

Modificaciones del Estatuto del Personal y del Reglamento de Personal

Informe del Director General

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 modificaciones descritas en la sección I del presente documento están sujetas a las decisiones que es previsible que adopte la Asamblea General de las Naciones Unidas en su septuagésimo séptimo periodo de sesiones, sobre la base de las recomendaciones formuladas por la Comisión de Administración Pública Internacional en su informe correspondiente al año 2022.² En caso de que la Asamblea General de las Naciones Unidas no apruebe las recomendaciones de la Comisión, se publicará un *addendum* al presente informe.
3. Las repercusiones financieras de las modificaciones para el bienio 2022-2023 entrañan costos adicionales en el presupuesto por programas 2022-2023. Esos costos están consignados en los párrafos siguientes y en el informe sobre las repercusiones financieras y administrativas para la Secretaría derivadas de las resoluciones cuya adopción se ha propuesto al Consejo Ejecutivo o a la Asamblea Mundial de la Salud, junto con las repercusiones financieras posteriores al bienio 2022-2023.³
4. Las modificaciones descritas en la sección II del presente documento se han considerado necesarias a la luz de la experiencia y en aras de una buena gestión de los recursos humanos.
5. Las modificaciones del Reglamento de Personal están recogidas en los anexos del presente documento.

¹ El Estatuto del Personal y el Reglamento de Personal están disponibles en <https://www.who.int/publications/m/item/staff-regulations-and-staff-rules> (consultado el 16 de noviembre de 2022).

² Documento A/77/30.

³ Documento EB152/48 Add.1.

I. MODIFICACIONES CONSIDERADAS NECESARIAS A LA LUZ DE LAS DECISIONES ADOPTADAS POR LA ASAMBLEA GENERAL EN SU SEPTUAGÉSIMO SEXTO PERIODO DE SESIONES ATENDIENDO A LAS RECOMENDACIONES DE LA COMISIÓN

Remuneración del personal de categoría profesional y categorías superiores

6. La Comisión recomendó a la Asamblea General que, con efecto a partir del 1 de enero de 2023, la escala de sueldos básicos/mínimos revisada y los niveles asociados de protección de los ingresos para las categorías profesional y superiores se incrementarían en un 2,28% mediante la aplicación del método habitual de consolidación, consistente en aumentar el sueldo básico y disminuir 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 consiguientes modificaciones del apéndice 1 del Reglamento de Personal, que se reproducen en el anexo 1 del presente documento.

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

8. Con sujeción a la decisión que adopte la Asamblea General respecto de la recomendación indicada 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 76.^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 2023, el sueldo bruto anual correspondiente a los cargos de Subdirector General y de Director Regional pasaría a ser de US\$ 193 080, lo que supone un sueldo neto de US\$ 142 933.

9. Habida cuenta de los ajustes salariales indicados en el párrafo anterior, a partir del 1 de enero de 2023 el sueldo bruto anual correspondiente al cargo de Director General Adjunto pasaría a ser, previa autorización de la Asamblea de la Salud, de US\$ 212 632, lo que supone un sueldo neto de US\$ 155 837.

10. Los ajustes salariales indicados anteriormente también entrañarían modificaciones en el sueldo del Director General. A partir del 1 de enero de 2023, el sueldo bruto anual correspondiente al puesto de Director General, previa autorización de la Asamblea de la Salud, pasaría a ser de US\$ 265 910, lo que supone un sueldo neto de US\$ 199 637.

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

Familiares a cargo a efectos de reunificación familiar

11. Se ha añadido el apartado 310.5.4. al Reglamento de Personal para permitir el reconocimiento, a efectos de reunificación familiar, de los miembros de la familia que no reúnan los requisitos establecidos en los apartados 310.5.1. a 310.5.3. del Reglamento de Personal para obtener la condición de familiar a cargo, sin que puedan acogerse a ningún otro derecho o prestación.

Licencia parental

12. Se han modificado los artículos 760, 763 y 765 del Reglamento de Personal para establecer una licencia parental unificada, aumentar la duración de dicha licencia según se especifica en las modificaciones y utilizar un lenguaje inclusivo en cuanto al género, de acuerdo con las recomendaciones de la Comisión de Administración Pública Internacional.¹

INTERVENCIÓN DEL CONSEJO EJECUTIVO

13. A la luz de las modificaciones señaladas, se invita al Consejo Ejecutivo a considerar la adopción de los proyectos de resolución siguientes.

Proyecto de resolución 1 (Remuneración del personal de las categorías profesional y superior, familiares a cargo a efectos de reunificación familiar y licencia parental)

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 el Director General en relación con la remuneración del personal de las categorías profesional y superior, familiares a cargo a efectos de reunificación familiar y licencia parental, con efecto a partir del 1 de enero de 2023.

Proyecto de resolución 2 (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,²

RECOMIENDA a la 76.^a Asamblea Mundial de la Salud que adopte la resolución siguiente:

La 76.^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\$ 193 080 los sueldos brutos anuales correspondientes a los cargos de Subdirector General y Director Regional,³ lo que supone un sueldo neto de US\$ 142 933;

¹ Documento A/77/30 de las Naciones Unidas, párr. 92.

² Documento EB152/49.

³ Categoría salarial UG1.

2. FIJA en US\$ 212 632 el sueldo bruto anual correspondiente al cargo de Director General Adjunto,¹ lo que supone un sueldo neto de US\$ 155 837;
3. FIJA en US\$ 265 910 el sueldo bruto anual correspondiente al cargo de Director General, lo que supone un sueldo neto de US\$ 199 637; y
4. DECIDE que esos ajustes en la remuneración sean efectivos a partir del 1 de enero de 2023.

¹ Categoría salarial UG2.

ANEXO 1

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 2023)^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	154 212	157 747	161 282	164 820	168 359	171 895	175 429	178 968	182 503	186 038			
	Net	117 280	119 613	121 946	124 281	126 617	128 951	131 283	133 619	135 952	138 285			
D-1	Gross	137 890	140 817	143 750	146 680	149 599	152 683	155 789	158 889	161 998	165 102	168 206	171 308	174 415
	Net	106 023	108 072	110 125	112 176	114 219	116 271	118 321	120 367	122 419	124 467	126 516	128 563	130 614
P-5	Gross	118 901	121 393	123 886	126 373	128 866	131 353	133 847	136 336	138 827	141 316	143 809	146 294	148 790
	Net	92 731	94 475	96 220	97 961	99 706	101 447	103 193	104 935	106 679	108 421	110 166	111 906	113 653
P-4	Gross	97 139	99 353	101 701	104 104	106 507	108 910	111 317	113 720	116 123	118 523	120 931	123 329	125 733
	Net	77 326	79 008	80 691	82 373	84 055	85 737	87 422	89 104	90 786	92 466	94 152	95 830	97 513
P-3	Gross	79 764	81 813	83 863	85 909	87 961	90 008	92 057	94 108	96 155	98 203	100 279	102 501	104 727
	Net	64 121	65 678	67 236	68 791	70 350	71 906	73 463	75 022	76 578	78 134	79 695	81 251	82 809
P-2	Gross	61 680	63 512	65 343	67 175	69 011	70 845	72 680	74 507	76 341	78 172	80 005	81 842	83 672
	Net	50 377	51 769	53 161	54 553	55 948	57 342	58 737	60 125	61 519	62 911	64 304	65 700	67 091
P-1	Gross	47 471	48 896	50 349	51 905	53 459	55 017	56 570	58 128	59 682	61 239	62 793	64 347	65 904
	Net	39 401	40 584	41 765	42 948	44 129	45 313	46 493	47 677	48 858	50 042	51 223	52 404	53 587

^aThe 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 2023)**

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	128 140	130 544
	Net	99 198	100 881
P-3	Gross	106 950	109 173
	Net	84 365	85 921
P-2	Gross	85 504	-
	Net	68 483	-
P-1	Gross	67 458	-
	Net	54 768	-

ANEXO 2

**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>310. DEFINITIONS ...</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 earnings, if any, 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. G-2, step I for New York;</p> <p>310.5.1.1 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> <p>310.5.2 a child as defined by the Director-General and for whom the staff member certifies that he provides the main and continuing support, provided that the child is under 18 years of age or, if in full-time attendance at a school or university, under the age of 21 years. Age and school attendance requirements shall not apply if the child is physically or mentally incapacitated for substantial gainful</p>	<p>310. DEFINITIONS ...</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 earnings, if any, 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. G-2, step I for New York;</p> <p>310.5.1.1 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> <p>310.5.2 a child as defined by the Director-General and for whom the staff member certifies that he provides the main and continuing support, provided that the child is under 18 years of age or, if in full-time attendance at a school or university, under the age of 21 years. Age and school attendance requirements shall not apply if the child is physically or mentally incapacitated for substantial gainful</p>

<p>employment either permanently or for a period expected to be of long duration. If both parents are staff members of international organizations applying the common system of salaries and allowances, the children, if determined dependent, will be recognized as the dependants of the parent whose annual gross occupational earnings yield the higher amount, unless the staff members concerned request otherwise;</p> <p>310.5.3 a father, mother, brother or sister (not more than one such dependant may be claimed and provided that the staff member does not have a recognized dependant spouse as defined in Rule 310.5.1):</p> <ol style="list-style-type: none"> (1) if the staff member demonstrates that he provides more than half the total support and, in any case, at least twice the amount of the allowance claimed, (2) and provided that the brother or sister shall be subject to the same age and school attendance conditions as stated in Rule 310.5.2 for a child. <p>760. MATERNITY LEAVE</p> <p>760.1 Staff members shall be entitled to maternity leave, subject to conditions established by the Director-General</p>	<p>employment either permanently or for a period expected to be of long duration. If both parents are staff members of international organizations applying the common system of salaries and allowances, the children, if determined dependent, will be recognized as the dependants of the parent whose annual gross occupational earnings yield the higher amount, unless the staff members concerned request otherwise;</p> <p>310.5.3 a father, mother, brother or sister (not more than one such dependant may be claimed and provided that the staff member does not have a recognized dependant spouse as defined in Rule 310.5.1):</p> <ol style="list-style-type: none"> (1) if the staff member demonstrates that he provides more than half the total support and, in any case, at least twice the amount of the allowance claimed, (2) and provided that the brother or sister shall be subject to the same age and school attendance conditions as stated in Rule 310.5.2 for a child. <p>310.5.4 Family members listed in the preceding paragraphs who do not meet the requirements for dependant status in Rules 310.5.1. to 310.5.3 may still be recognized as dependants for family reunification purposes only, without eligibility for any other benefits or entitlements under the Rules.</p> <p>760. MATERNITY PARENTAL LEAVE</p> <p>760.1 Staff members shall be entitled to maternity parental leave, subject to conditions established by the Director-General. The leave is paid with full salary and allowances. Upon presentation of satisfactory evidence of parenthood following the birth of the child or arrival thereafter, a staff member shall be entitled to parental leave for a period of sixteen weeks, subject to Rule 760.2.</p>
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<p>760.2 Maternity leave shall commence six weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected due date. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in the case of multiple births, maternity leave shall extend for a period of 20 weeks from the time it is granted. However, in no case shall maternity leave terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.</p> <p>760.3 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.</p> <p>760.4 Where both parents of a newborn child are staff members of the World Health Organization, any unused portion of maternity leave to which the mother could otherwise have been entitled under Rule 760.2 may be used by the other parent, under conditions established by the Director-General.</p>	<p>In case of birth or subsequent arrival of more than one child, parental leave will be extended by two weeks for non-birthing parents.</p> <p>760.2 Maternity For the birthing mother/parent, parental leave shall commence six two weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected due date. Maternity Parental leave for a birthing mother/parent shall extend for an additional period of 16 10 weeks from the time it parental leave is granted, except that in reaching a total of 26 weeks for a single birth. In the case of multiple births, maternity parental leave shall extend for a an additional period of 20 14 weeks from the time it parental leave is granted, reaching a total of 30 weeks. However, in no case shall maternity-parental leave for a birthing mother/parent terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.</p> <p>760.3 Subsequent to parental leave a a nursing mother-parent of a child under 12 months of age shall be allowed additional maternity leave of sufficient time each day to nurse, feed and nurture their child.</p> <p>760.4 Subject to Rules 760.1 and 760.2 Where both parents of a newborn child are staff members of the World Health Organization, any unused portion of maternity-parental leave to which the mother birthing/mother parent could otherwise have been entitled under Rule 760.2 may be used by the other parent, under conditions established by the Director-General.</p> <p>760.5 Parental leave must be exhausted within 12 months from the date of the birth of the child or the date of subsequent arrival.</p>
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<p>763. PATERNITY LEAVE</p> <p>A staff member shall be entitled to paternity leave subject to conditions established by the Director-General. Upon presentation of satisfactory evidence of the birth of the staff member's child, the staff member shall be entitled to paternity leave for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p> <p>765. ADOPTION LEAVE</p> <p>Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the adoption of a child, a staff member shall be entitled to adoption leave for a total period of eight weeks.</p>	<p>763. PATERNITY LEAVE</p> <p>A staff member shall be entitled to paternity leave subject to conditions established by the Director-General. Upon presentation of satisfactory evidence of the birth of the staff member's child, the staff member shall be entitled to paternity leave for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p> <p>765. ADOPTION LEAVE</p> <p>Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the adoption of a child, a staff member shall be entitled to adoption leave for a total period of eight weeks.</p>
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