with the appeal.</p> <p>1230.8 The following provisions shall govern the conditions of appeal:</p> <p>1230.8.1 No staff member shall bring an appeal before a Board until all the existing administrative channels have been tried and the action complained of has become final. An action is to be considered as final when it has been taken by a duly authorized official and the staff member has received written notification of the action.</p> <p>1230.8.2 If the staff member has submitted a written request relating to his appointment status, the request shall be deemed to have been rejected and such rejection shall be subject to appeal as if final action had been taken on it as in Rule 1230.8.1 above if no definitive reply to that request has been made within:</p> <p>(1) two months for staff at headquarters;</p> <p>(2) three months for staff assigned to other duty stations.</p> <p>1230.8.3 A staff member wishing to appeal against a final action must dispatch to the Board concerned, within sixty calendar days after receipt of such notification, a written statement of his intention to appeal specifying the action against which appeal is made and the subsection or sections of Rule 1230.1 under which the appeal is filed. The Board shall open its proceedings at the earliest possible moment after receipt of the appellant's full statement of his case.</p>	<p>General</p> <p>1230.7 Secretariat services to the Board shall be provided by the Organization.</p> <p>1230.8 The work of the Board shall be carried out in accordance with rules of procedure to be established by the Director-General.</p>

Texto actual	Texto nuevo
<p>1230.8.4 A staff member assigned to headquarters shall address his appeal to the headquarters Board of Appeal. A staff member who was assigned to a region at the time of the action complained of shall address his appeal to the regional Board of Appeal of the region concerned except as provided in Rule 1230.2 for classification standards.</p> <p>1230.8.5 A staff member shall have the right to appeal to the Board of Appeal at headquarters against the decision of a Regional Director based upon the recommendation of a regional Board of Appeal. Notification of such appeal must be dispatched to the Board in writing within sixty calendar days after receipt by the appellant of the Regional Director's decision on the original appeal. The complete record of the regional proceedings shall be forwarded to the headquarters Board of Appeal, which shall decide what further evidence, if any, need be obtained before making a recommendation to the Director-General for a final decision.</p>	
<p>1230.9 In any case involving interpretation of the Staff Regulations or Staff Rules, the Regional Director shall consult the Director-General before taking a final decision on a recommendation from the regional Board of Appeal.</p>	<p>1230.9 In discharging their duties, members of the Board shall act independently and respect confidentiality. Parties to an appeal and all persons involved in Board proceedings shall also respect confidentiality.</p>
<p>1240. ADMINISTRATIVE TRIBUNAL</p>	<p>1240. ADMINISTRATIVE TRIBUNAL</p>
<p>1240.1 Pending definitive arrangements for the use of the Administrative Tribunal of the United Nations, disputes between the Organization and a staff member which cannot be resolved internally may be referred to the Administrative Tribunal of the International Labour Organization, in accordance with the provisions of the Statute of the Tribunal.</p>	<p>1240.1 Pending definitive arrangements for the use of the Administrative Tribunal of the United Nations, dDisputes between the Organization and a staff member which cannot be resolved internally may be referred to the Administrative Tribunal of the International Labour Organization, in accordance with the provisions of the Statute of the Tribunal.</p>
<p>1240.2 An appeal may be made to the Tribunal when the decision contested is a final decision and the person concerned has exhausted such other means of resisting it as are open to him under these Rules, and in particular Rules 1210 to 1230.</p>	<p>1240.2 An appeal complaint may be made to the Tribunal when the decision contested is a final decision further to Staff Rule 1230.6.1 and the person concerned has exhausted such other means of resisting challenging it as are open to him under these Rules, and in particular Rules 1210 to 1230.</p>

Texto actual	Texto nuevo
<p>1245. EFFECT OF APPEALS ON ADMINISTRATIVE ACTION</p> <p>Except as provided in Rule 1210.2, the filing of an appeal under any of the procedures described in this section shall not constitute grounds for delaying the administrative action against which the appeal is made.</p> <p>1250. AVAILABILITY OF RULES OF PROCEDURE</p> <p>Copies of the rules of procedure of the headquarters Board of Appeal and the Statute of the Tribunal shall be maintained in all personnel offices of the Organization and made available to any staff member on request. Each regional personnel office shall also maintain copies of the rules of procedure of the regional Board of Appeal for that office.</p>	<p>1245. EFFECT OF APPEALS ON ADMINISTRATIVE ACTIONDECISION</p> <p>Except as provided in Rule 1210.2, the filing of an appeal under any of the procedures described in this section shall not constitute grounds for delaying the final administrative action decision against which the appeal is made.</p> <p>1250. AVAILABILITY OF RULES OF PROCEDURE</p> <p>Copies of the rules of procedure of the headquarters Global Board of Appeal and the Statute of the Tribunal shall be available from the Global Board of Appeal Secretariat and on the WHO intranet. in all personnel offices of the Organization and made available to any staff member on request. Each regional personnel office shall also maintain copies of the rules of procedure of the regional Board of Appeal for that office.</p>

ANEXO 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 2016)

Level	Step														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
		*	*	*	*	*									
D-2 Gross	144 751	147 815	150 920	154 117	157 314	160 510									
Net D	114 668	116 905	119 144	121 382	123 620	125 857									
Net S	105 345	107 233	109 114	110 990	112 861	114 721									
					*	*	*	*	*						
D-1 Gross	132 290	134 984	137 668	140 362	143 055	145 742	148 437	151 174	153 980						
Net D	105 572	107 538	109 498	111 464	113 430	115 392	117 359	119 322	121 286						
Net S	97 583	99 289	100 994	102 692	104 389	106 081	107 766	109 451	111 130	*	*	*			
P-5 Gross	109 449	111 738	114 029	116 315	118 608	120 895	123 188	125 475	127 766	130 055	132 344	134 632	136 923		
Net D	88 898	90 569	92 241	93 910	95 584	97 253	98 927	100 597	102 269	103 940	105 611	107 281	108 954		
Net S	82 586	84 072	85 552	87 032	88 510	89 981	91 454	92 923	94 390	95 853	97 316	98 771	100 229	*	*
														*	*
P-4 Gross	90 038	92 080	94 122	96 162	98 205	100 264	102 475	104 685	106 895	109 101	111 314	113 521	115 730	117 941	120 151
Net D	74 130	75 743	77 356	78 968	80 582	82 193	83 807	85 420	87 033	88 644	90 259	91 870	93 483	95 097	96 710
Net S	69 032	70 499	71 969	73 431	74 895	76 358	77 820	79 278	80 736	82 193	83 646	85 100	86 554	88 004	89 454
														*	*
P-3 Gross	74 013	75 903	77 794	79 680	81 572	83 461	85 348	87 241	89 129	91 019	92 911	94 799	96 690	98 578	100 505
Net D	61 470	62 963	64 457	65 947	67 442	68 934	70 425	71 920	73 412	74 905	76 400	77 891	79 385	80 877	82 369
Net S	57 379	58 751	60 126	61 497	62 873	64 244	65 615	66 991	68 361	69 735	71 103	72 473	73 838	75 209	76 577
												*			
P-2 Gross	60 715	62 405	64 095	65 786	67 477	69 165	70 857	72 544	74 235	75 928	77 615	79 306			
Net D	50 965	52 300	53 635	54 971	56 307	57 640	58 977	60 310	61 646	62 983	64 316	65 652			
Net S	47 803	49 015	50 223	51 434	52 642	53 853	55 083	56 310	57 542	58 770	59 995	61 228			
P-1 Gross	47 464	48 976	50 516	52 146	53 767	55 392	57 016	58 644	60 265	61 887					
Net D	40 344	41 630	42 908	44 195	45 476	46 760	48 043	49 329	50 609	51 891					
Net S	38 056	39 239	40 423	41 605	42 786	43 969	45 151	46 319	47 481	48 644					

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).