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# **Amendments to the Staff Regulations and Staff Rules<sup>1</sup>**

## **Report by the Secretariat**

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 below stem from decisions expected to be taken by the United Nations General Assembly at its sixty-eighth session, on the basis of recommendations made by the International Civil Service Commission in its report for 2013.<sup>3</sup> Should the United Nations General Assembly not approve the Commission's recommendations, an addendum to this report will be issued.
3. The financial implications of the amendments for the biennium 2013–2014 involve negligible additional costs under the regular budget, which will be met from the appropriate allocations established for each region and for global and interregional activities, as well as from extrabudgetary sources of funds.<sup>4</sup>

### **AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS EXPECTED TO BE TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SIXTY-EIGHTH SESSION ON THE BASIS OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION**

#### **Remuneration of staff in the professional and higher categories**

4. The Commission recommended to the United Nations General Assembly that the current base/floor salary scale for the professional and higher categories should be increased by 0.19% through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points (that is, on a “no loss, no gain” basis) with effect from 1 January 2014.
5. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and are set out in Annex 1.

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<sup>1</sup> Copies of the Staff Regulations and Staff Rules are available in the Executive Board room.

<sup>2</sup> *Basic documents*, 47th ed., Geneva: World Health Organization; 2009.

<sup>3</sup> Official record of the General Assembly, Sixty-eighth session, Supplement No. 30 (document A/68/30) (copies available in the Executive Board room).

<sup>4</sup> See document EB134/51 Add.1.

## **Salaries of staff in ungraded posts and of the Director-General**

6. Subject to the decision of the United Nations General Assembly in respect of the recommendation in paragraph 4 above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board should recommend to the Sixty-seventh World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2014, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 172 436 per annum, and the net salary US\$ 134 205 (dependency rate) or US\$ 121 527 (single rate).

7. Based on the adjustments to salaries described above, the salary modification to be authorized by the Health Assembly for the Deputy Director-General would entail, as from 1 January 2014, a gross salary of US\$ 189 744 per annum with a corresponding net salary of US\$ 146 321 (dependency rate) or US\$ 131 682 (single rate).

8. The salary adjustments described above would imply similar modifications to the salary of the Director-General. The salary to be authorized by the Health Assembly, as from 1 January 2014, would therefore be US\$ 252 055 per annum gross, US\$ 176 836 net (dependency rate) or US\$ 157 262 net (single rate).

## **Review of the level of the education grant**

9. In considering this matter, the International Civil Service Commission had before it proposals by the Human Resources Network of the United Nations System Chief Executives Board for Coordination to consider introducing special measures in relation to the level of the education grant in Belgium.

10. The Commission recommended to the United Nations General Assembly that a special measure, allowing reimbursement of expenses related to education up to the maximum established for the United States dollar inside the United States zone, should be introduced for three English-curriculum schools in Brussels – namely, the International School of Brussels, the British School of Brussels and St John's International School – as from the academic year in progress on 1 January 2013.

11. Amendments to Appendix 2 of the Staff Rules have been prepared accordingly and are set out in Annex 2.

## **ACTION BY THE EXECUTIVE BOARD**

12. In the light of these revisions, the Executive Board may wish to consider the following draft resolutions.<sup>1</sup>

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<sup>1</sup> See document EB134/51 Add.1 for the financial and administrative implications for the Secretariat of these resolutions.

## **Resolution 1**

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,<sup>1</sup>

CONFIRMS, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that have been made by the Director-General with effect from 1 January 2014 concerning the remuneration of staff in the professional and higher categories, and with effect from the school year in progress on 1 January 2013 in respect of the level of the education grant.

## **Resolution 2**

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,<sup>1</sup>

RECOMMENDS to the Sixty-seventh World Health Assembly the adoption of the following resolution:

The Sixty-seventh World Health Assembly,

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

1. ESTABLISHES the salaries of Assistant Directors-General and Regional Directors at US\$ 172 436 gross per annum with a corresponding net salary of US\$ 134 205 (dependency rate) or US\$ 121 527 (single rate);
2. ESTABLISHES the salary of the Deputy Director-General at US\$ 189 744 gross per annum with a corresponding net salary of US\$ 146 321 (dependency rate) or US\$ 131 682 (single rate);
3. ESTABLISHES the salary of the Director-General at US\$ 252 055 gross per annum with a corresponding net salary of US\$ 176 836 (dependency rate) or US\$ 157 262 (single rate);
4. DECIDES that those adjustments in remuneration shall take effect on 1 January 2014.

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<sup>1</sup> Document EB134/51.

## ANNEX 1

(Appendix 1 to the Staff Rules)

### SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES: ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT (IN US DOLLARS)

(effective 1 January 2014)

<i>Level</i>	<b>Step</b>														
	<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>	<i>XIV</i>	<i>XV</i>
		*	*	*	*	*									
D-2 Gross	141 519	144 521	147 523	150 549	153 680	156 810									
Net D	112 309	114 500	116 692	118 884	121 076	123 267									
Net S	103 177	105 026	106 869	108 706	110 539	112 360									
					*	*	*	*	*						
D-1 Gross	129 315	131 952	134 582	137 219	139 858	142 490	145 129	147 763	150 414						
Net D	103 400	105 325	107 245	109 170	111 096	113 018	114 944	116 867	118 790						
Net S	95 575	97 246	98 916	100 579	102 241	103 899	105 549	107 199	108 844	*	*	*			
P-5 Gross	106 944	109 185	111 429	113 668	115 914	118 153	120 399	122 640	124 882	127 125	129 367	131 608	133 852		
Net D	87 069	88 705	90 343	91 978	93 617	95 252	96 891	98 527	100 164	101 801	103 438	105 074	106 712		
Net S	80 887	82 342	83 792	85 241	86 688	88 130	89 572	91 011	92 447	93 881	95 313	96 739	98 167	*	*
P-4 Gross	88 108	90 108	92 106	94 105	96 106	98 104	100 114	102 277	104 441	106 603	108 770	110 930	113 095	115 260	117 425
Net D	72 605	74 185	75 764	77 343	78 924	80 502	82 083	83 662	85 242	86 820	88 402	89 979	91 559	93 140	94 720
Net S	67 611	69 049	70 488	71 920	73 354	74 787	76 219	77 647	79 074	80 502	81 925	83 349	84 773	86 193	87 613
														*	*
P-3 Gross	72 411	74 262	76 114	77 962	79 815	81 665	83 514	85 368	87 218	89 068	90 922	92 770	94 623	96 472	98 322
Net D	60 205	61 667	63 130	64 590	66 054	67 515	68 976	70 441	71 902	73 364	74 828	76 288	77 752	79 213	80 674
Net S	56 198	57 542	58 889	60 232	61 579	62 922	64 265	65 612	66 955	68 300	69 640	70 982	72 319	73 661	75 001
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P-2 Gross	59 387	61 043	62 697	64 354	66 010	67 663	69 322	70 973	72 629	74 287	75 941	77 597			
Net D	49 916	51 224	52 531	53 840	55 148	56 454	57 764	59 069	60 377	61 687	62 993	64 302			
Net S	46 819	48 006	49 189	50 375	51 559	52 745	53 949	55 151	56 358	57 561	58 761	59 968			
P-1 Gross	46 487	47 968	49 442	50 995	52 582	54 173	55 766	57 359	58 946	60 537					
Net D	39 514	40 773	42 026	43 286	44 540	45 797	47 055	48 314	49 567	50 824					
Net S	37 273	38 432	39 591	40 748	41 906	43 064	44 222	45 366	46 504	47 643					

D = rate applicable to staff members with a dependent spouse or child; S = rate applicable to staff members with no dependent spouse or child.

\* = the normal qualifying period for a within-grade increase between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required (Staff Rule 550.2).

## ANNEX 2

## (Appendix 2 to the Staff Rules)

## EDUCATION GRANT ENTITLEMENTS APPLICABLE IN CASES WHERE EDUCATIONAL EXPENSES ARE INCURRED IN SPECIFIED CURRENCIES AND COUNTRIES

(effective school year in progress 1 January 2013)

<i>Country/ currency area</i>	(1) Maximum admissible educational expenses and maximum grant for disabled children	(2) Maximum education grant	(3) Flat rate when boarding not provided	(4) Additional flat rate for boarding (for staff serving at designated duty stations)	(5) Maximum grant for staff members serving at designated duty stations	(6) Maximum admissible educational expenses for attendance (only when flat rate for boarding is paid)
<u>Part A</u>						
Austria (Euro)	18 240	13 680	3 882	5 824	19 504	13 064
Belgium* (Euro)	16 014	12 011	3 647	5 470	17 481	11 151
Denmark (Krone)	122 525	91 894	28 089	42 134	134 028	85 073
France* (Euro)	11 497	8 623	3 127	4 691	13 314	7 328
Germany (Euro)	20 130	15 098	4 322	6 484	21 582	14 367
Ireland (Euro)	17 045	12 784	3 147	4 721	17 505	12 849
Italy (Euro)	21 601	16 201	3 223	4 836	21 037	17 304
Netherlands (Euro)	18 037	13 528	3 993	5 990	19 518	12 713
Spain (Euro)	17 153	12 864	3 198	4 797	17 661	12 889
Japan yen (yen)	2 324 131	1 743 098	609 526	914 290	2 657 388	1 511 430
Sweden (krona)	157 950	118 462	26 219	39 328	157 790	122 991
Switzerland (Swiss franc)	32 932	24 699	5 540	8 310	33 009	25 545
United Kingdom of Great Britain and Northern Ireland (pound sterling)	25 864	19 398	3 821	5 731	25 129	20 769
<u>Part B</u>						
United States dollar (outside the United States of America)	21 428	16 071	3 823	5 735	21 806	16 331
<u>Part C</u>						
United States dollar (in the United States) <sup>1</sup>	45 586	34 190	6 265	9 399	43 589	37 233

\* Except for the following schools where the United States dollar in the United States levels will be applied:

- |                                       |  |
|---------------------------------------|--|
| 1. American School of Paris           | 7. Marymount School of Paris                   |
| 2. American University of Paris       | 8. École Active Bilingue Jeanine Manuel        |
| 3. British School of Paris            | 9. International School of Brussels            |
| 4. École Active Bilingue Victor Hugo  | 10. British School of Brussels                 |
| 5. European Management School of Lyon | 11. St John's International School in Brussels |
| 6. International School of Paris      |  |

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<sup>1</sup>The United States dollar in the United States of America applies, as a special measure, for China, Hungary, Indonesia, and the Russian Federation. Effective school year in progress on 1 January 2013 special measures for Romania are discontinued. Special measures are introduced in Thailand and for the American Cooperative School in Tunis, Tunisia and the American International School of Johannesburg, South Africa.