

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 propuestas de modificación del Estatuto del Personal, de conformidad con lo dispuesto en el párrafo 12.1 de este, se presentan al Consejo Ejecutivo, al que se pide que recomiende su adopción por la 77.ª Asamblea Mundial de la Salud en 2024.
3. Las modificaciones descritas en el presente documento se han formulado a la luz de la experiencia adquirida y en aras de una buena gestión de los recursos humanos.
4. Las repercusiones financieras de las modificaciones para el bienio 2024-2025 entrañan costos adicionales en el presupuesto por programas 2024-2025. Esos costos se presentan 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 de la Salud, junto con las repercusiones financieras posteriores al bienio 2024-2025,² y en los párrafos siguientes.
5. Las modificaciones del Estatuto del Personal y del Reglamento de Personal se presentan en el anexo del presente documento.

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

Modificaciones propuestas al Estatuto del Personal

Artículo VI

6. La modificación propuesta al párrafo 6.2 del Estatuto del Personal es necesaria para armonizarlo con el artículo 760 del Reglamento de Personal, cuya modificación fue ratificada por el Consejo Ejecutivo en su 152.ª reunión, celebrada en febrero de 2023, para establecer una licencia parental unificada, au-

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 21 de septiembre de 2023).

² Documento EB154/48 Add.1 Rev.1.

mentar la duración de dicha licencia según lo especificado en las modificaciones y utilizar un lenguaje inclusivo, de acuerdo con las recomendaciones de la Comisión de Administración Pública Internacional.¹

Modificaciones del Reglamento de Personal

Normas de conducta de los funcionarios

7. Se ha modificado el artículo 110 del Reglamento de Personal para armonizarlo con el Reglamento del Personal de las Naciones Unidas² y garantizar una mayor claridad.

Ascensos

8. Se ha modificado el artículo 560 del Reglamento de Personal para introducir la posibilidad de ascensos, sujetos a las condiciones que determine el Director General.

Junta Mundial de Apelación

9. Se ha modificado el artículo 1230 del Reglamento de Personal para permitir el uso de un lenguaje más inclusivo y dar al Director General cierta discrecionalidad cuando, debido a la complejidad de un caso determinado, no sea posible respetar el estricto plazo de 60 días civiles para la adopción de decisiones.

Personal en puestos de contratación local

10. Se ha modificado el artículo 1310 del Reglamento de Personal para suprimir una medida transitoria que ha pasado a ser redundante.

INTERVENCIÓN DEL CONSEJO EJECUTIVO

11. A la luz de las modificaciones señaladas, el Consejo Ejecutivo tal vez desee examinar los proyectos de resolución siguientes.³

Proyecto de resolución 1 (Normas de conducta de los funcionarios, ascensos, Junta Mundial de Apelación y personal en puestos de contratación local)

El Consejo Ejecutivo,

Habiendo examinado el informe sobre las modificaciones del Estatuto del Personal y del Reglamento de Personal,⁴

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 las normas de conducta de los funcionarios, los ascensos, la Junta Mundial de Apelación y el personal en puestos de contratación local, con efecto a partir del 1 de enero de 2024.

¹ Véanse las actas resumidas de la 152.^a reunión del Consejo Ejecutivo, decimoséptima sesión, sección 1.

² Véase la regla 1.2 r) del Reglamento del Personal de las Naciones Unidas (<https://policy.un.org/browse-by-source/staff-rules#Rule%201.2>), consultado el 13 de diciembre de 2023.

³ Véase el documento EB154/48 Add.1 Rev.1, en el que se exponen las repercusiones financieras y administrativas para la Secretaría de estos proyectos de resolución.

⁴ Documento EB154/48 Rev.1.

Proyecto de resolución 2 (Licencia parental)

El Consejo Ejecutivo,

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

RECOMIENDA a la 77.^a Asamblea Mundial de la Salud que adopte la resolución siguiente:

La 77.^a Asamblea Mundial de la Salud,

Tomando nota de las recomendaciones del Consejo Ejecutivo acerca del artículo VI del Estatuto del Personal,

1. ADOPTA la modificación del párrafo 6.2 del Estatuto del Personal; y
2. DECIDE que esas modificaciones sean efectivas a partir del 1 de enero de 2024.

ANEXO¹

**AMENDMENTS TO THE STAFF REGULATIONS AND STAFF RULES
CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN
THE INTERESTS OF GOOD HUMAN RESOURCES MANAGEMENT**

Former text	New text
<p>STAFF REGULATIONS – ARTICLE VI</p> <p>...</p> <p>6.2 The Director-General shall establish a scheme of social security for the staff, including provisions for health protection, sick leave and maternity leave, and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the Organization.</p>	<p>STAFF REGULATIONS – ARTICLE VI</p> <p>...</p> <p>6.2 The Director-General shall establish a scheme of social security for the staff, including provisions for health protection, sick leave and maternityparental leave, and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the Organization.</p>

¹ El texto suprimido se muestra tachado; el texto insertado se muestra en negrita.

Former text	New text
STAFF RULES	STAFF RULES
<p>110. STANDARDS OF CONDUCT FOR STAFF MEMBERS</p> <p>...</p> <p>110.5 A staff member shall obtain the Director-General's permission before publishing articles whose contents reflect work performed for the Organization or information obtained arising out of such work.</p>	<p>110. STANDARDS OF CONDUCT FOR STAFF MEMBERS</p> <p>...</p> <p>110.5 A Staff member shall obtain the Director-General's permission before publishing articles whose contents reflect work performed for the Organization or information obtained arising out of such work. Staff members shall not, except in the normal course of official duties or with the prior approval of the Director-General, engage in any outside activities that relate to the purpose, activities or interests of the World Health Organization. Outside activities include but are not limited to:</p> <p>110.5.1 Issuing statements to the press, radio or other agencies of public information;</p> <p>110.5.2 Accepting speaking engagements;</p> <p>110.5.3 Taking part in film, theatre, radio, television, online or other live or recorded productions;</p> <p>110.5.4 Submitting articles, books or other material for publication, or for any electronic dissemination, whose contents reflect work performed for the Organization or information obtained arising out of such work.</p>
<p>560. PROMOTION</p> <p>560.1 Promotion is the advancement of a staff member with a continuing or fixed-term appointment to a post of higher grade, as a result either of the reclassification of the post he occupies or of reassignment to a different post.</p> <p>560.2 Subject to Rule 560.3, a staff member with a continuing or fixed-term appointment shall be entitled to the promotion resulting from a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance has been satisfactory.</p>	<p>560. PROMOTION</p> <p>560.1 Promotion is the advancement of a staff member with a continuing or fixed-term appointment to a post of higher grade, as a result either of the reclassification of the post he occupies or of either reassignment to a different post through competition, or assignment of a personal grade.</p> <p>560.2 Subject to Rule 560.3, a A staff member with a continuing or fixed-term appointment shall may be entitled to the considered for promotion subject to conditions to be determined by the Director-General—a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance has been satisfactory.</p>

Former text	New text
<p>560.3 If an occupied post is reclassified from the general service category to a professional category or by more than one grade within a category, or if the post has been reclassified previously while occupied by the same incumbent, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. In such cases, the staff member with a continuing or fixed-term appointment occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.4.</p> <p>560.4 A staff member with a continuing or fixed-term appointment whose performance has been satisfactory, may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications.</p>	<p>560.3 If an occupied post is reclassified from the general service category to a professional category or by more than one grade within a category, or if the post has been reclassified previously while occupied by the same incumbent, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. In such cases, the staff member with a continuing or fixed term appointment occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.4.</p> <p>560.4 A staff member with a continuing or fixed-term appointment whose performance has been satisfactory, may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications may request consideration for promotion under conditions to be determined by the Director-General.</p>
<p>1230. GLOBAL BOARD OF APPEAL</p> <p>...</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>	<p>1230. GLOBAL BOARD OF APPEAL</p> <p>...</p> <p>1230.6.2 The Director-General shallwill inform the parties to the appeal and the chair of the Board of the 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>

Former text	New text
<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT</p> <p>...</p> <p>1310.4 Persons whom it is necessary to recruit outside the local area for such posts, because qualified candidates are not available locally, shall be appointed under the conditions of employment established for persons locally recruited. In addition, any such staff member whose recognized place of residence is determined to be outside the local area as well as outside the country of the official station may be granted any entitlements as required to meet extra costs of non-resident status or accepted practices for non-residents employed in the locality. As a transitional measure, staff members who were in receipt of a non-resident's allowance on 31 August 1983 may continue, while eligible, to receive the non-resident's allowance at the rate and in accordance with the provisions in effect before 1 September 1983.</p>	<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT</p> <p>...</p> <p>1310.4 Persons whom it is necessary to recruit outside the local area for such posts, because qualified candidates are not available locally, shall be appointed under the conditions of employment established for persons locally recruited. In addition, any such staff member whose recognized place of residence is determined to be outside the local area as well as outside the country of the official station may be granted any entitlements as required to meet extra costs of non-resident status or accepted practices for non-residents employed in the locality. As a transitional measure, staff members who were in receipt of a non-resident's allowance on 31 August 1983 may continue, while eligible, to receive the non-resident's allowance at the rate and in accordance with the provisions in effect before 1 September 1983.</p>

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