

## ANNEX 1

# Confirmation of amendments to the Staff Rules<sup>1</sup>

## Report by the Secretariat

[EB118/11 – 18 May 2006]

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.<sup>2</sup>
2. The amendments described in this document stem from the decisions expected to be taken by the United Nations General Assembly at its resumed sixtieth session, on the basis of the recommendations made by the International Civil Service Commission in its annual report for 2005.<sup>3</sup> At its sixtieth session, the United Nations General Assembly endorsed only one of the Commission's recommendations, namely that relating to the staff assessment scale; consideration of the Commission's other recommendations was deferred to the resumed sixtieth session, which opened in March 2006. A decision is expected in May 2006.
3. The amendments described hereafter also take into account the Organization's proposals on the reform of WHO's framework of contractual arrangements.
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5. The text of the amended Staff Rules is contained in the Appendix.

### **PROPOSED FRAMEWORK OF CONTRACTUAL ARRANGEMENTS: BACKGROUND TO GOALS AND OBJECTIVES**

6. In order to bolster its capacity to respond to ever-increasing needs in a complex health and development environment, the Organization has identified and implemented reform initiatives in key areas of programmes and operations, including the introduction of results-based management. Furthermore, reform strategies in management functions that facilitate technical programmes, such as human resources, finance and information technology, have been designed to improve support for programme delivery.

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<sup>1</sup> See resolution EB118.R5.

<sup>2</sup> *Basic documents*, 45th ed., Geneva, World Health Organization, 2005.

<sup>3</sup> Document A/60/30.

7. The call for effective reform is being heeded across the United Nations common system, particularly in the area of human resources management. Improved and more responsive contractual arrangements and conditions of service are central to the successful delivery of WHO's programmes. The Organization's current challenges call for contractual arrangements that make it possible to recruit and retain talented staff at all levels who are capable of handling large and complex programmes and of performing both as specialists in their fields and as multi-skilled, versatile and mobile individuals whose activities may span occupational groups and geographical regions. The present contract forms – which are bureaucratic and lacking in coherence – are not adapted to WHO's needs; they therefore represent an impediment to the Organization's ability to respond to changing needs and requirements.

8. Consequently, the goal of contract reform is to ensure that contractual arrangements serve WHO's programme and operational needs by maintaining and developing a strong workforce of the highest quality through the introduction of greater fairness and equity among staff with regard to the administration of conditions of service. With this in mind, the proposed framework of contractual arrangements has targeted an overall increase in effectiveness, productivity and performance for both the Organization and its staff, together with lower administrative and transactional costs, balancing these improvements against the potential direct costs associated with greater equity in pay and benefits.

9. The objectives of the proposed reform of contractual arrangements are to: (a) ensure that contractual arrangements respond better to the Organization's programmatic and operational needs; (b) ensure that contractual arrangements facilitate performance, competency development and accountability for the Organization and its staff; (c) ensure that contractual arrangements encourage staff mobility and career development; (d) align contract types closely with the resources foreseen in human-resources plans, as approved, and with the nature and duration of the functions concerned; (e) unlink conditions of service, entitlements and benefits from the nature of the post and base these – more appropriately – on length of service, staff performance and duration of the assignment; (f) ensure that contracts are streamlined and easy to administer; and (g) put in place contracts and related conditions of service that are fair and transparent, rooted in the principle of equal pay for equal work, and that, as a result, recognize equally and equitably the value of the work and contributions of all staff, whether on contracts of a continuing, fixed-term or temporary nature.

10. The proposed framework of contractual arrangements has made use of the experience gained and lessons learnt from the reforms introduced in 2002. It has also taken into consideration the contract reform recommendations made by the International Civil Service Commission to the United Nations General Assembly, and the United Nations Secretary-General's report of 7 March 2006 "Investing in the United Nations: for a stronger Organization worldwide".<sup>1</sup> It is the result of an Organization-wide process of consultation that culminated in an extraordinary meeting of the WHO Global Staff/Management Council on 3 and 4 April 2006.

11. At present, large numbers of fixed-term staff remain whose appointment status does not reflect their contribution to the Organization over time – a situation that represents a significant barrier to succession management, mobility, rotation and career development. As a result, the Organization's efforts to attract, retain and further develop competent and motivated international civil servants will also be hampered.

12. Staff members holding the two existing types of temporary contracts (short-term and term-limited) face similar difficulties. Planning and monitoring of the need for temporary staff have been less than adequate, leading to high levels of dissatisfaction on the part of managers and staff alike.

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<sup>1</sup> Document A/60/692.

Although intended to bring simplicity and ease of administration, the implementation of temporary contracts has proven to be highly cumbersome and time consuming. In addition, although temporary staff are expected to meet the same high standards of performance as colleagues with long-term contracts, and despite the fact that they are increasingly serving in difficult, high-risk and hardship locations in proportionally higher numbers than longer term staff, such temporary staff do not enjoy the same conditions of service as fixed-term staff. This is in contrast with the conditions of service offered by other organizations in the United Nations common system, particularly those with high numbers of field staff.

13. In line with the goals and objectives mentioned above, the proposed framework of contractual arrangements comprises three types of appointments:

- **continuing appointment:** this is an appointment without a time limit, which will be granted after a minimum of five years' uninterrupted, active service on fixed-term appointments and certified satisfactory performance. The continuation of service on such appointments will be subject to such factors as continuing need for the function and availability of funding;
- **fixed-term appointment:** this is a time-limited appointment of one year or more. It may be extended provided that the total duration of service under consecutive fixed-term appointments does not exceed five years. Exceptionally, service on such appointments may be further extended for up to one additional year. During that time, the staff member's performance and competencies will be assessed with a view to conversion to a continuing appointment;
- **temporary appointment:** this is a time-limited appointment of up to two years to meet short-term needs, such as peak workloads and other specific time-limited requirements. If the temporary appointment is of less than two years it may be extended, provided that the total duration of uninterrupted service under consecutive temporary appointments does not exceed two years. A staff member who has completed the maximum duration of uninterrupted service on one or more temporary appointments may not be employed by the Organization unless more than 30 calendar days have elapsed since his or her separation from service.

14. The introduction of the fixed-term appointment leading to conversion to a continuing appointment will bring about greater fairness and equity in appointment status among long-term staff. It will also allow for greater transparency, openness, and accountability in the management of the performance of staff members. Further improvements in the performance-management system will promote objectivity and fairness in decisions related to conversions of fixed-term appointments into continuing appointments. Extensions of fixed-term appointments will remain subject to availability of funding, the needs of the Organization and certification of satisfactory performance.

15. Planning and monitoring of temporary needs and functions will be significantly strengthened under the proposed temporary appointment. In accordance with the principles of managerial accountability and responsibility for programme delivery, managers are expected to take considered, informed decisions on both the duration and the nature of the functions required to meet the Organization's needs. Contracts will be simpler to administer and the efficiency of programme delivery will be improved by removing the requirement of a break in service irrespective of programme need. Staff members will benefit from reliable information on available temporary opportunities as indicated in plans for the management of human resources, and increased certainty regarding the duration of their employment. This will allow staff members both to manage their personal and professional lives better, and enjoy increased fairness and equity in conditions of service. At the same time, the Organization's competitiveness and its capacity to attract competent and experienced staff members to meet temporary needs will be significantly increased, particularly at field level, where other agencies offer more attractive and secure contractual arrangements.

16. The proposed framework of contractual arrangements has a number of significant features:
- the nature and duration of contracts will be linked directly to plans for the management of human resources
  - entitlements will vary according to the duration of the assignment and the length of continuous service, rather than the nature of the contract
  - conditions of service have been reviewed with the aim of bringing about greater equity and fairness, simplicity and ease of administration, and adoption of the best human-resources practices, including in the area of a supportive work environment
  - career or service appointments have been discontinued and replaced by continuing appointments
  - the first year on a fixed-term appointment will continue to be probationary
  - the maximum duration of any temporary function will be a continuous period of two years. If the function is required beyond this period, the manager must request creation of a fixed-term position through the established processes for planning and budgeting to meet programme needs before expiration of the two-year period
  - the maximum duration of a temporary appointment will be an uninterrupted period of two years
  - consultants will no longer have the status of staff members.

## **AMENDMENTS TO THE STAFF RULES**

### **Introductory section**

#### **Application**

17. Staff Rule 030 has been amended so that the Director-General may make temporary appointments of 60 days or less with terms of service different from those provided in the Staff Rules; the aim was also to align Rule 030 with amended Rule 1320 on conference service and other short-term staff members.

#### **Effective date**

18. Staff Rule 040 has been amended to reflect the effective date of implementation of the amended Staff Rules.

### **Section 3 – Salary, post adjustment, allowances and grants**

#### **Salary determination**

19. Staff Rule 320.1 has been amended to apply equal conditions to all staff members in determination of salary.

20. Staff Rules 320.2, 320.2.1 and 320.2.2 have been deleted to reflect the fact that Staff Rule 320.1 now covers the salary determination of temporary staff. Staff Rules 320.3, 320.4, 320.4.1, 320.4.2 and 320.5 have been renumbered accordingly.

#### **Net base salary on promotion to a higher grade**

21. Staff Rule 320.3 has been further amended to indicate that it is applicable only to staff holding continuing or fixed-term appointments.

#### **Net base salary on reduction in grade**

22. Staff Rule 320.4 has been further amended to indicate that it is applicable only to staff holding continuing or fixed-term appointments.

#### **Temporary assumption of responsibilities of a post of a higher grade**

23. Staff Rule 320.5 has been further amended to indicate that it is applicable only to staff holding continuing or fixed-term appointments.

#### **Payment of net base salary to temporary staff in the professional and higher categories**

24. Staff Rule 330.3 has been deleted in light of the equal conditions to be applied to staff members holding continuing, fixed-term or temporary appointments.

#### **Dependants' allowances**

25. Staff Rule 340 has been amended to apply equal conditions for the granting of dependants' allowances to all staff in the professional and higher categories.

#### **Special education grant for disabled children**

26. Staff Rule 355.1 has been amended to apply equal conditions to all staff for eligibility for such a grant. The reference to consultants has also been removed.

#### **Mobility and hardship allowance**

27. Staff Rule 360.1 has been amended and reworked text from this Rule has been used to create Staff Rules 360.1.1 and 360.2. Former Staff Rules 360.1.1, 360.1.2, 360.1.3, 360.1.4, and 360.2 have been deleted. In addition, new Staff Rule 360.1.2 has been introduced to reflect the applicability of the mobility and hardship allowance both to staff who are assigned or transferred to an official station for a period of one year or longer, and to staff who are assigned or transferred to an official station for an initial period of less than one year, and whose assignment or transfer is subsequently extended so that the uninterrupted period of service at that official station is one year or longer.

28. The above-mentioned amendments have also been made to reflect the recommendations of the International Civil Service Commission to the United Nations General Assembly on the revised mobility and hardship scheme. Furthermore, the provisions concerned have been considerably edited in the interests of simplicity and clarity, and in order to ensure that the content is focused on normative rather than procedural requirements.

29. The last sentence of Staff Rule 360.3, on the categorization of official stations, was previously found in Staff Rule 360.1.

### **Assignment grant**

30. Staff Rule 365.1 has been slightly amended and text transferred to Staff Rule 365.1.1; new Staff Rule 365.1.2 has also been introduced. The aim of these changes is to indicate that the assignment grant will be paid upon appointment or reassignment to an official station for a period of at least one year, or upon extension of an initial appointment or reassignment to an official station of less than one year resulting in an uninterrupted period of service at that official station of one year or longer.

31. Text previously found in Staff Rule 365.1 on the amounts of the assignment grant has been used to create Staff Rule 365.2 and Staff Rules 365.1.1 and 365.1.2 have been renumbered accordingly.

32. Staff Rule 365.3 has been deleted and new Staff Rule 365.3 introduced to reflect the recommendations of the International Civil Service Commission to the United Nations General Assembly on the assignment grant. These amendments have also been made in the interests of simplification and clarity. New Staff Rule 365.3 sets out the normative criteria and requirements applying to the increase of the assignment grant by one or more lump sums.

33. Following the above-mentioned amendments, Staff Rules 365.2, 365.4 and 365.5 have been renumbered.

### **Service allowance**

34. Staff Rule 367 providing for the payment of a service allowance for staff holding temporary appointments has been deleted as such an allowance is no longer appropriate in the light of the greater equity in benefits and entitlements and other emoluments being granted to staff holding temporary appointments under the amended Staff Rules.

## **Section 4 – Recruitment and appointment**

### **Appointment policies**

35. Staff Rule 420 has been amended to reflect the new appointment system.

36. New Staff Rule 420.1 has been added listing the new types of appointment.

37. Staff Rules 420.1, 420.2 and 420.3 have been renumbered and amended to reflect the definitions of continuing, fixed-term and temporary appointments, respectively.

38. Staff Rules 420.4 and 420.5 have been renumbered, and the cross-references in Staff Rule 420.5 to Staff Rules 420.2 and 420.3 corrected to indicate Staff Rules 420.3 and 420.4, respectively.

39. Staff Rule 420.6 has been renumbered and amended to indicate that it applies to fixed-term staff only.

### **Reinstatement upon re-employment**

40. Staff Rule 470 has been amended in the interests of clarity by adding the term “reinstatement”, as this Rule deals with reinstatement upon re-employment. In addition, the cross-reference to Staff

Rule 420.3 has been corrected to indicate Staff Rule 420.4. The reference to consultants has also been deleted.

### **Interorganization transfers**

41 Staff Rule 480.1.3 has been amended to correct the cross-reference to Staff Rule 420.5, which has been renumbered as Staff Rule 420.6.

## **Section 5 – Performance and change of status**

### **End of probation**

42. Staff Rule 540.1 has been amended to correct the cross-reference to Staff Rule 420.6, which has been renumbered 420.7.

### **Within-grade increase**

43. Staff Rule 550.1 has been amended to reflect its application to all staff, and to clarify that the sentence indicating that the “date of entitlement shall not be earlier than the date of confirmation of the appointment” applies only to staff members holding fixed-term appointments subject to a probationary period. Staff Rule 550.3 has been amended to replace the words “linguistic staff” with a reference to “conference and other short-term service staff” appointed under amended Staff Rule 1320.

### **Promotion**

44. Staff Rules 560.1, 560.2, 560.3 and 560.4 have been amended to indicate that they apply to staff members holding continuing and fixed-term appointments only. In addition, the cross-reference in Staff Rule 560.3 to Staff Rule 320.5 has been corrected to indicate Staff Rule 320.4.

### **Reassignment**

45. Staff Rules 565.1, 565.2, 565.3 and 565.4 have been amended to indicate that the term “reassignment” as defined in Staff Rule 565.1 applies to staff holding continuing and fixed-term appointments only. In addition, the cross-reference in Staff Rule 565.4 to Staff Rule 320.5 has been corrected to indicate Staff Rule 320.4.

## **Section 6 – Attendance and leave**

### **Annual leave**

46. Staff Rule 630.3.1 has been amended to delete the reference to staff employed on a “when actually employed” basis as these arrangements have been discontinued in light of the reform of contractual arrangements.

47. Staff Rule 630.3.2 has been renumbered and further amended to delete the reference to staff holding temporary appointments. This Staff Rule has been further amended to introduce a reference to conference and other short-term service staff appointed under amended Staff Rule 1320.

48. Staff Rule 630.3.3 has been deleted to remove the reference to consultants.

49. As a result of these amendments, Staff Rules 630.3.4 and 630.3.5 have been renumbered.

### **Home leave**

50. Staff Rule 640.3.3 has been amended to indicate that home leave applies to temporary staff and to specify that it does not apply to national professional officers appointed under Staff Rule 1330.

### **Leave for military training or service**

51. Staff Rule 660.1 has been amended to correct the reference to Staff Rule 420.3, which has been renumbered Staff Rule 420.4, and to remove the reference to consultants.

## **Section 7 – Social security**

### **Accident and illness insurance**

52. Staff Rule 720.1.1 on staff health insurance and Staff Rule 720.2.1 on accident and illness insurance have been amended so that they apply equally to all staff. Staff Rule 720.2.2 has been deleted accordingly.

### **Sick leave**

53. Staff Rule 740.1 has been amended to remove the reference to staff engaged on a “when actually employed” basis as this form of employment has been discontinued under the proposed framework of contractual arrangements. The reference to Staff Rule 1330 on consultants has also been removed.

### **Maternity and paternity leave**

54. Staff Rule 760.1 has been amended to reflect that staff members are entitled to maternity and paternity leave, subject to conditions established by the Director-General.

55. Staff Rule 760.2 has been amended and Staff Rule 760.3 deleted to indicate that maternity leave applies equally to all staff members (not including those appointed under Staff Rule 1320). Staff Rules 760.4, 760.5 and 760.6 have been renumbered accordingly.

56. Staff Rule 760.6 has been amended to indicate that paternity leave applies equally to all staff members.

### **Grant in case of death**

57. Staff Rule 770.1 has been amended to apply the right to a grant in case of death equally to all staff members, and to remove the reference to Staff Rule 1330 on consultants.

## **Section 8 – Travel and transportation**

### **Travel of spouse and children**

58. Staff Rules 820.2 and 820.2.1 have been amended to grant the right to reimbursement for travel expenses of a spouse and children equally to all staff members upon appointment for a period of not less than one year, and upon the extension of an initial appointment of less than one year resulting in an uninterrupted period of service of one year or longer.

### **Special education grant travel**

59. Staff Rule 825 on special education grant travel has been amended so that it may apply to staff holding temporary appointments. It has been further amended to indicate that it does not apply to national professional officers under Staff Rule 1330, as renumbered. The reference to consultants has also been removed.

## **Section 10 – Separation from service**

### **Termination for reasons of health**

60. Staff Rule 1030.2.2 has been amended to indicate that reassignment possibilities prior to termination for reasons of health will be explored only for staff holding continuing and fixed-term appointments.

61. Staff Rule 1030.3.1 has been amended to specify that in the case of termination for reasons of health, staff members holding continuing and fixed-term appointments will receive three months' notice, and staff members holding temporary appointments will receive one month's notice.

### **Completion of appointments**

62. Staff Rule 1040 has been amended to add the requirement that, where it has been decided not to offer an extension of appointment to a staff member holding a temporary appointment, the staff member shall be notified thereof normally no less than one month before the expiry of the appointment. The Staff Rule has been further amended to specify that no such notice will be required in the case of a staff member holding a temporary appointment who has reached the maximum duration of uninterrupted service under consecutive temporary appointments.

### **Termination of temporary appointments**

63. New Staff Rule 1045 has been introduced to specify that a temporary appointment may be terminated on the grounds specified in Staff Rule 1030 (termination for reasons of health), Staff Rule 1075 (termination for misconduct) and Staff Rule 1080 (termination for abandonment of post). It has also been introduced to specify the requirements, including notice and termination indemnity, applying to the termination of temporary appointments for the following reasons: because the temporary function is discontinued, because the staff member's performance is considered unsatisfactory, or because the staff member proves unsuited to his or her work or to international civil service.

### **Abolition of post**

64. Staff Rule 1050.2 has been amended so that it refers to "continuing appointments" rather than "service appointments".

65. Staff Rule 1050.3 has been amended so that it refers to "continuing appointments" rather than "service appointments".

### **Terminal remuneration**

66. Staff Rule 1050.4 has been amended so that it may accommodate the payment of indemnities to staff holding temporary appointments, and whose function is discontinued under new Staff Rule 1045.

**Unsatisfactory performance or unsuitability for international civil service**

67. Staff Rules 1070.1, 1070.2, 1070.3, and 1070.4 have been amended to specify that these Staff Rules apply only to staff members holding continuing and fixed-term appointments.

**Notice of termination**

68. Staff Rule 1083 has been amended to indicate that notice of termination under new Staff Rule 1045 may not be served to a staff member on maternity leave.

**Section 13 – Special employment conditions****Mobility and hardship allowance for staff in posts subject to local recruitment**

69. Staff Rule 1310.5 has been amended to add the words “in the United Nations common system” after the reference to “international organizations” in relation to staff recruited outside the area for posts subject to local recruitment.

**Conference and other short-term service staff**

70. Staff Rule 1320 has been re-titled “Conference and other short-term service staff”, thus removing the reference to “temporary appointments”. The Rule has been further amended to align it with the amendments made to Staff Rule 030.

**Consultants**

71. Staff Rule 1330 on consultants has been deleted.

**National professional officers**

72. Staff Rule 1340.1 has been renumbered and the term “posts” replaced by the term “appointments”. Staff Rule 1340.2 has also been renumbered and the cross-reference to Staff Rule 1340.1 corrected to Staff Rule 1330.1, as renumbered.

**ACTION BY THE EXECUTIVE BOARD**

73. [This paragraph contained a draft resolution which was adopted at the fifth meeting as resolution EB118.R5].

## Appendix

**TEXT OF AMENDED STAFF RULES**

## 030. APPLICATION

The Staff Rules shall apply to all staff members of the World Health Organization, except as specifically provided in any particular Rule herein. Nothing in the present Rules shall be interpreted as preventing the Director-General from making temporary appointments of 60 days or less with terms of service different from those provided in the present Rules, where he or she considers that the interests of the service so require.

## 040. EFFECTIVE DATE

These Staff Rules are effective as from 1 January 2007 and supersede all Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon.

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320. SALARY DETERMINATION

320.1 On appointment, the net base salary of staff members shall normally be fixed at step 1 of the grade of the post or function to be occupied; however, in accordance with guidelines established by the Director-General, it may be fixed at a higher step in the grade in order to take into account a staff member's qualifications, skills and experience in relation to the requirements of the post or function.

320.2 On promotion of a staff member with a continuing or fixed-term appointment to a higher grade, the net base salary of a staff member shall be fixed at the lowest step in the new grade that will provide an increase in net base salary for promotion within the same salary scale or total net remuneration for promotion from the general service to the professional category, at least equal to that which would have resulted from the granting of two steps within the staff member's present grade. However, on restoration to a higher grade formerly held, the staff member's net base salary shall not exceed that which would have been attained had the staff member remained in the higher grade.

320.3 On reduction in grade of a staff member with a continuing or fixed-term appointment:

320.3.1 due to reasons other than unsatisfactory performance, unsuitability for international service, or misconduct, the net base salary of a staff member shall be fixed at that step in the lower grade that corresponds to his current net base salary, or at the step nearest below if there is no exactly corresponding step;

320.3.2 due to unsatisfactory performance, unsuitability for international service, or misconduct, the net base salary may be fixed at a lower step in the lower grade.

320.4 A staff member with a continuing or fixed-term appointment may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that

which he occupies; such temporary arrangements shall not be continued for more than 12 months, unless otherwise decided by the Director-General. As from the beginning of the fourth consecutive month of such service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his current pay, consisting of net base salary, post adjustment and allowances, and that which he would receive if promoted to the post of higher grade.

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340. DEPENDANTS' ALLOWANCES

Staff members appointed to the professional or higher categories, are entitled to a dependant's allowance for dependants as defined in Rule 310.5, as follows:

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355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN

355.1 Staff members are entitled to a special education grant in respect of any physically or mentally disabled child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 28, under conditions established by the Director-General. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.

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360. MOBILITY AND HARDSHIP ALLOWANCE

360.1 The following staff members shall receive a non-pensionable mobility and hardship allowance designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, in accordance with conditions established by the Director-General:

360.1.1 staff members, except those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for a period of one year or longer; and

360.1.2 staff members, except those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for an initial period of less than one year, and whose assignment or transfer is subsequently extended so that the uninterrupted period of service at that official station is one year or longer.

360.2 The allowance is composed of three elements: mobility, hardship and non-removal, and shall be paid as determined by the Director-General on the basis of conditions and procedures agreed among the international organizations in the United Nation's common system.

- 360.3 Official stations shall be categorized according to conditions of life and work and on the basis of criteria agreed among the international organizations in the common system for classifying official stations. Headquarters, North American and European official stations and similar designated locations shall be categorized H official stations, whereas all other official stations shall be categorized from A to E.
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365. ASSIGNMENT GRANT

- 365.1 A staff member whose travel is authorized shall be paid an assignment grant:
- 365.1.1 upon appointment or upon reassignment to an official station for a period of at least one year; or
  - 365.1.2 upon extension of an initial appointment or reassignment to an official station of less than one year, resulting in an uninterrupted period of service at that official station of one year or longer.
- 365.2 The amount of the assignment grant shall be the equivalent of:
- 365.2.1 travel per diem in respect of himself for a period of 30 days from his arrival;
  - 365.2.2 travel per diem, in respect of each family member accompanying or joining him at the Organization's expense under Rule 820, except for children eligible for travel under Rule 820.1.4, for 30 days at half the rate after their arrival.
- 365.3 Subject to conditions established by the Director-General on the basis of conditions and procedures agreed among international organizations in the United Nations common system, the assignment grant shall be increased by one or more lump sums, depending on the category of the official station, whether the staff member is entitled to removal under Rule 855.1, and the duration or expected duration of the assignment at that official station. The lump sum shall be calculated and payable on the basis of the staff member's net base salary and, as applicable, the post adjustment at the official station to which the staff member is assigned at his grade and step, and rates determined by the Director-General.
- 365.4 No assignment grant shall be paid for children born, or for any other dependant acquired, after the arrival of the staff member at the official station.
- 365.5 If a staff member resigns from the Organization within six months of the date of his appointment or reassignment, any assignment grant paid under Rules 365.2 and 365.3 is recoverable proportionately under conditions established by the Director-General.
- 365.6 If both spouses are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule 365.2.1 shall be payable to each staff member. The amount under Rule 365.2.2 shall be payable to the staff member in respect of whom the child is recognized as a dependant, whereas the amount under Rule 365.3 shall be payable to the spouse whose entitlement yields the higher amount.

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420. APPOINTMENT POLICIES<sup>1</sup>

420.1 Staff members may be granted continuing, fixed-term or temporary appointments as defined below.

420.2 A “continuing appointment” is an appointment without specified time-limit. A continuing appointment shall be granted after a minimum of five years’ uninterrupted, active service on fixed-term appointments and certified satisfactory performance.

420.3 A “fixed-term appointment” is a time-limited appointment of one year or more. A fixed-term appointment may be extended, provided that the total duration of service under consecutive fixed-term appointments does not exceed five years. Exceptionally, service on such appointments may be further extended, for up to one additional year, in accordance with conditions determined by the Director-General.

420.4 A “temporary appointment” is a time-limited appointment of up to two years. If the temporary appointment is of less than two years, it may be extended, provided that the total duration of uninterrupted service under consecutive temporary appointments does not exceed two years. A staff member who has completed the maximum period of uninterrupted service on one or more temporary appointments may not be employed by the Organization unless more than 30 calendar days have elapsed since his separation from service. Any future employment is subject to conditions established by the Director-General.

420.5 Appointments may be on a full-time or part-time basis.

420.6 All staff, including staff members seconded to the Organization, shall be appointed initially on fixed-term appointments as defined in Rule 420.3, or on temporary appointments as defined in Rule 420.4.

420.7 Any fixed-term appointment of one year or more shall be subject to a period of probation, which shall be at least one year and may be extended up to two years when necessary for adequate evaluation of the staff member’s performance, conduct and suitability to international service.

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470. REINSTATEMENT UPON RE-EMPLOYMENT

470.1 Staff members, except those holding temporary appointments as defined in Rule 420.4, who are re-employed within one year of the termination of their appointment, may, at the option of the Organization, be reinstated. In such cases they shall have restored to them the status which they held upon termination, and the intervening absence shall be charged to annual leave and leave without pay as necessary. They shall refund to the Organization all separation payments made to them.

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<sup>1</sup> Staff members holding career-service and service appointments on 1 January 2007, shall have such appointments automatically converted to continuing appointments.

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480. INTERORGANIZATION TRANSFERS

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- 480.1.3 shall be appointed on a fixed-term appointment in accordance with Staff Rule 420.6, and serve the same probationary period as a newly appointed staff member, except for appointees transferred from the Pan American Health Organization;

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540. END OF PROBATION

- 540.1 A performance evaluation report (see Rule 530.2) shall be made before the end of the normal probationary period (see Rule 420.7). On the basis of this report a decision shall be taken, and notified to the staff member, that the:

- 540.1.1 appointment is confirmed;
- 540.1.2 probationary period is extended for a specified period;
- 540.1.3 appointment is not confirmed and is to be terminated.

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550. WITHIN-GRADE INCREASE

- 550.1 Staff members whose performance has been certified by the supervisors as being satisfactory shall be entitled to a within-grade salary increase of one step upon completion of each unit of service time as defined in Rule 550.2. For staff members holding fixed-term appointments subject to a period of probation, the date of entitlement shall not be earlier than the date of confirmation of the appointment except as provided in Rule 480. The effective date for a within-grade increase shall be the first of the month nearest the date of satisfactory completion of the service requirement. Increases may be granted up to the maximum for the staff member's grade except that, if either Rule 555.2 or Rule 1310.9 applies, the normal maximum may be exceeded accordingly.

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- 550.3 The unit of service time shall be reduced to ten months under Rule 550.2.1 and to twenty months under Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency of a second official language of the Organization. Staff members whose mother tongue is one of the official languages of the Organization must demonstrate proficiency in a second official language. This Rule applies to staff members in the professional and higher categories except for conference and other short-term service staff appointed under Rule 1320, e.g., translators, editors, revisers and interpreters.
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560. PROMOTION (see Staff Regulation 4.4)

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.

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.

560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within a category, 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.

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.

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565. REASSIGNMENT

565.1 A reassignment is any formal movement of a staff member with a continuing or fixed-term appointment from one post to another. It may involve a change in title, grade, duties, salary, post adjustment or official station, or a combination of these changes.

565.2 A staff member with a continuing or fixed-term appointment may be reassigned whenever it is in the interest of the Organization to do so. A staff member with a continuing or fixed-term appointment may at any time request consideration for a reassignment in his own interest.

565.3 So far as practicable, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members with continuing or fixed-term appointments between the different activities and offices of the Organization in the interest of developing a versatile career staff. In accepting appointment, a staff member with a continuing or fixed-term appointment accepts the applicability of this policy to himself.

565.4 A staff member with a continuing or fixed-term appointment may be required, without formal reassignment and in the interests of the Organization, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.4. Any such arrangement shall not exceed twelve months, unless otherwise decided by the Director-General.

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630. ANNUAL LEAVE

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630.3 Annual leave accrues to all staff members except:

630.3.1 to conference and other short-term service staff appointed under Rule 1320 engaged on a daily basis;

630.3.2 to those on leave without pay under Rule 655.1 in excess of 30 days;

630.3.3 to those on special leave under insurance coverage in excess of 30 days.

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640. HOME LEAVE

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640.3.3 they are not locally recruited under Rules 1310 and 1330; and

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660. LEAVE FOR MILITARY TRAINING OR SERVICE

660.1 Upon application, staff members, except those holding temporary appointments as defined in Rule 420.4, may be granted leave of absence for military training or service required by their government for a period not exceeding one year in the first instance but subject to extension on request. At the staff members' option, such absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose the provisions of Rule 655.2 shall apply.

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720. ACCIDENT AND ILLNESS INSURANCE

720.1 Staff Health Insurance:

720.1.1 Staff members shall participate in the Organization's Staff Health Insurance, and their spouse and eligible dependants shall also be covered by it, in accordance with rules established by the Director-General in consultation with the staff. Staff members shall contribute to the cost.

720.2 Accident and Illness Insurance:

720.2.1 Staff members shall be insured against the risk of disability or accidental death to the extent provided for in the Organization's accident and illness insurance policy relating to them. Staff members shall contribute to the cost.

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740. SICK LEAVE

740.1 Staff members, except those excluded by the Director-General under the provisions of Rule 1320 who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:

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740.1.4 a staff member appointed for a period of less than one year, and paid on a monthly basis may be granted sick leave proportionate to the duration of the appointment.

760. MATERNITY AND PATERNITY LEAVE

760.1 Staff members shall be entitled to maternity leave and paternity leave, subject to conditions established by the Director-General.

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 no case shall it terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.

760.3 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.

760.4 Where both parents of a new-born child are staff members of the World Health Organization, any unused portion of maternity leave to which the mother would otherwise have been entitled under Rule 760.2 may be used by the father of the child, under conditions established by the Director-General.

760.5 Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the birth of his child, a 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.

770. GRANT IN CASE OF DEATH

770.1 On the death of a staff member whose death does not result in any indemnity payment from the Organization's accident and illness insurance policy, a payment shall be made to:

820. TRAVEL OF SPOUSE AND CHILDREN

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820.2 The Organization shall pay the travel expenses of a staff member's spouse and dependent children, as defined in Rule 820.1, under the following circumstances:

820.2.1 on appointment for a period of not less than one year, or upon extension of an initial appointment of less than one year resulting in an uninterrupted period of service of one year or longer, from the recognized place of residence or, at the option of the Organization, the place of recruitment, to the official station, or from some other place, provided that the cost to the Organization does not exceed that for the travel from the recognized place of residence, and subject to the requirement that in any case the spouse and dependent children are expected to remain at the official station at least six months;

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825. SPECIAL EDUCATION GRANT TRAVEL

The Organization shall, in accordance with terms and conditions determined by the Director-General, pay travel expenses of dependent children in respect of whom staff members are entitled to the special education grant under Rule 355. In this case, the provisions for education grant travel under Rule 820.2.5 shall not apply, except for the round trips under Rules 820.2.5.2 and 820.2.5.3. The provisions of this Rule shall apply to professional and higher category staff not serving in the country of their recognized place of residence, and to staff referred to in Rule 1310.4 recruited outside the local area as well as outside the country of the official station. They shall not apply to other staff referred to in Rules 1310 and 1330.

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1030. TERMINATION FOR REASONS OF HEALTH

1030.1 When, for reasons of health and on the advice of the Staff Physician, it is determined that a staff member is incapable of performing his current duties, his appointment shall be terminated.

1030.2 Prior to such termination the following conditions must be fulfilled:

1030.2.1 the medical condition must be assessed as of long duration or likely to recur frequently;

1030.2.2 reassignment possibilities for staff members holding continuing or fixed-term appointments shall be explored and an offer made if this is feasible;

1030.2.3 participants in the Pension Fund shall have their pension rights determined.

1030.3 A staff member whose appointment is terminated under this Rule:

- 1030.3.2 may be entitled to disability benefit in accordance with the rules of the Pension Fund;
- 1030.3.3 may be entitled to a disability payment in accordance with the terms of the insurance coverage provided for in Rule 720.2;
- 1030.3.4 shall receive a termination payment at the rates set out in Rule 1050.4, provided that the amount due under that Rule, together with any periodic disability benefits due in the 12 months following termination and payable by virtue of the provisions of Section 7, shall not exceed one year's terminal remuneration;
- 1030.3.5 shall always have the option of resigning.

#### 1040. COMPLETION OF APPOINTMENTS

In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall terminate automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment. Where it has been decided not to offer an extension of appointment to a staff member holding a temporary appointment, the staff member shall be notified thereof normally no less than one month before the expiry of the appointment. Such notice shall not be required in the case of a staff member holding a temporary appointment who has reached the maximum duration of uninterrupted service under consecutive temporary appointments, as defined in Rule 420.4. Eligible staff members who do not wish to be considered for reappointment shall also give that period of notice of their intention.

#### 1045. TERMINATION OF TEMPORARY APPOINTMENTS

- 1045.1 In addition to the grounds for termination set out in Rules 1030, 1075, and 1080, a temporary appointment may be terminated prior to its expiration date if:
  - 1045.1.1 the function the staff member performs is discontinued, or;
  - 1045.1.2 the staff member's performance is deemed to be unsatisfactory, or if the staff member proves unsuited to his work or to international service. It shall be considered unsatisfactory performance if the staff member does not or cannot perform the temporary functions to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.
- 1045.2 When a temporary appointment is terminated due to discontinuation of the function, the staff member will be given at least one month's notice and will be paid a termination indemnity in accordance with the schedule set out in Rule 1050.4.
- 1045.3 When a temporary appointment is terminated for unsatisfactory performance or because the staff member proves unsuited to his work or to international civil service, the staff member shall normally be given at least one month's notice. In addition, the staff member may, at the discretion of the Director-General, be paid an indemnity not exceeding one-

half of the amount to which he would have been entitled if his appointment had been terminated under Rule 1045.2.

1050. ABOLITION OF POST

1050.1 The fixed-term appointment of a staff member with less than five years of service may be terminated prior to its expiration date if the post he occupies is abolished.

1050.2 When a post held by a staff member with a continuing appointment, or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, reasonable efforts shall be

made to reassign the staff member occupying that post, in accordance with procedures established by the Director-General, and based upon the following principles:

...

1050.3 Termination under this Rule shall require giving at least three months' notice to a staff member holding a continuing appointment or a non-probationary fixed-term appointment, and at least one month's notice to any other staff member.

1050.4 Staff members whose appointments are terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.2:

Indemnity  
(Terminal remuneration)

Years of service	Staff holding continuing appointments	Staff holding other types of appointments
Less than 1	)	)
1	)	) One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months
2	) Not applicable	)
3	)	)
4	)	)
5	)	) 4 months
6	6 months	5 months
7	7 months	6 months
8	8 months	7 months
9	9 months	9 months
10	9.5 months	9.5 months
11	10 months	10 months
12	10.5 months	10.5 months
13	11 months	11 months
14	11.5 months	11.5 months
15 or more	12 months	12 months

1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE

1070.1 A staff member's continuing or fixed-term appointment may be terminated if his performance is unsatisfactory or if he proves unsuited to his work or to international service. It shall be considered unsatisfactory performance if the staff member with a continuing or fixed-term appointment does not or cannot perform the functions of the post to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.

1070.2 Prior to termination action, a staff member with a continuing or fixed-term appointment shall be given a written warning and a reasonable time to improve. If there is reason to believe that the unsatisfactory performance results from assignment to duties and responsibilities beyond the capacity of the staff member, consideration shall be given to reassignment to a post more suited to his abilities.

1070.3 A staff member with a continuing or fixed-term appointment whose appointment is terminated under this Rule shall be entitled to a notice period equivalent to that specified in Rule 1050.3.

1070.4 A staff member whose continuing or fixed-term appointment is terminated under this Rule may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if terminated under Rule 1050.

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1083. NOTICE OF TERMINATION

Notice of termination under Staff Rules 1030, 1045, 1050, 1060, 1070 and 1080 shall not be served to a staff member on maternity leave.

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1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT

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1310.5 At designated official stations, a mobility and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to P.3. The Director-General shall establish, on the basis of procedures agreed among the international organizations in the United Nations common system, the criteria under which the mobility and hardship allowance may be payable.

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1320. CONFERENCE AND OTHER SHORT-TERM SERVICE STAFF

The Director-General may establish conditions of service for conference and other short-term service staff holding temporary appointments of 60 days or less without regard to

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the provisions of other Staff Rules, including Staff Rules 340, 640, 710, 760, 770, 820, and 825.

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1330. NATIONAL PROFESSIONAL OFFICERS

- 1330.1 The Director-General may appoint National Professional Officers to perform work at the professional level without regard to the provisions of other sections of the Rules. All appointments in the National Professional Officer category are subject to local recruitment.
- 1330.2 With respect to Rule 1330.1 the Director-General shall establish employment conditions for staff engaged in the local area, including the fixing of rates of pay and allowances in terms of the best prevailing practices in the local area.
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## ANNEX 2

# Administrative and financial implications for the Secretariat of resolutions adopted by the Executive Board

<b>1. Resolution EB118.R1</b> Thalassaemia and other haemoglobinopathies <sup>1</sup>	
<b>2. Linkage to programme budget</b>	
<b>Area of work</b>	<b>Expected result</b>
Surveillance, prevention and management of chronic, noncommunicable diseases	1. Support provided to countries for framing policies and strategies for prevention and management of chronic, noncommunicable diseases at national level, including integration of primary and secondary prevention into health systems.
<b>(Briefly indicate the linkage with expected results, indicators, targets, baseline)</b>	
The resolution will provide a framework for achieving the expected result with regard to the prevention and management of thalassaemia and other haemoglobinopathies.	
<b>3. Financial implications</b>	
<b>(a) Total estimated cost for implementation over the “life-cycle” of the resolution (estimated to the nearest US\$ 10 000, including staff and activities)</b> US\$ 2 740 000, excluding the staff costs of US\$ 2 440 440 detailed in the report on administrative and financial implications of resolution EB117.R3.	
<b>(b) Estimated cost for the biennium 2006-2007 (estimated to the nearest US\$ 10 000, including staff and activities)</b> US\$ 1 390 000	
<b>(c) Of the estimated cost noted in (b), what can be subsumed under existing programmed activities?</b> Not applicable (no funds allocated except those under the regular budget in respect of the Programme Manager, an estimated 50% of whose work time will be needed for implementation of the resolution).	
<b>4. Administrative implications</b>	
<b>(a) Implementation locales (indicate the levels of the Organization at which the work will be undertaken and identify the specific regions where relevant)</b>	
Selected countries, five regional offices (the regional offices for the Americas, South-East Asia, Europe, the Eastern Mediterranean and the Western Pacific) and headquarters.	
<b>(b) Additional staffing requirements (indicate additional required staff full-time equivalents, noting necessary skills profile)</b>	
Please see the report on administration and financial implications of the resolution EB117.R3.	
<b>(c) Time frames (indicate broad time frames for implementation and evaluation)</b>	
The lifespan of the global initiative is four years from 2006. The monitoring committee is to meet every two years.	

[EB118/5 Add.1 – 27 May 2006]

<sup>1</sup> As sickle-cell anaemia is a common haemoglobinopathy kindly see also the administrative and financial implications of resolution EB117.R3 (document EB117/2006/REC/1, Annex 4).

<b>1. Resolution EB118.R3 Control of leishmaniasis</b>	
<b>2. Linkage to programme budget</b>	
<b>Area of work</b>	<b>Expected result</b>
Communicable disease prevention and control	1. Strengthen national capacity to make substantial progress in the intensified control or elimination of targeted endemic tropical diseases.
<b>(Briefly indicate the linkage with expected results, indicators, targets, baseline)</b>	
Linkage with the following indicators for this expected result: number of countries that have updated national programmes for the prevention and control of major zoonoses; number of countries facing emergencies provided with effective support for applying appropriate prevention and control measures for communicable diseases.	
<b>3. Financial implications</b>	
(a) <b>Total estimated cost for implementation over the “life-cycle” of the resolution (estimated to the nearest US\$ 10 000, including staff and activities)</b> US\$ 3 million will be required over three years	
(b) <b>Estimated cost for the biennium 2006-2007 (estimated to the nearest US\$ 10 000, including staff and activities)</b> US\$ 1.8 million	
(c) <b>Of the estimated cost noted in (b), what can be subsumed under existing programmed activities?</b> US\$ 1.4 million have been already donated by the Government of Spain to the leishmaniasis control programme for the biennium. Additional funding of US\$ 400 000 is needed, and negotiations with potential donors are in process	
<b>4. Administrative implications</b>	
(a) <b>Implementation locales (indicate the levels of the Organization at which the work will be undertaken and identify the specific regions where relevant)</b> Mainly at country level to support the WHO Representatives’ offices in order to strengthen peripheral health centres; some additional capacity will however be required by the control programme at headquarters to help in structuring the global task force, organizing mapping activities, updating the relevant WHO Technical Reports, and supporting activities in countries. Emphasis will be placed on the principal areas in which the disease is endemic in the African Region, the Region of the Americas and the South-East Asia and Eastern Mediterranean regions, and on areas for which information is lacking.	
(b) <b>Additional staffing requirements (indicate additional required staff full-time equivalents, noting necessary skills profile)</b> At headquarters one staff member is required with the following profile: an excellent knowledge of leishmaniasis, operational planning skills and a background in infectious diseases and public health.	
(c) <b>Time frames (indicate broad time frames for implementation and evaluation)</b> Implementation in a limited number of countries would begin in the current biennium (Afghanistan, Bangladesh, Ethiopia, India, Nepal and Sudan); the activities should be extended in the years following the biennium.	

<b>1. Resolution EB118.R4 Strengthening of health information systems</b>	
<b>2. Linkage to programme budget</b>	
<b>Area of work</b>	<b>Expected result</b>
Health information, evidence and research policy	1. Strengthened and reformed country health-information systems that provide and use quality and timely information for local health problems and programmes and for monitoring of major international goals.
<b>(Briefly indicate the linkage with expected results, indicators, targets, baseline)</b>	
The resolution is consistent with the expected result through its focus on strengthening country health-information systems in keeping with international standards defined in the Health Metrics Network, together with the priority given by WHO to evidence-based decision-making. It is in line with indicators and targets concerning both a WHO database of core health indicators with metadata, focusing on the health-related Millennium Development Goals, and the development and implementation by countries of norms and standards, such as the <i>International statistical classification of diseases and related health problems</i> and the <i>International classification of functioning, disability and health</i> , and reviews of health status and health-systems metrics.	
<b>3. Financial implications</b>	
(a) <b>Total estimated cost for implementation over the “life-cycle” of the resolution (estimated to the nearest US\$ 10 000, including staff and activities)</b> US\$ 40 million (does not include the budget for the Health Metrics Network)	
(b) <b>Estimated cost for the biennium 2006-2007 (estimated to the nearest US\$ 10 000, including staff and activities)</b> US\$ 11 million (does not include the budget for the Health Metrics Network)	
(c) <b>Of the estimated cost noted in (b), what can be subsumed under existing programmed activities?</b> About US\$ 7 million of the proposed expenditure for the current biennium can be absorbed under existing programmed activities. Additional funding of US\$ 4 million is required to enable WHO to play a lead role at global, regional and country levels and continue to be a key player in the Health Metrics Network.	
<b>4. Administrative implications</b>	
(a) <b>Implementation locales (indicate the levels of the Organization at which the work will be undertaken and identify the specific regions where relevant)</b>	
Headquarters, in collaboration with the regional offices, will continue to develop and test tools and methods and set normative guidance. Globally, the Secretariat will continue to serve as the repository of sound health statistics and evidence. Normative guidance and implementation of plans to strengthen health information systems will be adapted at country level, with strong regional office support.	
(b) <b>Additional staffing requirements (indicate additional required staff full-time equivalents, noting necessary skills profile)</b>	
Seven full-time equivalent professional staff are required to enable the regional offices to provide strong support to country implementation (one in each region, with two in the Regional Office for Africa). The staff concerned require skills in statistics, epidemiology, planning and monitoring and evaluation.	
Limited additional staffing is required at headquarters (two full-time equivalent professional staff) in order to ensure high-quality technical work on health statistics at global level and adherence to agreed standards. The staff concerned require skills in statistics, epidemiology, biostatistics, demography and health economics.	

**(c) Time frames (indicate broad time frames for implementation and evaluation)**

Implementation of normative work and support to regions and countries will start immediately, in collaboration with activities of the Health Metric Network. Support to country implementation will commence in the current biennium and accelerate subsequently as capacity increases and as a function of needs at country level. Progress will be evaluated at regular intervals in the context of the biennial reviews of the programme budget.

[See summary record of the fourth meeting, Section 3.]

<b>1. Resolution EB118.R5 Confirmation of amendments to the Staff Rules</b>	
<b>2. Linkage to programme budget</b>	
<b>Area of work</b>	<b>Expected result</b>
Human resources management in WHO	4. Conditions of service improved and staff-friendly policies implemented; WHO pay and benefits system brought into line with the United Nations field-oriented organizations' system.
<b>(Briefly indicate the linkage with expected results, indicators, targets, baseline)</b>	
The improved conditions of service outlined in the contract reform proposal represent the implementation of a staff-friendly policy that aims to ensure that the Organization can attract and retain the highest calibre of staff.	
<b>3. Financial implications</b>	
<b>(a) Total estimated cost for implementation over the "life-cycle" of the resolution (estimated to the nearest US\$ 10 000, including staff and activities)</b> US\$ 22.8 million. This figure relates to the additional costs that will result from the improvement of the conditions of service for temporary staff, applying the principle of equal pay for equal work, which had not been foreseen in the Programme budget 2006-2007. The cost for future bienniums will be subsumed within the revised staff costs projected for each budgeting cycle and in accordance with the need for temporary functions.	
<b>(b) Estimated cost for the biennium 2006-2007 (estimated to the nearest US\$ 10 000, including staff and activities)</b> The costs indicated in (a) are estimated in respect of the year 2007, which corresponds to the period of implementation of the proposed new measures.	
<b>(c) Of the estimated cost noted in (b), what can be subsumed under existing programmed activities?</b> None of the proposed additional financial implications can be subsumed under existing programme activities, as all clusters and regional offices concerned are in the process of converting a number of temporary functions into fixed-term positions; the amount indicated therefore represents the estimated net increase over and above present budgets.	
<b>4. Administrative implications</b>	
<b>(a) Implementation locales (indicate the levels of the Organization at which the work will be undertaken and identify the specific regions where relevant)</b>	
Implementation would be Organization-wide, using the revised human-resources plans from the regions and headquarters.	
<b>(b) Additional staffing requirements (indicate additional required staff full-time equivalents, noting necessary skills profile)</b>	
Implementation of the proposed contract reform does not require additional staffing.	
<b>(c) Time frames (indicate broad time frames for implementation and evaluation)</b>	
Implementation will take place throughout 2007.	