

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. The amendments described in the present document have been made in the light of experience and in the interest of good human resources management.
3. The amendments to the Staff Rules considered necessary are set out in the Annex to the present document and are described below.

Effective date

4. Staff Rule 040 has been amended to indicate that the effective date of the Staff Rules is 1 July 2019.

Definitions

5. Staff Rule 310.7 has been amended to align the definition of “single parent” in the Staff Rules with the definition of “single parent” in WHO eManual; the definition in the eManual is itself based on the United Nations Secretariat administrative instruction ST/AI/2016/08.

Payments and deductions

6. Staff Rule 380.5.1 has been amended to cover the mandatory deduction from a staff member’s salary for accident and illness insurance contributions.

Annual leave

7. Staff Rule 630.7 has been amended to align with the United Nations Staff Rules to enable staff members who are ill or hospitalized while on annual leave, including home leave, to claim certified sick leave only when a substantial portion – of at least five working days in any seven-day period – of their

¹ The Staff Regulations and Staff Rules are available at <http://www.who.int/careers/what-we-offer/en/> (accessed 25 April 2019).

annual leave, including home leave, is impacted. This amendment better reflects the intent of Staff Rule 740 (on sick leave) and reduces administrative burden.

Retirement

8. Staff Rule 1020.1.4 has been amended to align WHO provisions with those in effect in the United Nations Secretariat and other United Nations organizations.

ACTION BY THE EXECUTIVE BOARD

9. In the light of these amendments, the Executive Board may wish to consider the following draft resolution:

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 July 2019 concerning: the effective date of amendments to the Staff Rules; definitions; payments and deductions; annual leave; and retirement.

¹ Document EB145/13.

ANNEX¹

**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>040. EFFECTIVE DATE</p> <p>040. These Staff Rules are effective as from 1 January 2019 and supersede all Staff Rules in force before that date.</p>	<p>040. EFFECTIVE DATE</p> <p>040. These Staff Rules are effective as from 1 January July 2019 and supersede all Staff Rules in force before that date.</p>
<p>310. DEFINITIONS</p> <p>...</p> <p>310.7 A “single parent” is a staff member who meets the following criteria:</p> <p>310.7.1 The staff member does not have a spouse;</p> <p>310.7.2 The staff member has a dependent child as defined under Staff Rule 310.5.2;</p> <p>310.7.3 The staff member provides main and continuing support to the child.</p>	<p>310. DEFINITIONS</p> <p>...</p> <p>310.7 A “single parent” is a staff member who meets the following criteria: established by the Director-General.</p> <p>310.7.1 The staff member does not have a spouse;</p> <p>310.7.2 The staff member has a dependent child as defined under Staff Rule 310.5.2;</p> <p>310.7.3 The staff member provides main and continuing support to the child.</p>
<p>380. PAYMENTS AND DEDUCTIONS</p> <p>...</p> <p>380.5 Deductions, from salaries, wages and other emoluments, including terminal entitlements, may be made only in the following cases:</p> <p>380.5.1 for the staff member’s contributions to the Staff Pension Fund and for health insurance;</p>	<p>380. PAYMENTS AND DEDUCTIONS</p> <p>...</p> <p>380.5 Deductions, from salaries, wages and other emoluments, including terminal entitlements, may be made only in the following cases:</p> <p>380.5.1 for the staff member’s contributions to the Staff Pension Fund and for health insurance and accident and illness insurance;</p>
<p>630. ANNUAL LEAVE</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.</p>	<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.7 A staff member who is ill or hospitalized for five working days or more in any seven-day period during a period of annual leave, including home leave, may shall, subject to the provisions of Staff Rule 740, have that portion of his the absence approved considered as sick leave upon presentation of a satisfactory medical report and approval by the Staff Physician.</p>

¹ Deletions are shown with strikethrough; insertions are shown in bold.

Former text	New text
1020. RETIREMENT ... 1020.1.4 In exceptional circumstances the Director-General may, in the interests of the Organization, extend a staff member's appointment beyond the age of 65, provided that such extensions shall not be granted for more than one year at a time and not beyond the staff member's sixty-eighth birthday.	1020. RETIREMENT ... 1020.1.4 In exceptional circumstances the Director-General may, in the interests of the Organization, extend a staff member's appointment beyond the age of 65, provided that such extensions shall not be granted for more than one year at a time and not beyond the staff member's sixty-eighth birthday. These limitations shall not apply to incumbents of posts at the Ungraded levels.

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