

Amendments to the Staff Regulations and Staff Rules

Report by the Director-General

1. Amendments to the Staff Rules made by the Director-General are submitted for confirmation by the Executive Board in accordance with Staff Regulation 12.2.¹
2. In accordance with Staff Regulation 12.1, proposed amendments to the Staff Regulations are submitted to the Executive Board, which is requested to recommend their adoption by the Seventy-second World Health Assembly.
3. The amendments described in section I of this document stem from decisions to be taken by the United Nations General Assembly at its seventy-third session,² on the basis of recommendations made by the International Civil Service Commission (hereinafter the “Commission”) in its annual report for 2018.³ Should the United Nations General Assembly not approve any of the Commission’s recommendations, an addendum to the present report will be issued.
4. The financial implications of the amendments for the biennium 2018–2019 involve additional costs under the Programme budget 2018–2019. They are set out in the report on financial and administrative implications for the Secretariat of resolutions proposed for adoption by the Executive Board, along with the financial implications beyond the biennium 2018–2019,⁴ and in the paragraphs below.
5. The proposed amendments to the Staff Rules are set out in the annexes to the present document.

¹ The Staff Regulations and Staff Rules are available at <http://www.who.int/careers/what-we-offer/en/> (accessed 6 November 2018).

² See <http://www.un.org/en/ga/73/resolutions.shtml> (accessed 30 October 2018).

³ See <https://icsc.un.org/library/default.asp?list=AnnualRep> (accessed 12 November 2018).

⁴ Document EB144/49 Add.1.

AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS TO BE TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SEVENTY-THIRD SESSION ON THE BASIS OF RECOMMENDATIONS BY THE COMMISSION

Remuneration of staff in the professional and higher categories

6. The Commission recommended to the General Assembly that the new unified base/floor salary scale for the professional and higher categories should be increased by 1.83% through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points, resulting in no change in net take-home pay, with effect from 1 January 2019.
7. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and are set out in Annex 2 to the present document.

Remuneration of staff in ungraded positions and the Director-General

8. Subject to the decision of the General Assembly in respect of the recommendations above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board recommend to the Seventy-second World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2019, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 179 948 per annum, with a corresponding net salary of US\$ 134 266.
9. Based on the adjustments to salaries described above, the salary modification to be authorized by the Health Assembly for the Deputy Directors-General would entail, as from 1 January 2019, a gross salary of US\$ 198 315 per annum, with a corresponding net salary of US\$ 146 388.
10. The salary adjustments above would also affect the salary of the Director-General. The gross salary to be authorized by the World Health Assembly, as from 1 January 2019, would be US\$ 244 571 per annum, with a corresponding net salary of US\$ 176 917.

Common scale of staff assessment

11. The Commission recommended to the General Assembly the introduction of a common scale of staff assessment, which requires an amendment to Staff Rule 330.1 as set out in Annex 1 to the present document, subject to the decision of the General Assembly.

ACTION BY THE EXECUTIVE BOARD

12. In the light of these amendments, the Executive Board may wish to consider the following draft resolutions.¹

¹ See document EB140/49. Add. 1 for the financial and administrative implications for the Secretariat of these resolutions.

Draft resolution 1 (salaries for staff in the professional and higher categories)

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,¹

CONFIRMS, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that have been made by the Director-General with effect from 1 January 2019 concerning the remuneration of staff in the professional and higher categories; and with effect from 1 January 2019, or whatever later date coincides with the effective date of the decision to be taken on the matter by the United Nations General Assembly, concerning a common scale of staff assessment.

Draft resolution 2 (remuneration of staff in ungraded positions and the Director-General)

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,¹

RECOMMENDS to the Seventy-second World Health Assembly the adoption of the following resolution:

The Seventy-second World Health Assembly,

Noting the recommendations of the Executive Board with regard to remuneration of staff in ungraded posts and of the Director-General,

1. ESTABLISHES the salaries of Assistant Directors-General and Regional Directors at US\$ 179 948 gross per annum with a corresponding net salary of US\$ 134 266;
2. ESTABLISHES the salary of the Deputy Directors-General at US\$ 198 315 gross per annum with a corresponding net salary of US\$ 146 388;
3. ESTABLISHES the salary of the Director-General at US\$ 244 571 gross per annum with a corresponding net salary of US\$ 176 917; and
4. DECIDES that those adjustments in remuneration shall take effect from 1 January 2019.

¹ Document EB144/49.

ANNEX 1

**AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS
TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS
SEVENTY-THIRD SESSION ON THE BASIS OF THE
RECOMMENDATIONS OF THE COMMISSION**

Former text	New text
330. SALARIES	330. SALARIES
330.1 Gross base salaries shall be subject to the following assessments:	330.1 Gross base salaries shall be subject to the following assessments:
330.1.1 For professional and higher graded staff:	
Assessable Income US\$	Total assessable payment (US\$)
Staff assessment rates %	Staff assessment rates used in conjunction with pensionable remuneration (%)
First 50 000	First 20 000
Next 50 000	Next 20 000
Next 50 000	Next 20 000
Remaining assessable payments	Next 20 000
	Remaining assessable amount
330.1.2 For the general service category:	
Amounts per year US\$	
Assessment %	
Up to US\$ 20 000	
Next US\$ 20 000	
Next US\$ 20 000	
Remaining assessable payments	

ANNEX 2

APPENDIX 1 TO THE STAFF RULES

A. SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT (IN UNITED STATES DOLLARS) (EFFECTIVE 1 JANUARY 2019)^a

<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	143 813	146 943	150 079	153 402	156 726	160 048	163 368	166 691	170 012	173 332	–	–	–
	Net	110 169	112 360	114 552	116 745	118 939	121 132	123 323	125 516	127 708	129 899	–	–	–
D-1	Gross	128 707	131 457	134 210	136 963	139 706	142 459	145 209	147 956	150 753	153 667	156 583	159 497	162 415
	Net	99 595	101 520	103 447	105 374	107 294	109 221	111 146	113 069	114 997	116 920	118 845	120 768	122 694
P-5	Gross	110 869	113 209	115 550	117 887	120 229	122 566	124 909	127 246	129 586	131 924	134 266	136 601	138 944
	Net	87 108	88 746	90 385	92 021	93 660	95 296	96 936	98 572	100 210	101 847	103 486	105 121	106 761
P-4	Gross	90 970	93 050	95 129	97 209	99 288	101 483	103 744	106 001	108 259	110 514	112 776	115 029	117 287
	Net	72 637	74 218	75 798	77 379	78 959	80 538	82 121	83 701	85 281	86 860	88 443	90 020	91 601
P-3	Gross	74 649	76 574	78 499	80 421	82 347	84 271	86 195	88 122	90 046	91 970	93 897	95 821	97 747
	Net	60 233	61 696	63 159	64 620	66 084	67 546	69 008	70 473	71 935	73 397	74 862	76 324	77 788
P-2	Gross	57 661	59 383	61 103	62 824	64 546	66 270	67 993	69 711	71 434	73 154	74 875	76 599	78 318
	Net	47 322	48 631	49 938	51 246	52 555	53 865	55 175	56 480	57 790	59 097	60 405	61 715	63 022
P-1	Gross	44 593	45 931	47 269	48 607	49 943	51 401	52 862	54 324	55 784	57 246	58 707	60 166	61 628
	Net	37 012	38 123	39 233	40 344	41 453	42 565	43 675	44 786	45 896	47 007	48 117	49 226	50 337

^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
(IN UNITED STATES DOLLARS)
(effective 1 January 2019)**

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	119 547	121 806
	Net	93 183	94 764
P-3	Gross	99 670	101 730
	Net	79 249	80 711
P-2	Gross	80 041	—
	Net	64 331	—
P-1	Gross	63 088	—
	Net	51 447	—

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