

Modificaciones del Estatuto del Personal y del Reglamento de Personal

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 el Director General en el Reglamento de Personal.¹
2. Las propuestas de modificación del Estatuto del Personal, de conformidad con lo dispuesto en el párrafo 12.1 del mismo, se presentan al Consejo Ejecutivo, al que se pide que recomiende su adopción por la 71.^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 segundo periodo de sesiones,² atendiendo a las recomendaciones formuladas por la Comisión de Administración Pública Internacional en su informe anual correspondiente a 2017. Si la Asamblea General de las Naciones Unidas no aprobara las recomendaciones de la Comisión, se publicaría un addendum del presente documento.
4. Las repercusiones financieras de las modificaciones para el bienio 2018-2019 entrañan un aumento de los costos previstos en el presupuesto por programas 2018-2019. Tales 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 2018-2019,³ y en los párrafos siguientes.
5. Las propuestas de modificación del Estatuto del Personal y del Reglamento de Personal se recogen en los anexos del presente documento.

¹ El Estatuto del Personal se puede consultar en <http://apps.who.int/gb/bd/PDF/bd48/basic-documents-48th-edition-sp.pdf> (pág. 123), y el Reglamento de Personal en <http://www.who.int/careers/what-we-offer/en/> (consultado el 28 de septiembre de 2017).

² Véase <http://www.un.org/es/ga/72/resolutions.shtml> (consultado el 29 de septiembre de 2017).

³ Documento EB142/38 Add.1.

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

Remuneración del personal de las categorías profesional y superior

6. En su informe correspondiente a 2017, la Comisión recomendó a la Asamblea General de las Naciones Unidas que, con efecto a partir del 1 de enero de 2018, la nueva escala de sueldos básicos/mínimos unificada y los niveles de protección de los ingresos para las categorías profesional y superior se incrementarían en un 0,97% 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, lo cual no tendría incidencia en la paga líquida neta.

7. Se han preparado las correspondientes modificaciones del apéndice 1 del Reglamento de Personal, que se reproducen en el anexo 2 del presente documento.

Remuneración de los titulares de puestos sin clasificar y del puesto de Director General

8. A reserva de la decisión que adopte la Asamblea General de las Naciones Unidas respecto de la recomendación mencionada en el párrafo 6 *supra*, el Director General propone, de conformidad con lo dispuesto en el párrafo 3.1 del Estatuto del Personal, que el Consejo Ejecutivo recomiende a la 71.ª Asamblea Mundial de la Salud la modificación de los sueldos de los Subdirectores Generales y los Directores Regionales. Con ello, a partir del 1 de enero de 2018, el sueldo bruto anual correspondiente a los cargos de Subdirector General y de Director Regional pasaría a ser de US\$ 176 292, lo que resulta en un sueldo neto anual de US\$ 131 853.

9. Habida cuenta de los ajustes salariales indicados en el párrafo anterior, a partir del 1 de enero de 2018 el sueldo bruto anual de los Directores Generales Adjuntos pasaría a ser, previa autorización de la Asamblea de la Salud, de US\$ 194 329, lo que resulta en un sueldo neto anual de US\$ 143 757.

10. Los ajustes salariales descritos *supra* también entrañarían modificaciones del sueldo bruto anual correspondiente al puesto de Director General, que a partir del 1 de enero de 2018, previa autorización de la Asamblea de la Salud, pasaría a ser de US\$ 239 755, o un equivalente neto de US\$ 173 738.

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

Propuestas de modificación del Estatuto del Personal

Artículos I, III y IV

11. En las modificaciones propuestas de los párrafos 1.11, 3.1 y 4.5 del Estatuto del Personal, relacionadas con la redacción, queda recogida la actual estructura de la Organización.

Modificaciones del Reglamento de Personal

Definiciones

12. El párrafo 310 del Reglamento de Personal se modifica para incorporar la recomendación consignada en el Informe de la Comisión de Administración Pública Internacional correspondiente a 2015 respecto de la prestación por cónyuge a cargo: «b) La determinación de la condición de cónyuge a cargo se debería hacer sobre la base de los ingresos totales del cónyuge, incluidos los ingresos en concepto de pensiones y otros ingresos relacionados con la jubilación.»¹

Subsidio de educación

13. El párrafo 350 del Reglamento de Personal se modifica para citar correctamente la autoridad del Director General a la hora de definir el término «child».

Prima de instalación

14. El párrafo 365 del Reglamento de Personal se modifica para que la porción correspondiente a la suma fija de la prima de instalación pueda recuperarse en el caso excepcional de destitución de un funcionario por falta de conducta o destitución sumaria por falta grave de conducta dentro del plazo de un año contado a partir de la fecha de su nombramiento o su traslado a un lugar de destino.

Prima de repatriación

15. El párrafo 370 del Reglamento de Personal se modifica para aclarar que la suma devengada en concepto de prima de repatriación puede reducirse en función del tiempo que se haya residido en el lugar de residencia reconocido antes de la separación, y no, como es el caso de la formulación actual, prorrateándola respecto del total de los años de servicio como funcionario expatriado.

Movilidad

16. El párrafo 515 del Reglamento de Personal se modifica para armonizar su redacción con la del párrafo 1050.5.2, en el que se dispone que se otorgará a los miembros del personal la preferencia «debi-da» en la provisión de vacantes durante el periodo de reasignación, en el contexto del párrafo 1050.4.

Licencia especial

17. El párrafo 650 del Reglamento de Personal se modifica para unificar el párrafo 655, relativo a la licencia sin goce de sueldo, y el párrafo 650, relativo a la licencia especial, y de ese modo evitar la duplicidad y las dudas sobre la regla que corresponde aplicar.

Licencia sin goce de sueldo

18. Se suprime el párrafo 655 del Reglamento de Personal por haberse incorporado al párrafo 650, relativo a la licencia especial (véase *supra*).

¹ Véase <http://icsc.un.org/resources/pdfs/ar/AR2015.pdf>, sección VII, A (consultado el 23 de noviembre de 2017).

Dimisión

19. El párrafo 1010 del Reglamento de Personal se modifica para corregir una omisión y disponer que los miembros del personal que dimitan durante el periodo de prueba deberán notificarlo con un mes de antelación.

Examen administrativo

20. El párrafo 1225 del Reglamento de Personal se modifica en función de las enseñanzas extraídas durante el primer año de aplicación del nuevo sistema de justicia interna. En virtud de la modificación, el Director General podrá determinar las categorías de decisiones administrativas definitivas que no serán objeto de examen administrativo (es decir, los casos en que el funcionario podrá recurrir directamente ante la Junta Mundial de Apelación).

Junta Mundial de Apelación

21. El párrafo 1230 del Reglamento de Personal se modifica para armonizarlo con las modificaciones introducidas en el párrafo 1225 que se mencionan *supra*.

INTERVENCIÓN DEL CONSEJO EJECUTIVO

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

Proyecto de resolución 1 (Remuneración del personal, definiciones, subsidio de educación, prima de instalación, prima de repatriación, movilidad, licencia especial, licencia sin goce de sueldo, dimisión, examen administrativo y Junta Mundial de Apelación)

El Consejo Ejecutivo,

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

1. CONFIRMA, con arreglo a lo dispuesto en el párrafo 12.2 del Estatuto del Personal, las modificaciones del Reglamento de Personal introducidas por el Director General con efecto a partir del 1 de enero de 2018 respecto de la remuneración del personal de las categorías profesional y superior;

2. CONFIRMA TAMBIÉN, con arreglo a lo dispuesto en el párrafo 12.2 del Estatuto del Personal, las modificaciones del Reglamento de Personal introducidas por el Director General con efecto a partir del 1 de febrero de 2018 respecto de las definiciones, el subsidio de educación, la prima de instalación, la prima de repatriación, la movilidad, la licencia especial, la licencia sin goce de sueldo, la dimisión, el examen administrativo y la Junta Mundial de Apelación.

¹ En el documento EB142/38 Add.1 se exponen las repercusiones financieras y administrativas de estas resoluciones para la Secretaría.

² Documento EB142/38.

Proyecto de resolución 2 (Directores Generales Adjuntos)

El Consejo Ejecutivo,

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

RECOMIENDA a la 71.^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 71.^a Asamblea Mundial de la Salud,

Tomando nota de las recomendaciones del Consejo Ejecutivo acerca de los artículos I, III y IV del Estatuto del Personal,

1. ADOPTA las modificaciones propuestas de los párrafos 1.11, 3.1 y 4.5 del Estatuto del Personal;
2. DECIDE que estas modificaciones tengan efecto a partir del 1 de enero de 2018.

Proyecto de resolución 3 (Remuneración de los titulares de puestos sin clasificar y del puesto de Director General)

El Consejo Ejecutivo,

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

RECOMIENDA a la 71.^a Asamblea Mundial de la Salud que adopte la resolución siguiente:

La 71.^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 del puesto de Director General,

1. FIJA en US\$ 176 292 el sueldo bruto anual correspondiente a los cargos de Subdirector General y de Director Regional, lo que resulta en un sueldo neto de US\$ 131 853;
2. FIJA ASIMISMO en US\$ 194 329 el sueldo bruto anual correspondiente al cargo de Director General Adjunto, lo que resulta en un sueldo neto de US\$ 143 757;
3. FIJA ADEMÁS en US\$ 239 755 el sueldo bruto anual correspondiente al puesto de Director General, lo que resulta en un sueldo neto de US\$ 173 738;
4. DECIDE que esos ajustes salariales tengan efecto a partir del 1 de enero de 2018.

¹ Documento EB142/38.

ANEXO 1

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

EB142/38

Texto actual	Texto nuevo
<p>ESTATUTO DEL PERSONAL – ARTÍCULO I</p> <p>1.11 El Director General prestará ese juramento o hará esa declaración verbalmente en una sesión pública de la Asamblea Mundial de la Salud, el Director General Adjunto, los Subdirectores Generales y los Directores Regionales lo harán ante el Director General, y los demás miembros del personal por escrito.</p>	<p>ESTATUTO DEL PERSONAL – ARTÍCULO I</p> <p>1.11 El Director General prestará ese juramento o hará esa declaración verbalmente en una sesión pública de la Asamblea Mundial de la Salud, el los Directores Generales Adjuntos, los Subdirectores Generales y los Directores Regionales lo harán ante el Director General, y los demás miembros del personal por escrito.</p>
<p>ESTATUTO DEL PERSONAL – ARTÍCULO III</p> <p>3.1 La Asamblea Mundial de la Salud, después de examinar las recomendaciones del Director General y oído el parecer del Consejo Ejecutivo, fijará los sueldos del Director General Adjunto, de los Subdirectores Generales y de los Directores Regionales.</p>	<p>ESTATUTO DEL PERSONAL – ARTÍCULO III</p> <p>3.1 La Asamblea Mundial de la Salud, después de examinar las recomendaciones del Director General y oído el parecer del Consejo Ejecutivo, fijará los sueldos del de los Directores Generales Adjuntos, de los Subdirectores Generales y de los Directores Regionales.</p>
<p>ESTATUTO DEL PERSONAL – ARTÍCULO IV</p> <p>4.5 Los nombramientos del Director General Adjunto, de los Subdirectores Generales y de los Directores Regionales se extenderán por periodos renovables de cinco años como máximo, y con arreglo a las condiciones determinadas por el Consejo Ejecutivo en lo que respecta a la posibilidad de renovar los nombramientos de los Directores Regionales. Los de los demás miembros del personal se atendrán a la duración y las normas y los requisitos que el Director General establezca en armonía con lo dispuesto en el presente Estatuto.</p>	<p>ESTATUTO DEL PERSONAL – ARTÍCULO IV</p> <p>4.5 Los nombramientos del de los Directores Generales Adjuntos, de los Subdirectores Generales y de los Directores Regionales se extenderán por periodos renovables de cinco años como máximo, y con arreglo a las condiciones determinadas por el Consejo Ejecutivo en lo que respecta a la posibilidad de renovar los nombramientos de los Directores Regionales.</p>

Texto actual	Texto nuevo
REGLAMENTO DE PERSONAL	REGLAMENTO DE PERSONAL
<p>310. DEFINITIONS</p> <p>...</p> <p>310.5 “Dependants” for the purposes of determining entitlements under the Rules, except as otherwise specified, are defined as:</p> <p>310.5.1 a staff member’s spouse whose gross occupational earnings, from the exercise of trade, profession, business or other regular employment do not exceed during any calendar year:</p> <p>310.5.1.1 in the case of professional staff, a limit equivalent to the gross base salary of the lowest general service category entry level in force on 1 January of the year concerned at the place of work of the staff member’s spouse; however, such limit shall not be less than the lowest general service category entry level in force on the same date at the base city of the professional salary system;</p> <p>310.5.1.2 for general service staff, a limit equivalent to the gross base salary of the lowest general service category entry level in force on 1 January of the year concerned at the place of work of the staff member’s spouse;</p> <p>310.5.1.3 if both spouses are staff members of international organizations applying the common system of salaries and allowances, neither may be recognized as a dependant for the purposes of Rules 330.2, 335 and 360;</p>	<p>310. DEFINITIONS</p> <p>...</p> <p>310.5 “Dependants” for the purposes of determining entitlements under the Rules, except as otherwise specified, are defined as:</p> <p>310.5.1 a staff member’s spouse whose gross occupational earnings, if any, from the exercise of trade, profession, business or other regular employment do not exceed during any calendar year: the lowest entry level of the United Nations General Service gross salary scale in force on 1 January of the year concerned for the duty station in the country of the spouse’s place of work. In the case of staff members in the professional and higher categories, the entry level amount shall not at any duty station be less than the equivalent of the lowest entry level salary at the base of the common salary system, i.e. G2, step I for New York;</p> <p>310.5.1.1 in the case of professional staff, a limit equivalent to the gross base salary of the lowest general service category entry level in force on 1 January of the year concerned at the place of work of the staff member’s spouse; however, such limit shall not be less than the lowest general service category entry level in force on the same date at the base city of the professional salary system;</p> <p>310.5.1.2 for general service staff, a limit equivalent to the gross base salary of the lowest general service category entry level in force on 1 January of the year concerned at the place of work of the staff member’s spouse;</p> <p>310.5.1.3 1 if both spouses are staff members of international organizations applying the common system of salaries and allowances, neither may be recognized as a dependant for the purposes of Rules 330.2, 335 and 360;</p>

Texto actual	Texto nuevo
<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3, under the conditions which follow:</p> <p>350.1.1 the grant is payable for each child as defined under Staff Rule 310.5.2 up to the end of the school year in which the child reaches the age of 25, completes four years of post-secondary studies or attains a first post-secondary degree, whichever is earlier;</p>	<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3, under the conditions which follow:</p> <p>350.1.1 the grant is payable for each child as defined under Staff Rule 310.5.2 by the Director-General up to the end of the school year in which the child reaches the age of 25, completes four years of post-secondary studies or attains a first post-secondary degree, whichever is earlier;</p>
<p>365. SETTLING-IN GRANT</p> <p>...</p> <p>365.5 If a staff member resigns from the Organization within one year of the date of his or her appointment or reassignment to a duty station, the lump sum portion of the settling-in grant paid under Staff Rule 365.3 is recoverable proportionately under conditions established by the Director-General.</p>	<p>365. SETTLING-IN GRANT</p> <p>...</p> <p>365.5 If a staff member resigns from the Organization or is dismissed for misconduct or is summarily dismissed for serious misconduct within one year of the date of his or her appointment or reassignment to a duty station, the lump-sum portion of the settling-in grant paid under Staff Rule 365.3 is recoverable proportionately under conditions established by the Director-General.</p>
<p>370. REPATRIATION GRANT</p> <p>...</p> <p>370.4 The grant shall not be payable to a staff member assigned to, or residing in, the country of his recognized place of residence at the time of separation provided that the grant may be paid on a full or reduced basis to a staff member transferred to duty in the country of his recognized place of residence prior to termination, the amount of the grant being reduced in proportion to the duration of his residence in that country. In such a case, the evidence of relocation referred to in Rule 370.1 shall not be required.</p>	<p>370. REPATRIATION GRANT</p> <p>...</p> <p>370.4 The grant shall not be payable to a staff member assigned to, or residing in, the country of his or her recognized place of residence at the time of separation provided that the grant may be paid on a full or reduced basis to. However, when a staff member is transferred or reassigned to duty in the country of his or her recognized place of residence prior to termination, separation, the grant may be paid at a full or reduced rate, with the total accrued amount of the grant being reduced in proportion to based on criteria established by the duration of his residence in that country Director-General. In such a case, the evidence of relocation referred to in Rule 370.1 shall not be required.</p>
<p>370.5 In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to the spouse and dependent children who are entitled to repatriation, subject to providing the evidence of relocation referred to in Rule 370.1 if required:</p>	<p>370.5 In the event of the death of a staff member who at the time of death would have been eligible for the grant, payment shall be made to the spouse and dependent children who are entitled to repatriation, subject to them providing the evidence of their relocation away from the staff member's last duty station referred to in Rule 370.1 if required:</p>

Texto actual	Texto nuevo
<p>515. MOBILITY</p> <p>...</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>515. MOBILITY</p> <p>...</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 due preference for vacancies during the mobility exercise.</p>
<p>650. SPECIAL LEAVE</p> <p>Special leave with full, partial or no pay may be granted at the request of a staff member for such period and under such conditions as the Director-General may prescribe. This special leave may be granted for training or research in the interest of the Organization or for other important reasons, including but not limited to child care, serious illness of a family member, or death of an immediate family member. The Director-General may, at his or her initiative, place a staff member on special leave with full pay if he or she considers such leave to be in the interest of the Organization. Normally, such leave shall not be granted until all accrued annual leave has been exhausted, except in the cases of special leave to care for a child, serious illness of a family member or death of an immediate family member. Continuity of service shall not be broken during periods of special leave, which shall be credited for all purposes except as otherwise specified in the Rules.</p>	<p>650. SPECIAL LEAVE</p> <p>650.1 Special leave with full, partial or no pay may be granted at the request of a staff member for such period and under such conditions as the Director-General may prescribe for training or research in the interest of the Organization or for other important reasons, including family, health, or personal matters. This special leave may be granted for training or research in the interest of the Organization or for other important reasons, including but not limited to child care, serious illness of a family member, or death of an immediate family member.</p> <p>650.2 The Director-General may, at his or her initiative, place a staff member on special leave with full pay, or exceptionally with partial or no pay, if he or she considers such leave to be in the interest of the Organization.</p> <p>650.3 Special leave is normally granted without pay, for a period not exceeding one year.</p> <p>650.4 Normally, such special leave shall not be is granted until when all-accrued annual leave has been exhausted, except in the cases of special leave to care for a child, serious illness of a family member or death of an immediate family member.</p> <p>650.5 Continuity of service shall not be broken during periods of special leave, which shall be credited for all purposes except as otherwise specified in these Staff Rules.</p> <p>650.6. Service credits accrue in the same proportion as the rate of partial pay during special leave with partial pay of more than 30 days.</p> <p>650.7 Service credits shall not accrue towards sick, annual or home leave, salary increment, termination indemnity or repatriation grant during periods of special leave without pay of more than 30 days.</p>

Texto actual	Texto nuevo
	<p>650.8 During special leave with full or partial pay the staff member and the Organization continue to contribute at the full rate to the United Nations Joint Staff Pension Fund, the Staff Health Insurance and the Accident and Illness Insurance.</p> <p>650.9 During any special leave without pay the following conditions shall apply:</p> <p>650.9.1 cover under any insurance provided by these Staff Rules shall cease unless the staff member pays both his or her own and the Organization's contributions under the appropriate insurance plans; and</p> <p>650.9.2 no contributory service shall accrue for pension purposes unless the staff member pays both his or her own and the Organization's contributions to the United Nations Joint Staff Pension Fund.</p> <p>650.10 Other conditions for special leave may be established by the Director-General.</p>
<p>655. LEAVE WITHOUT PAY</p> <p>655.1 Leave without pay may be granted, for a period normally not in excess of one year, except as indicated in Staff Rule 655.4, for purposes normally covered by sick or annual leave when that leave has been exhausted.</p> <p>655.2 During any leave without pay under Staff Rule 655.1 the following conditions shall apply:</p> <p>...</p> <p>655.2.2 no credit shall accrue for purposes of pensionable service time unless the staff member pays both his or her own and the Organization's contributions to the United Nations Joint Staff Pension Fund;</p> <p>655.2.3 subject to Staff Rule 655.2.4, service credit shall accrue for all purposes during periods of leave without pay of 30 calendar days or less;</p> <p>655.2.4 service credit shall cease to accrue for all purposes from the start date of periods of leave without pay of more than 30 calendar days.</p>	<p>655. LEAVE WITHOUT PAY</p> <p>655.1 Leave without pay may be granted, for a period normally not in excess of one year, except as indicated in Staff Rule 655.4, for purposes normally covered by sick or annual leave when that leave has been exhausted.</p> <p>655.2 During any leave without pay under Staff Rule 655.1 the following conditions shall apply:</p> <p>...</p> <p>655.2.2 no credit shall accrue for purposes of pensionable service time unless the staff member pays both his or her own and the Organization's contributions to the United Nations Joint Staff Pension Fund;</p> <p>655.2.3 subject to Staff Rule 655.2.4, service credit shall accrue for all purposes during periods of leave without pay of 30 calendar days or less;</p> <p>655.2.4 service credit shall cease to accrue for all purposes from the start date of periods of leave without pay of more than 30 calendar days.</p>

Texto actual	Texto nuevo
<p>655.3 If the duration of the leave without pay is more than one third of the scholastic year of a child for whom the staff member is eligible to receive an education grant, the amount of the grant shall be reduced proportionally and the child’s travel shall not be paid.</p> <p>655.4 The Director-General may authorize leave without pay for pension purposes for a staff member who is:</p> <p>655.4.1 within two years of reaching the age that would qualify him or her for receipt of an early retirement benefit upon separation pursuant to Staff Rule 1020.2 and 25 years of contributory service; or</p> <p>655.4.2 over the age that would qualify him or her for receipt of an early retirement benefit upon separation pursuant to Staff Rule 1020.2 and within two years of reaching 25 years of contributory service.</p>	<p>655.3 If the duration of the leave without pay is more than one third of the scholastic year of a child for whom the staff member is eligible to receive an education grant, the amount of the grant shall be reduced proportionally and the child’s travel shall not be paid.</p> <p>655.4 The Director General may authorize leave without pay for pension purposes for a staff member who is:</p> <p>655.4.1 within two years of reaching the age that would qualify him or her for receipt of an early retirement benefit upon separation pursuant to Staff Rule 1020.2 and 25 years of contributory service; or</p> <p>655.4.2 over the age that would qualify him or her for receipt of an early retirement benefit upon separation pursuant to Staff Rule 1020.2 and within two years of reaching 25 years of contributory service.</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 their appointment. The Director-General may shorten or waive the required notice period at his discretion.</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 probationary fixed-term appointments or 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 their appointment. The Director-General may shorten or waive the required notice period at his discretion.</p>
<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. ADMINISTRATIVE REVIEW</p> <p>1225.1 A staff member wishing to contest formally a final administrative decision alleging non-observance of his or her 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. The Director-General shall establish which categories of final administrative decisions shall not be subject to review under this Staff Rule.</p>

Texto actual	Texto nuevo
<p>1230. GLOBAL BOARD OF APPEAL</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> <p>...</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. GLOBAL BOARD OF APPEAL</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, against a deemed rejection under Staff Rule 1225.5 or against a final administrative decision not subject to review under Staff Rule 1225.</p> <p>...</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 or against a final administrative decision not subject to review under Staff Rule 1225.</p> <p>1230.5.1 A staff member wishing to appeal must file with the Board, within ninety (90) calendar days after receipt of an 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, or within ninety (90) calendar days after receipt of a final administrative decision that is not subject to review under Staff Rule 1225, 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>

ANEXO 2

Appendix 1 to the staff rules

A. 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 2018)^a

		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>
D-2	Gross	140 984	144 059	147 133	150 223	153 488	156 750	160 011	163 273	166 535	169 795	–	–	–
	Net	108 189	110 341	112 493	114 647	116 802	118 955	121 107	123 260	125 413	127 565	–	–	–
D-1	Gross	126 150	128 851	131 554	134 257	136 951	139 654	142 356	145 053	147 757	150 483	153 347	156 209	159 074
	Net	97 805	99 696	101 588	103 480	105 366	107 258	109 149	111 037	112 930	114 819	116 709	118 598	120 489
P-5	Gross	108 633	110 930	113 230	115 524	117 824	120 119	122 420	124 716	127 013	129 310	131 609	133 903	136 203
	Net	85 543	87 151	88 761	90 367	91 977	93 583	95 194	96 801	98 409	100 017	101 626	103 232	104 842
P-4	Gross	89 253	91 295	93 337	95 379	97 421	99 462	101 636	103 853	106 069	108 284	110 506	112 717	114 936
	Net	71 332	72 884	74 436	75 988	77 540	79 091	80 645	82 197	83 748	85 299	86 854	88 402	89 955
P-3	Gross	73 225	75 114	77 005	78 893	80 784	82 674	84 563	86 457	88 345	90 234	92 128	94 016	95 908
	Net	59 151	60 587	62 024	63 459	64 896	66 332	67 768	69 207	70 642	72 078	73 517	74 952	76 390
P-2	Gross	56 542	58 233	59 922	61 612	63 304	64 996	66 688	68 375	70 067	71 757	73 446	75 139	76 828
	Net	46 472	47 757	49 041	50 325	51 611	52 897	54 183	55 465	56 751	58 035	59 319	60 606	61 889
P-1	Gross	43 792	45 106	46 419	47 734	49 046	50 395	51 829	53 264	54 699	56 134	57 568	59 001	60 437
	Net	36 347	37 438	38 528	39 619	40 708	41 800	42 890	43 981	45 071	46 162	47 252	48 341	49 432

^a The normal qualifying period for in-grade movement between consecutive steps is one year. The shaded steps in each grade require two years of qualifying service at the preceding step.

B. PAY PROTECTION POINTS FOR STAFF WHOSE SALARIES ARE HIGHER THAN THE MAXIMUM SALARIES ON THE UNIFIED SALARY SCALE (EFFECTIVE 1 JANUARY 2018)

(United States dollars)

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	117 154	119 373
	Net	91 508	93 061
P-3	Gross	97 796	99 686
	Net	77 825	79 261
P-2	Gross	78 520	–
	Net	63 175	–
P-1	Gross	61 871	–
	Net	50 522	–

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