



## 《人事条例》和《职员细则》修订款<sup>1</sup>

### 秘书处的报告

1. 根据《人事条例》第 12.2 条<sup>2</sup>，现将总干事对《职员细则》的修订款提交执行委员会确认。
2. 根据《人事条例》第 12.1 条<sup>2</sup>，现将对《人事条例》的拟议修订款提交执行委员会，要求其建议第六十八届世界卫生大会予以通过。
3. 本文件第 I 节所述修订源自联合国大会第六十九届会议根据国际公务员制度委员会 2014 年报告中的各项建议预期将作出的决定<sup>3</sup>。如联合国大会不批准该委员会的建议，将发行本文件的补编。
4. 本文件第 II 节所述修订系根据经验作出并有利于良好的人力资源管理。
5. 本文件第 III 节所述修订也系根据经验作出和提出并有利于良好的人力资源管理。这些修订将自本组织的流动政策开始执行时生效。
6. 这些修订款对 2014-2015 双年度的财政影响涉及 2014-2015 年规划预算微不足道的额外费用，将由为每个区域、全球和区域间活动设立的有关拨款来支付。关于建议供执行委员会或卫生大会通过的决议对秘书处的财政和行政影响以及对 2014-2015 年双年度之后财政影响的报告中列出了这些拨款<sup>4</sup>。
7. 建议的《人事条例》修订款和经修订的《职员细则》刊于附件。

<sup>1</sup> 可在执委会会议室索取《人事条例》和《职员细则》（仅有英、法文）。

<sup>2</sup> 《基本文件》，可在 <http://apps.who.int/gb/bd/> 读取。

<sup>3</sup> 《大会正式记录，第六十九届会议，补编第 30 号》（文件 A/69/30，可在执委会会议室索取副本）。

<sup>4</sup> 文件 EB136/47 Add.1。

## **I. 鉴于联合国大会根据国际公务员制度委员会的建议预期将在其第六十九届会议上作出的决定认为必要的修订**

### **专业及专业以上职类薪酬**

8. 委员会建议联合国大会通过标准方法加以整合，即增加基薪，相应减少工作地点差价调整数乘数（即依据“不亏不盈”原则），将目前专业及以上职类的基薪/底薪表上调 1.01%，自 2015 年 1 月 1 日起生效。

9. 据此对《职员细则》附录 1 进行了修订并刊于附件 3 中。

### **不叙级职位职员和总干事的薪金**

10. 按照联合国大会就上文第 8 段的建议作出的决定，总干事提议，根据《人事条例》第 3.1 条，执行委员会应建议第六十八届世界卫生大会调整助理总干事和区域主任的薪金。因此，助理总干事和区域主任的年薪毛额自 2015 年 1 月 1 日起为 174 371 美元，从而薪金净额为 135 560 美元（有受抚养者）或 122 754 美元（单身者）。

11. 根据上述薪金调整，卫生大会为副总干事批准的薪金调整自 2015 年 1 月 1 日起为年薪毛额 191 856 美元，相应的薪金净额为 147 799 美元（有受抚养者）或 133 012 美元（单身者）。

12. 上述薪金调整将意味着对总干事的薪金作出相似的调整。因此，将由卫生大会批准的年薪毛额自 2015 年 1 月 1 日起为 235 889 美元，薪金净额为 178 622 美元（有受抚养者）或 158 850 美元（单身者）。

## **II. 根据经验和为了良好的人力资源管理认为必要的修订**

### **对《职员细则》的一般改动**

13. 为了确保一致性，尽可能使整个《职员细则》的文字标准化。“《细则》”和“这些《细则》”等词语以“《职员细则》”取代。“staff”酌情以“staff member”或“staff members”取代。“正式地点”和“正式工作地点”以“工作地点”取代。

## 宗旨

14. 出于文字编辑的原因，修订了《职员细则》第 010 条，现在为《职员细则》第 010.1 条。原《职员细则》第 015.2 条现在为《职员细则》第 010.2 条。

### 《人事条例》与《职员细则》之间的关系

15. 作了一些文字编辑修订，《职员细则》第 015.2 条并入《职员细则》第 010 条。

## 修正案

16. 出于文字编辑的原因，修订了《职员细则》第 020 条。

## 应用

17. 出于文字编辑的原因，修订了《职员细则》第 030 条。

## 有效日期

18. 修订了《职员细则》第 040 条以表明，根据《职员细则》第 040.2 条，除附录 1 之外，这些《职员细则》的有效日期为 2015 年 2 月 1 日。附录 1（薪金表）的有效日期为 2015 年 1 月 1 日。

19. 增加了《职员细则》第 040.2 条，以便表明所列《职员细则》的有效日期为本组织流动政策生效的日期。

### 《职员细则》的例外情况

20. 出于文字编辑的原因，修订了《职员细则》第 050 条。

## 授权

21. 出于文字编辑的原因，修订了《职员细则》第 060 条。

## 职位叙级

22. 在《职员细则》第 210 条中，删除了“全球管理系统”，因为没有必要在已确立和批准人力资源计划的地方予以提及。人力资源计划的地点可以随时间而变化，职员可以从情况说明中了解此类变化。

## 付款和扣款

23. 现决定，当职员以诚信的态度收到过量的任何类补贴和津贴，本组织将（在反复付款的情况中）收回本组织发现过量付款的日期之前两年期间的过量付款额。在一次性付款的情况中，如果回收行动在过量付款日期之后两年内启动，本组织将收回过量的付款额。据此增加了《职员细则》第 380.8 条。出于文字编辑的原因，修订了《职员细则》第 380.7 条。

## 征聘政策

24. 在《职员细则》第 410.1 条中，增加了“效率”一词，使文字与《人事条例》第 4.2 条的文字相一致。

25. 出于文字编辑的原因，修订了《职员细则》第 410.3.2.1 和 410.3.2.2 条。

26. 在《职员细则》第 410.3.3 条中，删除了提及世卫组织电子手册的文字。电子手册中载有《职员细则》的多数相应条款。没有必要在《职员细则》中提及电子手册。

## 任用政策

27. 出于文字编辑的原因，修订了《职员细则》第 420.4、420.6 和 420.7 条。

## 医学证明和接种疫苗

28. 修订了《职员细则》第 430.1 条，以便明确在接受聘用通知之前，个人是“候选人”，而不是“聘用者”。此外，本组织没有必要指定进行规定医学检查的医生，只要规定医生必须有资格。

29. 修订了《职员细则》第 430.2 条，以便明确候选人必须经医学检查身体健康，才能聘用任职。

30. 出于文字编辑的原因，修订了《职员细则》第 430.3 条。

31. 修订了《职员细则》第 430.5 条，以便废除停薪留职人员的强制性医学检查，因为其中许多人不需要这种检查。职员医生或本组织指定的医生将决定是否需要进行医学检查。

## 任用程序

32. 出于文字编辑的原因，修订了《职员细则》第 440.1 条。与其规定在发出聘用通知之前必须达到的一些条件，《职员细则》第 440.1 条应当笼统地提及各项条件。

33. 在《职员细则》第 440.1.1 条中，“职责”一词改为“职等”。聘用通知规定职位的职等，而不是职责，后者载于职位说明中。

34. 出于文字编辑的原因，修订了《职员细则》第 440.2 条。为明确起见，添加了“《人事条例》第 1.10 条”以避免对提及的誓词或声明产生任何误解。

35. 修订了《职员细则》第 440.3 条，以便表明不但必须确认聘用条件，而且必须进行记录。还作了一些文字编辑方面的修订。

## 任用的有效日期

36. 修订了《职员细则》第 450.1 条，以便表明任用有效日期的基础并不是职员是否在当地招聘，而是本组织是否授权职员旅行前来任职。

37. 修订了《职员细则》第 450.2 条，因为只说在任用程序完成之前不能旅行或报到任职是不够的，完成体检要求也是任用程序的一部分。

## 在重新聘用时恢复身份

38. 出于文字编辑的原因，修订了《职员细则》第 470.1 和 470.2 条。

## 组织间调任

39. 在《职员细则》第 480.1.1 条中，添加了“净基本”以便做到更准确。

40. 出于文字编辑的原因，修订了《职员细则》第 480.2 条。

## 职员提供有关自身信息的义务

41. 修订了《职员细则》第 490.1 条，以便符合联合国《职员细则》和《人事条例》类似条款的文字并强调职员将为自己提供的信息的准确性和完整性负责。

42. 出于文字编辑的原因，修订了《职员细则》第 490.2 条。

### **职员的受益人**

43. 出于文字编辑的原因，修订了《职员细则》第 495.2 条。

### **派任**

44. 出于文字编辑的原因，修订了《职员细则》第 510.1 条。

### **培训**

45. 修订了《职员细则》第 520 条，以便强调培训对职员在本组织目前和今后的职位都会有帮助。

### **业绩管理和发展**

46. 主要出于文字编辑的原因，修订了《职员细则》第 530 条。

47. 增加了《职员细则》第 530.2 条，强调职员及其上司对业绩管理过程的成功共同承担责任。对《职员细则》第 530.1、530.3、530.4 和 530.5 条进行了相应的重新编号。

48. 修订了《职员细则》第 530.4 条，以便注意到主管人员除建议改进业绩的方法外，认可良好业绩的重要性。

49. 修订了《职员细则》第 530.5 条，因为表格经常通过电子手段进行认证，而不是亲手签署。

### **职等内提薪**

50. 对《职员细则》第 550 条的修订主要是文字编辑方面的。

51. 在《职员细则》第 550.1 条中，删除了提及《职员细则》第 555.2 条的文字，因为《职员细则》第 555 条已被删除。还作了一些文字编辑方面的修订。

52. 修订了《职员细则》第 550.6 条，以便明确该条涉及为职等内提薪累积的服务时间。还作了一些文字编辑方面的修订。

### 奖励性职等内提薪

53. 《职员细则》第 555.1 条不是法定的，本组织多年来没有予以应用。该条被删除。

54. 删除了《职员细则》第 555.2 条，因为不再有任何职员能够有资格获得这种法定的职等内提薪。

### 重新派任

55. 出于文字编辑的原因，修订了《职员细则》第 565.4 条。

### 降级

56. 出于文字编辑的原因，修订了《职员细则》第 570.1 条。

### 地位变更的通知和有效日期

57. 主要出于文字编辑的原因，修订了《职员细则》第 580 条。

58. 修订了《职员细则》第 580.2 条，允许以任何书面形式，不一定是信函，作出通知。

### 法定假日

59. 出于文字编辑的原因，修订了《职员细则》第 620 条。

### 加班和补休

60. 出于文字编辑的原因，修订了《职员细则》第 625 条。

### 年假

61. 主要出于文字编辑的原因，修订了《职员细则》第 630 条。

62. 在《职员细则》第 630.3.3 条中，“属于医疗保险范围内的特别假”以“属于医疗保险范围内的病假”取代，以便做到更准确。

63. 修订了《职员细则》第 630.7 条，以便明确由职员医生审批医疗报告。

### **回籍假**

64. 主要出于文字编辑的原因，修订了《职员细则》第 640 条。

65. 在《职员细则》第 640.6.4 条中，“儿童”一词前插入了“有资格的”，因为并非职员的所有子女都有资格享受回籍假。

### **军事训练或服兵役假**

66. 出于文字编辑的原因，修订了《职员细则》第 660.1 和 660.3 条。

### **休假的审批、报告和记录**

67. 修订了《职员细则》第 670 条，以便反映职员有责任确保及时报告和记录所有休假情况。还作了一些文字编辑方面的修订。

### **其它类型的休假**

68. 删除了《职员细则》第 680 条，因为没有存在的必要。

### **联合国合办工作人员养恤基金**

69. 出于文字编辑的原因，修订了《职员细则》第 710 条。

### **职工健康保险以及事故和疾病保险**

70. 出于文字编辑的原因，修订了《职员细则》第 720 条。

### **工作人员的旅行**

71. 主要出于文字编辑的原因，修订了《职员细则》第 810 条。

72. 修订了《职员细则》第 810.5 条，以便明确本组织将在哪些情况下支付探亲职员的旅行费用。



73. 增加了《职员细则》第 810.7 条，以便强调《职员细则》第 810 条涵盖的旅行费用不得超过工作地点到该职员认可居住地的旅行费用。对《职员细则》第 810.8 和 810.9 条进行了相应的重新编号。

### **结社权利**

74. 出于文字编辑的原因，修订了《职员细则》第 910 条。

### **职工代表**

75. 出于文字编辑的原因，修订了《职员细则》第 920 条。

### **职工协会活动的资金供应**

76. 出于文字编辑的原因，修订了《职员细则》第 930 条。

### **辞职**

77. 出于文字编辑的原因，修订了《职员细则》第 1010.1、1010.2、1010.3 和 1010.4 条。

### **结束临时任用**

78. 对《职员细则》第 1045 条的修订主要是文字编辑方面的。

79. 修订了《职员细则》第 1045.1.2 条，以便扩大绩效管理政策中关于不能令人满意的表现范围的描述，因为原《职员细则》第 1045.1.2 条中的描述不够充分。

### **裁撤职位**

80. 修订了《职员细则》第 1050.1 条以明确：如果占用的员额被裁撤，定期任用和连续任用都可能结束。还作了一些文字编辑方面的修订。

### **不能令人满意的表现或不适合从事国际公务**

81. 对《职员细则》第 1070 条的修订主要是文字编辑方面的。

82. 修订了《职员细则》第 1070.1 条，以便扩大绩效管理政策中关于不能令人满意的表现范围的描述，因为原《职员细则》第 1070.1 条中的描述不够充分。

## 行为不当

83. 出于文字编辑的原因，修订了《职员细则》第 1075.1 和 1075.2 条。

## 纪律措施

84. 修订了《职员细则》第 1110.1 条，以便扩大纪律措施的范围。当对行为不当的职员进行纪律处分时，这将使本组织有更大程度的灵活性，因为目前的选择方案太有限。这次扩大的纪律措施范围符合联合国系统其它组织中的纪律措施范围。

## 造成经济损失的行为不当

85. 增加了《职员细则》第 1112 条，以便明确职员可能需要为其不当行为造成的任何经济损失对本组织作出赔偿。

## 非纪律处分性惩戒

86. 增加了《职员细则》第 1115 条，当职员的行为，虽然不适当，但可能没有必要采取纪律措施的时候，允许进行书面惩戒。

## 在确定行为不当之前的行政停职

87. 修订了《职员细则》第 1120 条，以便明确在确定行为不当之前行政停职的条件。

88. 修订了《职员细则》第 1120.1 条，强调行政停职停薪是一种特殊措施。

89. 修订了《职员细则》第 1120.2 条，以便说明行政停职涉及的可以不只是禁止该职员进入办公室，而且还可以涉及禁止其利用设备和文件。

90. 修订了《职员细则》第 1120.3 条，强调《职员细则》第 1120 条规定的行政停职不是一种纪律措施。如果行为不当的指责不成立，应立刻终止行政停职。如果不能确定行为不当，应及时发放扣发的任何款项。

## 指控的通知和答辩

91. 出于文字编辑的原因，修订了《职员细则》第 1130 条。

**III. 根据经验和为了良好的人力资源管理认为必要的修订，如得到确认<sup>1</sup>和通过<sup>2</sup>，将自本组织的流动政策开始执行时生效**

### **对《人事条例》的拟议修订**

#### **任职、调任、重新派任与晋升**

92. 对《人事条例》第（四）条的标题以及第 4.2 和第 4.3 条的拟议修订是文字编辑方面的。

93. 对《人事条例》第 4.1 条提出的修订是为了强调一切任职、调任、重新派任与晋升都应不论种族、性别或信仰，按需要进行。

94. 当本组织的流动政策生效时，许多岗位将由重新派任的职员填补，而不是通过不受限制的竞争填补。对《人事条例》第 4.4 条提出的修订是为了明确这一点。

#### **离任**

95. 职员拒绝或不能接受重新派任，包括根据本组织的流动政策，将成为解聘职员的理由。建议对《人事条例》第 9.2 条进行相应的修订。

### **对《职员细则》的修订**

#### **薪金确定**

96. 增加了《职员细则》第 320.3.1 条，以便提供基础来计算作为流动程序一部份被派任到较低职等职位的职员薪金。对《职员细则》第 320.3.3 条相应地进行了重新编号并因文字编辑原因进行了修订。

#### **征聘政策**

97. 修订了《职员细则》第 410.4 条，以便明确连续或定期任用职员占有的多数可轮换职位将根据本组织的流动政策通过重新派任进行填补。

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<sup>1</sup> 涉及《职员细则》修订款。

<sup>2</sup> 涉及《人事条例》拟议修订款。

## 流动

98. 增加了《职员细则》第 515 条。在流动工作中，该条优先考虑职位被裁撤的某些职员。

## 拒绝接受重新派任

99. 增加了《职员细则》第 1072 条。其中规定了拒绝或不能接受重新派任的职员面临的后果。

## 执行委员会的行动

100. 根据这些修订，执行委员会拟可考虑下述决议草案<sup>1</sup>。

### 决议 1

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告<sup>2</sup>，

**确认**总干事根据《人事条例》第 12.2 条对《职员细则》所作的修订，涉及专业及以上职类职员的薪酬问题，自 2015 年 1 月 1 日起生效。

### 决议 2

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告<sup>2</sup>，

**建议**第六十八届世界卫生大会通过下述决议：

第六十八届世界卫生大会，

注意到执行委员会关于不叙级职位职员和总干事薪酬的建议，

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<sup>1</sup> 关于这些决议对秘书处的财政和行政影响，见文件 EB136/47 Add.1。

<sup>2</sup> 文件 EB136/47。

1. **确定**助理总干事和区域主任的年薪毛额为 174 371 美元，相应的薪金净额为 135 560 美元（有受抚养者）或 122 754 美元（单身者）；
2. **确定**副总干事的年薪毛额为 191 856 美元，相应的薪金净额为 147 799 美元（有受抚养者）或 133 012 美元（单身者）；
3. **确定**总干事的年薪毛额为 235 889 美元，相应的薪金净额为 178 622 美元（有受抚养者）或 158 850 美元（单身者）；
4. **决定**这些薪金调整应于 2015 年 1 月 1 日起生效。

### 决议 3

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告<sup>1</sup>，

**确认**总干事根据《人事条例》第 12.2 条对《职员细则》所作的修订，涉及《职员细则》的宗旨、《人事条例》与《职员细则》之间的关系、《职员细则》修正案、《职员细则》的应用、《职员细则》的有效日期、《职员细则》的例外情况、授权、职位叙级、付款和扣款、征聘政策（《职员细则》第 410.1、410.3.2 和 410.3.3 条）、任用政策、医学证明和接种疫苗、任用程序、任用的有效日期、在重新聘用时恢复身份、组织间调任、职员提供有关自身信息的义务、职员的受益人、派任、培训、业绩管理和发展、职等内提薪、奖励性职等内提薪、重新派任、降级、地位变更的通知和有效日期、法定假日、加班和补休、年假、回籍假、军事训练或服兵役假、休假的审批、报告和记录、其它类型的休假、联合国合办工作人员养恤基金、职工健康保险以及事故和疾病保险、工作人员的旅行、结社权利、职工代表、职工协会活动的资金供应、辞职、结束临时任用、裁撤职位、不能令人满意的表现或不适合从事国际公务、行为不当、纪律措施、造成经济损失的行为不当、非纪律处分性惩戒、在确定行为不当之前的行政停职、指控的通知和答辩，自 2015 年 2 月 1 日起生效。

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<sup>1</sup> 文件 EB136/47。

#### 决议 4

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告<sup>1</sup>，

**确认**总干事根据《人事条例》第 12.2 条对《职员细则》所作的修订，涉及薪金确定、征聘政策（《职员细则》第 410.4 条）、流动以及拒绝接受重新派任，自本组织的流动政策开始执行时生效。

#### 决议 5

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告<sup>1</sup>，

**建议**根据《人事条例》第 12.1 条，第六十八届世界卫生大会通过下述决议：

第六十八届世界卫生大会，

注意到执行委员会对工作人员的任职、调任、重新派任与晋升以及离任所提出的建议：

**通过**对《人事条例》第 4.1 条的拟议修订款；

**通过**对《人事条例》第 4.2 条的拟议修订款；

**通过**对《人事条例》第 4.3 条的拟议修订款；

**通过**对《人事条例》第 4.4 条的拟议修订款；

**通过**对《人事条例》第 9.2 条的拟议修订款；

**决定**这些修订将自本组织的流动政策开始执行时生效。

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<sup>1</sup> 文件 EB136/47。

ANNEX 1

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

Former text	New text
<p>010. PURPOSE</p> <p>The Staff Rules implement the provisions of the Staff Regulations. They provide the rules which govern the conditions of service and the personnel practices of the World Health Organization.</p>	<p>010. PURPOSE</p> <p><b>010.1</b> The Staff Rules implement the provisions of the Staff Regulations. <del>They provide the rules which</del> <b>and</b> govern the conditions of service <del>and the personnel practices</del> of the World Health Organization (<b>the “Organization”</b>).</p> <p><b>010.2</b> <b>The Staff Rules are established by the Director-General under the authority of the Staff Regulations and are subject to confirmation by the Executive Board. The Staff Rules shall be consistent with the Staff Regulations.</b></p>
<p>015. RELATIONSHIP BETWEEN STAFF REGULATIONS AND STAFF RULES</p> <p>...</p> <p>015.2 The Staff Rules are established by the Director-General under the authority of the Staff Regulations and are subject to confirmation by the Executive Board. The Staff Rules shall be consistent with the provisions of the Staff Regulations.</p>	<p>015. <del>RELATIONSHIP BETWEEN STAFF REGULATIONS AND STAFF RULES</del></p> <p>...</p> <p><del>015.2 The Staff Rules are established by the Director-General under the authority of the Staff Regulations and are subject to confirmation by the Executive Board. The Staff Rules shall be consistent with the provisions of the Staff Regulations.</del></p>
<p>020. AMENDMENTS</p> <p>The present Rules may be amended by the Director-General subject to confirmation by the Executive Board in accordance with the Staff Regulations and without prejudice to the acquired rights of staff members under those Regulations.</p>	<p>020. AMENDMENTS</p> <p><b>Subject to confirmation by the Executive Board,</b> <del>The present Staff Rules may be amended by the Director-General subject to confirmation by the Executive Board in accordance</del> <b>a manner consistent</b> with the Staff Regulations and without prejudice to the acquired rights of staff members under <del>those</del> <b>the Staff Regulations.</b></p>

Former text	New text
<p>030. APPLICATION</p> <p>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.</p>	<p>030. APPLICATION</p> <p>The Staff Rules shall apply to all staff members of the World Health Organization, except as specifically provided <b>otherwise</b> in any particular Staff Rule herein. Nothing in the present Staff 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 Staff Rules, where <del>he or she</del> <b>the Director-General</b> considers that the interests of the <b>service Organization</b> so require.</p>
<p>040. EFFECTIVE DATE</p> <p>These Staff Rules are effective as from 1 July 2014 and supersede all Staff Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon.</p>	<p>040. EFFECTIVE DATE</p> <p><b>040.1 Subject to Staff Rule 040.2, and with the exception of Appendix 1,</b> <del>These Staff Rules are effective as from 1 February 2015</del> and supersede all Staff Rules in force before that date. <b>Appendix 1 is effective as from 1 January 2015.</b> All subsequent modifications shall become effective as from the date shown thereon.</p> <p><b>040.2 The amendments to Staff Rules 320.3, 410.4, 515 and 1072 are effective as from the entry into force of the Organization's mobility policy.</b></p>
<p>050. EXCEPTIONS TO STAFF RULES</p> <p>The Director-General may make exceptions to the Staff Rules provided that such exceptions are not inconsistent with any Staff Regulation or other decision of the World Health Assembly; and provided further that each exception is agreed to by the staff member directly affected and is, in the opinion of the Director-General, not prejudicial to the interests of any other staff member or group of staff members.</p>	<p>050. EXCEPTIONS TO <b>THE</b> STAFF RULES</p> <p>The Director-General may make exceptions to the Staff Rules. <del>provided that</del> Such exceptions <del>are</del> <b>shall not be</b> inconsistent with any Staff Regulation or <del>other</del> decision of the World Health Assembly. <del>and provided further that</del> <b>Furthermore,</b> each exception <del>is</del> <b>shall be</b> agreed to by the staff member directly affected and <del>is,</del> in the opinion of the Director-General, <del>shall not be</del> <b>shall not be</b> prejudicial to the interests of any other staff member or group of staff members.</p>
<p>060. DELEGATION OF AUTHORITY</p> <p>The Director-General may delegate to other officers of the Organization such of his powers as he considers necessary for the effective implementation of these Rules.</p>	<p>060. DELEGATION OF AUTHORITY</p> <p>The Director-General may delegate to other officers of the Organization such of his powers as he considers necessary for the effective implementation of <del>these</del> <b>the Staff</b> Rules.</p>
<p>210. POST CLASSIFICATION</p> <p>The Director-General shall establish and approve human resources plans in the Global Management System which will include the classification of all posts in the Organization according to the type and level of the duties and responsibilities of the posts.</p>	<p>210. POST CLASSIFICATION</p> <p>The Director-General shall establish and approve human resources plans <del>in the Global Management System</del> which will include the classification of all posts in the Organization according to the type and level of the duties and responsibilities of the posts.</p>



Former text	New text
<p>380. PAYMENTS AND DEDUCTIONS</p> <p>...</p> <p>380.7 The Organization will not accept a claim in respect of an allowance or entitlement of any kind that is submitted beyond twelve months of the date when the initial payment would have been due.</p>	<p>380. PAYMENTS AND DEDUCTIONS</p> <p>...</p> <p>380.7 The Organization will not accept a claim <del>in respect of</del> <b>for</b> an allowance or entitlement of any kind that is submitted <del>beyond</del> <b>more than one year</b> <del>twelve months of</del> <b>after</b> the date when the initial payment would have been due.</p> <p><b>380.8 When a staff member has, in good faith, received an overpayment of an allowance or entitlement of any kind, the Organization will, subject to conditions established by the Director-General:</b></p> <p><b>380.8.1 in the case of a recurring payment, recover the amount overpaid during the two years prior to the date on which the Organization discovered the overpayment; and</b></p> <p><b>380.8.2 in the case of a lump sum payment, recover the amount overpaid provided that the recovery action is initiated within two years following the date of overpayment.</b></p>
<p>410. RECRUITMENT POLICIES</p> <p>410.1 The paramount considerations in the selection of staff shall be competence and integrity. For posts in the professional category and above, geographical representation shall also be given full consideration. Such representation is not a consideration in appointments to posts subject to local recruitment.</p> <p>...</p> <p>410.3.2 A staff member who is related to another staff member as specified under Rules 410.3 and 410.3.1:</p> <p>410.3.2.1 shall not be assigned to serve in a position which is superior or subordinate in the line of authority to the position occupied by the staff member to whom he or she is related.</p> <p>410.3.2.2 shall not participate in the process of selection, assignment, reassignment or transfer of the related staff member; or in the taking or reviewing of an administrative decision affecting the employment status, entitlements, or other benefits of the related staff member.</p>	<p>410. RECRUITMENT POLICIES</p> <p>410.1 The paramount considerations in the selection of staff <b>members</b> shall be <b>efficiency</b>, competence and integrity. For posts in the professional category and above, geographical representation shall also be given full consideration. Such representation is not a consideration in appointments to posts subject to local recruitment.</p> <p>...</p> <p>410.3.2 A staff member who is related to another staff member as specified under <b>Staff</b> Rules 410.3 and 410.3.1:</p> <p>410.3.2.1 shall not be assigned to <del>serve in a position</del> <b>post that</b> <del>which</del> is superior or subordinate in the line of authority to the <del>position</del> <b>post</b> occupied by the staff member to whom he or she is related.</p> <p>410.3.2.2 shall not participate in the process of selection, assignment, reassignment or transfer of the related staff member; or in the taking or reviewing of an administrative decision affecting <del>the employment status, entitlements, or other benefits</del> of the related staff member.</p>

Former text	New text
<p>410.3.3 The marriage of one staff member to another shall not affect the contractual status of either spouse, but their entitlements and other benefits shall be modified as provided in the Staff Rules and Manual. The same modifications shall apply in the case of a staff member whose spouse is a staff member of another Organization participating in the United Nations common system.</p>	<p>410.3.3 The marriage of one staff member to another shall not affect the contractual status of either spouse, but their entitlements and other benefits shall be modified as provided in the Staff Rules <del>and Manual</del>. The same modifications shall apply in the case of a staff member whose spouse is a staff member of another Organization participating in the United Nations common system.</p>
<p>420. APPOINTMENT POLICIES</p> <p>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.</p> <p>...</p> <p>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.</p> <p>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.</p>	<p>420. APPOINTMENT POLICIES</p> <p>420.4 A “temporary appointment” is a time-limited appointment of up to two years. <del>If the temporary appointment is of less than two years, it may be extended, provided that</del> The total duration of uninterrupted service under consecutive temporary appointments <del>does</del> <b>shall</b> 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.</p> <p>...</p> <p>420.6 All staff <b>members</b>, including <del>staff members</del> <b>those</b> seconded to the Organization, shall be appointed initially on <b>a</b> fixed-term appointments as defined in <b>Staff</b> Rule 420.3, or on <b>a</b> temporary appointments as defined in <b>Staff</b> Rule 420.4.</p> <p>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 <del>to</del> <b>for</b> international service.</p>
<p>430. MEDICAL CERTIFICATION AND INOCULATIONS</p> <p>430.1 Upon selection an appointee shall undergo a prescribed medical examination by a physician designated by the Organization, whose medical report shall be forwarded to the Organization’s Staff Physician.</p> <p>430.2 Before an offer of appointment can be made, medical clearance must be issued by the Staff Physician; medical clearance is based on the</p>	<p>430. MEDICAL CERTIFICATION AND INOCULATIONS</p> <p>430.1 Upon selection, an <del>appointee</del> <b>a candidate</b> shall undergo a prescribed medical examination by a <b>qualified</b> physician <del>designated by the Organization</del>, whose medical report shall be forwarded to the Organization’s Staff Physician.</p> <p>430.2 Before an offer of appointment can be made, medical clearance must be issued by the Staff Physician; medical clearance is based on the</p>

Former text	New text
<p>examination required in Rule 430.1. Should the result of the examination show that the standards required by the Organization are not met, a decision shall be made whether or not to make an offer of appointment and, if an offer is to be made, upon what terms.</p> <p>430.3 Upon appointment and before any subsequent travel for the Organization, a staff member shall have such inoculations and preventive treatment as the Staff Physician shall prescribe.</p> <p>...</p> <p>430.5 Staff members shall be examined by the Staff Physician or by a physician designated by the Organization before going on leave-without-pay.</p>	<p>examination required in <b>Staff Rule</b> 430.1. Should <del>the result of the</del> examination show that the <del>standards required by the Organization are not met</del> <b>candidate is not medically fit to be appointed to the post</b>, a decision shall be made whether or not to make an offer of appointment and, if an offer is to be made, upon what terms.</p> <p>430.3 Upon appointment and before any subsequent travel for the Organization, a staff member shall have such inoculations and preventive treatment as the Staff Physician <del>shall prescribe</del> <b>requires</b>.</p> <p>...</p> <p>430.5 <del>Staff members shall be examined by the Staff Physician or by a physician designated by the Organization before going on leave without pay.</del> <b>Prior to going on leave without pay, a staff member may be required to undergo a medical examination by the Staff Physician or by a physician designated by the Organization.</b></p>
<p>440. APPOINTMENT PROCEDURE</p> <p>440.1 Upon selection for a post a candidate shall receive notification which shall give him information on the proposed appointment and call attention to various requirements such as interviews, calling of references, medical examination (see Rule 430) and verification of qualifications. When these requirements have been satisfactorily met, he shall receive an offer of appointment signed by, or on behalf of, the Director-General. This offer shall:</p> <p>440.1.1 state the type of appointment, tenure, probation requirement, title and duties of post, salary and allowances;</p> <p>440.1.2 indicate the date and place of reporting for duty and the official station;</p> <p>440.1.3 include a copy of the Staff Regulations and the Staff Rules and state that the offer is subject to the current provisions of such Regulations and Rules and any subsequent amendments;</p>	<p>440. APPOINTMENT PROCEDURE</p> <p>440.1 Upon selection for a post, a candidate shall receive notification <del>which shall give him information on</del> <b>of</b> the proposed appointment and <del>call attention to</del> <b>the conditions to be met before an offer of appointment can be made</b> <del>various requirements such as interviews, calling of references, medical examination (see Rule 430) and verification of qualifications. When these requirements</del> <b>conditions</b> have been satisfactorily met, <del>he</del> <b>the candidate</b> shall receive an offer of appointment signed by, or on behalf of, the Director-General. This offer <del>shall</del> <b>which</b> shall:</p> <p>440.1.1 state the type of appointment, tenure, probation requirement, title and <del>duties</del> <b>grade</b> of post, salary and allowances;</p> <p>440.1.2 indicate the date and place of reporting for duty and the <del>official</del> <b>duty</b> station;</p> <p>440.1.3 include a copy of the Staff Regulations and the Staff Rules and state that the offer is subject to the current provisions of <del>such</del> <b>the Staff Regulations and the Staff Rules</b> and any subsequent amendments;</p>

Former text	New text
<p>...</p> <p>440.2 An appointee shall sign and return to the Organization a notice of acceptance stating that he agrees to the conditions contained in the offer, accepts the Staff Regulations and Staff Rules as a part of his contract of employment, and subscribes to the oath or declaration of office.</p> <p>440.3 The offer of appointment (including the Staff Regulations and Staff Rules) and the notice of acceptance shall constitute the contract of employment. The terms of the appointment shall be confirmed by an appointment notification when the staff member reports for duty and shall be subsequently modified as necessary to reflect any change in status (see Section 5 below).</p>	<p>...</p> <p>440.2 <del>An appointee</del> <b>A candidate</b> shall sign and return to the Organization a <del>notice of his</del> acceptance stating that he agrees to of the conditions contained in the offer, <del>accepts his acceptance of</del> the Staff Regulations and Staff Rules as a part of his contract of employment, and <del>subscribes his adherence</del> to the oath or declaration of office <b>in Staff Regulation 1.10</b>.</p> <p>440.3 The offer of appointment, (including the Staff Regulations and Staff Rules,) and the <b>candidate's</b> <del>notice of</del> acceptance shall constitute the contract of employment. The terms of the appointment shall be confirmed <b>and recorded by an appointment notification</b> when the staff member reports for duty and shall be subsequently modified as necessary to reflect any change in status <del>(see Section 5 below)</del>.</p>
<p>450. EFFECTIVE DATE OF APPOINTMENT</p> <p>450.1 The effective date of appointment shall be the date the staff member reports for duty if locally recruited. If travel is authorized it shall be the date he enters travel status, provided that this date is not earlier than that required for travel by the route and type of transport designated by the Organization.</p> <p>450.2 No appointee shall report for duty or commence any travel for the purpose of entering on duty until the medical requirements of Rule 430 and the appointment procedure requirements of Rule 440 have been met.</p>	<p>450. EFFECTIVE DATE OF APPOINTMENT</p> <p>450.1 The effective date of appointment shall be the date the staff member reports for duty if <b>travel is not authorized</b> <del>locally recruited</del>. If travel is authorized it shall be the date he enters travel status, provided that this date is not earlier than that required for travel by the route and type of transport designated by the Organization.</p> <p>450.2 <del>No appointee</del> <b>A person</b> shall <b>not</b> report for duty, or commence any travel for the purpose of entering on duty, until <del>the medical requirements of Rule 430 and the appointment procedure</del> <b>in requirements of Staff Rule 440 have has been completed</b> met.</p>
<p>470. REINSTATEMENT UPON RE-EMPLOYMENT</p> <p>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.</p> <p>470.2 A former staff member who is re-employed, but not reinstated under the provisions of Rule 470.1, shall have the same status as if he were being employed for the first time.</p>	<p>470. REINSTATEMENT UPON RE-EMPLOYMENT</p> <p>470.1 Staff members, except those holding temporary appointments as defined in <b>Staff Rule 420.4</b>, who are re-employed within one year of <b>their separation from service</b> <del>the termination of their appointment</del>, may, at the option of the Organization, be reinstated. In such cases they shall have restored to them the status which they held upon <del>termination</del> <b>separation</b>, 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.</p> <p>470.2 A former staff member who is re-employed, but not reinstated under the provisions of <b>Staff Rule 470.1</b>, shall have the same status as if he were being employed for the first time.</p>

Former text	New text
<p>480. INTERORGANIZATION TRANSFERS</p> <p>480.1 Subject to the requirements of Rules 430 and 440 (“Medical Certification and Inoculations” and “Appointment Procedure”), appointees accepted for transfer from another United Nations organization:</p> <p>480.1.1 may be appointed at an advanced step in the grade of the post to which they are being assigned if this is necessary to maintain their existing salary level;</p> <p>...</p> <p>480.2 A staff member who is transferred to another United Nations organization shall not be paid repatriation grant or any other terminal benefit, but his credit for all entitlements shall be passed to the receiving Organization. The subsequent entitlements of the staff member shall be governed by the rules of the receiving organization.</p>	<p>480. INTERORGANIZATION TRANSFERS</p> <p>480.1 Subject to the requirements of <b>Staff</b> Rules 430 and 440 (“Medical Certification and Inoculations” and “Appointment Procedure”), appointees accepted for transfer from another United Nations organization:</p> <p>480.1.1 may be appointed at an advanced step in the grade of the post to which they are being assigned if this is necessary to maintain their existing <b>net base</b> salary level;</p> <p>...</p> <p>480.2 A staff member who is transferred to another United Nations organization shall not be paid a repatriation grant or any other terminal benefit. <del>but his</del> <b>The transferred staff member’s</b> credit for all entitlements shall be passed to the receiving <del>o</del>Organization. The subsequent entitlements of the staff member shall be governed by the rules of the receiving organization.</p>
<p>490. NOTIFICATION BY STAFF MEMBERS AND OBLIGATION TO SUPPLY INFORMATION ABOUT THEMSELVES</p> <p>490.1 Staff members are responsible on appointment for supplying the Organization with whatever information and documentation may be required for the purpose of determining their status under the Staff Rules or of completing administrative arrangements in connection with their appointments.</p> <p>490.2 Staff members are also responsible for promptly notifying the Organization, in writing, of any subsequent changes affecting their status under the Staff Rules, and for supplying relevant documentation required.</p>	<p>490. <del>NOTIFICATION BY</del> <b>OBLIGATION OF</b> STAFF MEMBERS <del>AND OBLIGATION TO SUPPLY</del> <b>PROVIDE</b> INFORMATION ABOUT THEMSELVES</p> <p>490.1 Staff members are responsible <del>on appointment</del> for <b>providing</b> supplying the Organization with whatever information and documentation may be required, <b>both during the application process and subsequent employment</b>, for the purpose of determining their status under the Staff Rules or of completing administrative arrangements in connection with their appointments. <b>Staff members shall be held accountable for the accuracy and completeness of the information they provide.</b></p> <p>490.2 Staff members are <del>also</del> responsible for promptly notifying the Organization, in writing, of any subsequent changes affecting their status under the Staff Rules, and for <del>supplying</del> <b>providing all</b> relevant <b>information and</b> documentation <del>required</del>.</p>
<p>495. STAFF MEMBER’S BENEFICIARIES</p> <p>...</p> <p>495.2 In the event of the death of a staff member, all amounts due to that staff member will be paid to his or her nominated beneficiary or beneficiaries, except as otherwise stated in these Staff Rules and the Regulations of the United Nations Joint Staff Pension Fund. Such payment shall afford the World Health Organization a complete release from any and all liability in respect of any sum so paid.</p>	<p>495. STAFF MEMBER’S BENEFICIARIES</p> <p>...</p> <p>495.2 In the event of the death of a staff member, all amounts due to that staff member will be paid to his or her nominated beneficiary or beneficiaries, except as otherwise stated in these Staff Rules and the Regulations of the United Nations Joint Staff Pension Fund. Such payment shall <del>afford</del> <b>release</b> the World Health Organization <del>a complete release</del> from any and all liability in respect of any sum so paid.</p>

Former text	New text
<p>510. ASSIGNMENT TO DUTY</p> <p>510.1 Staff members in the professional category are subject to assignment by the Director-General to any activity or office of the Organization throughout the world. Those in the general service category are not subject to assignment, except by mutual agreement, to an official station other than that for which they have been recruited. Initial recruitment for a specific assignment does not, therefore, relieve the staff member of the obligation to serve in any other designated assignment. In determining the initial and any subsequent assignment, consideration shall be given, to the extent possible, to the staff member's particular abilities and interests.</p>	<p>510. ASSIGNMENT TO DUTY</p> <p>510.1 Staff members in the professional category are subject to assignment by the Director-General to any activity or office of the Organization throughout the world. Those in the general service category are not subject to assignment, except by mutual agreement, to a <del>official</del> <b>duty</b> station other than that for which they have been recruited. Initial recruitment for a specific assignment does not, therefore, relieve the staff member of the obligation to serve in any other designated assignment. In determining the initial and any subsequent assignment, consideration shall be given, to the extent possible, to the staff member's particular abilities and interests.</p>
<p>520. TRAINING</p> <p>Staff members may be given suitable training as determined necessary by the Organization to improve their effectiveness in their current assignments and to prepare them for broader usefulness to the Organization.</p>	<p>520. TRAINING</p> <p>Staff members may be given suitable training, as determined necessary by the Organization, to improve their effectiveness <del>in their</del> <b>for current and future</b> assignments <del>and to prepare them for broader usefulness to</del> <b>in</b> the Organization.</p>
<p>530. PERFORMANCE MANAGEMENT AND DEVELOPMENT</p> <p>530.1 Supervisors shall be responsible for:</p> <p>530.1.1 facilitating the adjustment of the staff they supervise to their work;</p> <p>530.1.2 establishing, in consultation with each staff member, a work plan;</p> <p>530.1.3 guiding staff under their supervision.</p> <p>530.2 For staff at D.2 level and below, in addition to normal work review and discussion with a staff member, supervisors shall periodically make a formal evaluation of the performance, conduct and development potential of all staff members under their supervision. This evaluation shall be made at such intervals as the work situation or the individual's performance requires, but in no case less frequently than once a year. Supervisors shall discuss their conclusions with the staff member and make specific suggestions for improvement in performance as necessary. For staff members with supervisory responsibilities, the evaluation shall include an assessment of their performance as supervisors, including how they fulfil their performance management and development responsibilities.</p>	<p>530. PERFORMANCE MANAGEMENT AND DEVELOPMENT</p> <p>530.1<del>4</del> <del>The evaluation of performance</del> <b>management and development process</b> as <del>reflected in these reports</del> shall be the basis for assisting <del>the</del> <b>a</b> staff member to make his most effective contribution to the work of the Organization and for decisions concerning the staff member's status and retention in the Organization.</p> <p>530.2 <b>Performance management and development is a shared responsibility between staff members and their supervisors.</b></p>

Former text	New text
<p>530.3 The performance of staff members during the preceding year shall be evaluated according to procedures established by the Director-General. The form shall be signed by the supervisors and the staff members concerned; the latter may if they so wish attach a statement concerning any part of the report with which they disagree and this shall become a part of their performance report file.</p> <p>530.4 The evaluation of performance as reflected in these reports shall be the basis for assisting the staff member to make his most effective contribution to the work of the Organization and for decisions concerning the staff member's status and retention in the Organization.</p>	<p>530.43 Supervisors shall be responsible for:</p> <p>530.43.1 facilitating the adjustment of the staff they supervise to their work;</p> <p>530.43.2 establishing, in consultation with each staff member, a work plan;</p> <p>530.43.3 guiding staff under their supervision.</p> <p>530.24 <del>For staff at D.2 level and below,</del> In addition to normal work review and discussion with a staff member, supervisors shall periodically make a formal evaluation of the performance, conduct and development potential of all staff members under their supervision. This evaluation shall be made at such intervals as the work situation or the individual's performance requires, but in no case less frequently than once a year. Supervisors shall discuss their conclusions with the staff member, <b>recognize good performance</b> and make specific suggestions for improvement in performance as necessary. For staff members with supervisory responsibilities, the evaluation shall include an assessment of their performance as supervisors, including how they fulfil their performance management and development responsibilities.</p> <p>530.35 The performance of staff members during the preceding year shall be evaluated according to procedures established by the Director-General. The <b>relevant</b> form shall be <b>signed certified</b> by the supervisors and the staff members concerned.; <del>the latter</del> <b>Staff members</b> may if they so wish attach a statement concerning any part of the <b>performance evaluation</b> report with which they disagree and this <b>statement</b> shall become a part of their performance <del>report</del> file.</p>
<p>550. WITHIN-GRADE INCREASE</p> <p>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</p>	<p>550. WITHIN-GRADE INCREASE</p> <p>550.1 Staff members whose performance has been certified by <del>the their</del> supervisors as <del>being</del> satisfactory shall be entitled to a within-grade salary increase of one step upon completion of each unit of service time as defined in <b>Staff</b> 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 <b>Staff</b> 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</p>

Former text	New text
<p>except that, if either Rule 555.2 or Rule 1310.9 applies, the normal maximum may be exceeded accordingly.</p> <p>550.2 The unit of service time is defined as the minimum length of time which must be served at a step in order to achieve a within-grade increase under the terms of Rule 550.1. The unit of service time is as follows:</p> <p>550.2.1 one year of full-time service at all levels and steps except at those in Rule 550.2.2;</p> <p>...</p> <p>550.2.3 such period of full-time service as the Director-General may establish for posts subject to local recruitment in accordance with Rule 1310.</p> <p>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.</p> <p>...</p> <p>550.6 Service time shall date from the latest of the following actions:</p> <p>550.6.1 entrance on duty;</p> <p>550.6.2 the last within-grade increase unless a promotion to a higher grade has taken place since that date;</p> <p>550.6.3 reduction in grade under Rule 570.1.2;</p> <p>550.6.4 a promotion to a higher grade.</p>	<p>the staff member's grade except that, if <del>either Rule 555.2 or</del> <b>Staff Rule</b> 1310.9 applies, the normal maximum may be exceeded accordingly.</p> <p>550.2 The unit of service time is defined as the minimum length of time which must be served at a step in order to achieve a within-grade increase under the terms of <b>Staff Rule</b> 550.1. The unit of service time is as follows:</p> <p>550.2.1 one year of full-time service at all levels and steps except at those in <b>Staff Rule</b> 550.2.2;</p> <p>...</p> <p>550.2.3 such period of full-time service as the Director-General may establish for posts subject to local recruitment in accordance with <b>Staff Rule</b> 1310.</p> <p>550.3 The unit of service time shall be reduced to ten months under <b>Staff Rule</b> 550.2.1 and to twenty months under <b>Staff Rule</b> 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. <b>This Staff Rule</b> applies to staff members in the professional and higher categories except for conference and other short-term service staff appointed under <b>Staff Rule</b> 1320, e.g., translators, editors, revisers and interpreters.</p> <p>...</p> <p>550.6 <b>Accrual of S</b>service time <b>for a within-grade increase</b> shall <del>date</del> <b>start</b> from the latest of the following actions:</p> <p>550.6.1 <del>entrance</del> <b>entry</b> on duty;</p> <p>550.6.2 the last within-grade increase <del>unless a promotion to a higher grade has taken place since that date;</del></p> <p>550.6.3 reduction in grade under <b>Staff Rule</b> 570.1.2; <b>or</b></p> <p>550.6.4 a promotion to a higher grade.</p>
<p>555. MERITORIOUS WITHIN-GRADE INCREASE</p> <p>555.1 A staff member whose performance has been especially meritorious beyond that which may reasonably be expected of a normally well-qualified staff member, may be granted one, or exceptionally two, extra</p>	<p><del>555. MERITORIOUS WITHIN-GRADE INCREASE</del></p> <p><del>555.1 A staff member whose performance has been especially meritorious beyond that which may reasonably be expected of a normally well-qualified staff member, may be granted one, or exceptionally two, extra</del></p>



Former text	New text
<p>within-grade steps. Such increase shall not affect the staff member's eligibility for normal within-grade increases up to the normal maximum step in the grade.</p> <p>555.2 A staff member whose service with the Organization commenced prior to 1 March 1993 shall qualify, with effect from 1 February 1994, for only one increase under Rule 555.1 during the remaining service in the Organization. Such increase shall be granted upon completion of either 20 or 25 or 30 years of satisfactory service, whichever occurs first after 1 February 1994. Satisfactory service with other United Nations organizations shall be included if credited under Rule 480.1.4.</p>	<p><del>within grade steps. Such increase shall not affect the staff member's eligibility for normal within grade increases up to the normal maximum step in the grade.</del></p> <p><del>555.2 A staff member whose service with the Organization commenced prior to 1 March 1993 shall qualify, with effect from 1 February 1994, for only one increase under Rule 555.1 during the remaining service in the Organization. Such increase shall be granted upon completion of either 20 or 25 or 30 years of satisfactory service, whichever occurs first after 1 February 1994. Satisfactory service with other United Nations organizations shall be included if credited under Rule 480.1.4.</del></p>
<p>565. REASSIGNMENT</p> <p>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.</p>	<p>565. REASSIGNMENT</p> <p>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 <b>Staff</b> Rule 320.4. Any such arrangement shall not exceed twelve months, unless otherwise decided by the Director-General.</p>
<p>570. REDUCTION IN GRADE</p> <p>570.1 The grade of staff members may be reduced as a consequence of reclassification of the post occupied or reassignment to a different post of lower grade. The latter may result:</p> <p>570.1.1 from the staff member's own request for personal reasons;</p> <p>570.1.2 from unsatisfactory performance or misconduct;</p> <p>570.1.3 as an alternative to termination under Rule 1050.</p>	<p>570. REDUCTION IN GRADE</p> <p>570.1 The grade of staff members may be reduced as a consequence of reclassification of the post occupied or reassignment to a different post of lower grade. The latter may result <b>from</b>:</p> <p>570.1.1 <del>from</del> the staff member's own request for personal reasons;</p> <p>570.1.2 <del>from</del> unsatisfactory performance or misconduct; <b>or</b></p> <p>570.1.3 as an alternative to termination under Rule 1050.</p>
<p>580. NOTIFICATION AND EFFECTIVE DATE OF CHANGE IN STATUS</p> <p>580.1 Staff members shall be notified in writing either individually or collectively of any changes in their official status, whether arising from actions taken under these Rules or from any other changes in their personal or employment situation recognized by the Organization. Such notification shall constitute an amendment to the terms of appointment under Rule 440.3.</p> <p>580.2 A staff member shall be notified by letter in advance of any reduction in grade or salary, the notice period being the same as that specified for termination in Rule 1050.9.</p>	<p>580. NOTIFICATION AND EFFECTIVE DATE OF CHANGE IN STATUS</p> <p>580.1 Staff members shall be notified in writing, either individually or collectively, of any changes in their official status, whether arising from actions taken under these <b>Staff</b> Rules or from any other changes in their personal or employment situation recognized by the Organization. Such notification shall constitute an amendment to the terms of appointment under <b>Staff</b> Rule 440.3.</p> <p>580.2 A staff member shall be notified <b>in writing</b> <del>by letter</del> in advance of any reduction in grade or salary, the notice period being the same as that specified for termination in <b>Staff</b> Rule 1050.9.</p>

Former text	New text
<p>620 OFFICIAL HOLIDAYS</p> <p>Ten holidays are observed per year, and except as otherwise decided by the Director-General, eight of the ten days shall be fixed following, as far as practicable, the most commonly observed holidays in the locality, and two days to be taken at the discretion of individual staff members, the timing of which shall be subject to the requirements of the service.</p>	<p>620 OFFICIAL HOLIDAYS</p> <p>Ten holidays are observed per year, <del>and</del> Except as otherwise decided by the Director-General, eight of the ten days shall be fixed following, as far as practicable, the most commonly observed holidays in the locality, and two days to be taken at the discretion of individual staff members, the timing of which shall be subject to the requirements of <del>the</del> service.</p>
<p>625. OVERTIME AND COMPENSATORY LEAVE</p> <p>When authorized by the appropriate supervisor a staff member may be required to work overtime and may be compensated as follows, subject to procedures established by the Director-General:</p> <p>625.1 staff in posts in the professional category and above may be given compensatory leave;</p> <p>625.2 staff in posts subject to local recruitment shall be given compensatory leave or monetary compensation.</p>	<p>625. OVERTIME AND COMPENSATORY LEAVE</p> <p><b>625.1</b> When authorized by the appropriate supervisor, a staff member may be required to work overtime and may be compensated as follows, subject to procedures established by the Director-General:</p> <p>625.1.1 staff in posts in the professional category and above may be given compensatory leave;</p> <p>625.1.2 staff in posts subject to local recruitment shall be given compensatory leave or monetary compensation.</p>
<p>630. ANNUAL LEAVE</p> <p>630.1 Annual leave is provided to the staff for the purposes of rest and relaxation from their duties and for attending to personal business. Absences not specifically covered by other provisions of these Rules shall be chargeable to annual leave to the extent that it has been accrued or advanced.</p> <p>...</p> <p>630.3 Annual leave accrues to all staff members except:</p> <p>630.3.1 to conference and other short-term service staff appointed under Rule 1320 engaged on a daily basis;</p> <p>630.3.2 to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p>630.3.3 to those on special leave under insurance coverage in excess of 30 days.</p> <p>...</p> <p>630.5 Since the purpose of annual leave is to provide a period of rest each year, not more than 15 days of annual leave accrued in a given year shall</p>	<p>630. ANNUAL LEAVE</p> <p>630.1 Annual leave is provided to <del>the</del> staff <b>members</b> for the purposes of rest and relaxation from their duties and for attending to personal business. Absences not specifically covered by <del>other provisions of these Rules</del> <b>Staff Rules</b> shall be chargeable to annual leave to the extent that <del>it</del> <b>annual leave</b> has been accrued or advanced.</p> <p>...</p> <p>630.3 Annual leave accrues to all staff members except:</p> <p>630.3. <del>to</del> conference and other short-term service staff <del>appointed</del> <b>engaged on a daily basis</b> under <b>Staff</b> Rule 1320 <del>engaged on a daily basis</del>;</p> <p>630.3.2 <del>to</del> those on leave without pay under <b>Staff</b> Rule 655.1 in excess of 30 days;</p> <p>630.3.3 <del>to</del> those on <del>special</del> <b>sick</b> leave under insurance coverage in excess of 30 days.</p> <p>...</p> <p>630.5 <del>Since the purpose of annual leave is to provide a period of rest each year,</del> <b>Not</b> more than 15 days of annual leave accrued in a given year shall</p>

Former text	New text
<p>normally be carried forward to the next calendar year. Not more than 60 days of accumulated annual leave can be carried forward beyond 31 December of each year.</p> <p>...</p> <p>630.7 A staff member who is ill during a period of annual leave shall, subject to the provisions of Rule 740, have that portion of his absence considered as sick leave upon presentation of a satisfactory medical report and approval by WHO.</p> <p>630.8 A staff member who, on leaving the service of the Organization, has not exhausted the annual leave to which he is entitled shall be paid in respect of each day of unused annual leave up to a maximum of 30 days (see Rule 380.2.2). A staff member who has taken advanced annual leave beyond that subsequently accrued shall either have the equivalent amount debited to his terminal payments or at the option of the Organization make a cash refund. In case of death of a staff member, payment in lieu of accrued annual leave shall be made to his or her nominated beneficiary or beneficiaries under Rule 495.2 but no deduction shall be made in respect of advanced annual leave.</p>	<p>normally be carried forward to the next calendar year. Not more than 60 days of accumulated annual leave can be carried forward beyond 31 December of each year.</p> <p>...</p> <p>630.7 A staff member who is ill during a period of annual leave shall, subject to the provisions of <b>Staff Rule</b> 740, have that portion of his absence considered as sick leave upon presentation of a satisfactory medical report and approval by the <b>Staff Physician-WHO</b>.</p> <p>630.8 A staff member who, on leaving the service of the Organization, has not exhausted the annual leave to which he is entitled shall be paid in respect of each day of unused annual leave up to a maximum of 30 days (see <b>Staff Rule</b> 380.2.2). A staff member who has taken advanced annual leave beyond that subsequently accrued shall either have the equivalent amount debited to his terminal payments or at the option of the Organization make a cash refund. In case of death of a staff member, payment in lieu of accrued annual leave shall be made to his or her nominated beneficiary or beneficiaries under <b>Staff Rule</b> 495.2 but no deduction shall be made in respect of advanced annual leave.</p>
<p>640. HOME LEAVE</p> <p>...</p> <p>640.2 The date of eligibility for home leave shall be the date on which the staff member has completed 24 months of qualifying service, except at those official stations designated by the Director-General as having difficult conditions of life and work. At the designated official stations, the date of eligibility shall be the date on which the staff member has completed 12 months of qualifying service; however, the date may be determined according to criteria established by the Director-General in cases of reassignment or reclassification of official stations. All official stations are classified for this purpose, according to their home leave cycle, as “24-month stations” or “12-month stations”.</p> <p>640.3 Staff members are eligible for home leave when:</p>	<p>640. HOME LEAVE</p> <p>...</p> <p>640.2 The date of eligibility for home leave shall be the date on which the staff member has completed 24 months of qualifying service, except at those official stations designated by the Director-General as having difficult conditions of life and work. <del>At the such</del> designated official stations, the date of eligibility shall be the date on which the staff member has completed 12 months of qualifying service. <del>however, †</del>The date may be determined according to criteria established by the Director-General in cases of reassignment or reclassification of official stations. All official stations are classified for this purpose, according to their home leave cycle, as “24-month stations” or “12-month stations”.</p> <p>640.3 Staff members are eligible for home leave when:</p>

Former text	New text
<p>...</p> <p>640.3.3 they are not locally recruited under Rules 1310 and 1330; and</p> <p>640.3.4 they have met the requirements for qualifying service under Rule 640.4</p> <p>....</p> <p>640.5 Home leave consists of travel time not charged to the staff member's annual leave with return transportation paid by the Organization for the staff member, the spouse and eligible children, up to the cost of travel between the official station and the staff member's recognized place of residence or the actual destination, whichever is less. Travel shall be authorized as follows:</p> <p>640.5.1 travel shall be between the official station and the staff member's recognized place of residence or another place as provided for in Rule 640.1;</p> <p>640.5.2 as a condition for the payment of travel the staff member, the spouse and eligible children must spend a reasonable period of time in the country where the leave is exercised.</p> <p>...</p> <p>640.6.3 the spouse and eligible children must remain at the official station for a least six months after return from home leave if the staff member is assigned to a 24-month official station, or for at least three months if the staff member is assigned to a 12-month official station;</p> <p>640.6.4 the timing of the home leave must be reasonable in relation to other authorized travel of the staff member, spouse or children, and in relation to the exigencies of the service.</p>	<p>...</p> <p>640.3.3 they are not locally recruited under <b>Staff</b> Rules 1310 and 1330; and</p> <p>640.3.4 they have met the requirements for qualifying service under <b>Staff</b> Rule 640.4</p> <p>....</p> <p>640.5 Home leave consists of travel time not charged to the staff member's annual leave with return transportation paid by the Organization for the staff member, the spouse and eligible children, up to the cost of travel between the official station and the staff member's recognized place of residence or the actual destination, whichever is less. Travel shall be authorized as follows:</p> <p>640.5.1 travel shall be between the official station and the staff member's recognized place of residence or another place as provided for in <b>Staff</b> Rule 640.1;</p> <p>640.5.2 as a condition for the payment of travel, the staff member, the spouse and eligible children must spend a reasonable period of time in the country where the leave is exercised.</p> <p>...</p> <p>640.6.3 the spouse and eligible children must remain at the official station for at least six months after return from home leave if the staff member is assigned to a 24-month <del>official</del> <b>duty</b> station, or for at least three months if the staff member is assigned to a 12-month <del>official</del> <b>duty</b> station;</p> <p>640.6.4 the timing of the home leave must be reasonable in relation to other authorized travel of the staff member, spouse or <b>eligible</b> children, and in relation to the exigencies of the service.</p>
<p>660. LEAVE FOR MILITARY TRAINING OR SERVICE</p> <p>660.1 Upon application, staff members, except those holding temporary appointments as defined in 420.4, may be granted leave of absence for a period of up to the full duration of the military training or service required by their government. At the staff members' option, such absence shall be</p>	<p>660. LEAVE FOR MILITARY TRAINING OR SERVICE</p> <p>660.1 Upon application, staff members, except those holding temporary appointments as defined in <b>Staff Rule</b> 420.4, may be granted leave of absence for a period of up to the full duration of the military training or service required by their government. At the staff member's<sup>2</sup> option, such</p>

Former text	New text
<p>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.</p> <p>...</p> <p>660.3 Upon application, within 90 days after release from military service, the staff member shall be restored to active duty in the Organization in the same status he had at the time he entered military service, provided there is a post available at his level which is not occupied by a person of higher retention status. If no such post is available, the provisions of Rule 1050 shall be applied to determine his status and entitlements.</p>	<p>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, <del>the provisions of Staff Rule 655.2</del> shall apply.</p> <p>...</p> <p>660.3 Upon application, within 90 days after release from military service, the staff member shall <del>be restored</del> <b>return</b> to active duty in <b>service with</b> the Organization in the same status he had at the time he entered military service, provided there is a post available at his level which is not occupied by a person of higher retention status. If no such post is available, the provisions of <b>Staff Rule 1050</b> shall be applied to determine his status and entitlements.</p>
<p>670. APPROVAL AND REPORTING OF LEAVE</p> <p>The granting of leave under Rules 625, 630, 640, 650 and 655 is subject to the exigencies of the service and must be approved in advance by authorized officials. The personal circumstances of the staff member will be considered as far as possible. All leave taken shall be promptly reported.</p>	<p>670. APPROVAL, <del>AND</del> <b>REPORTING AND RECORDING</b> OF LEAVE</p> <p>The granting of leave under <b>Staff Rules</b> 625, 630, 640, 650 and 655 is subject to the exigencies of <del>the</del> service and must be approved in advance by authorized officials. The personal circumstances of the staff member <del>will</del> <b>shall</b> be considered <del>as far as</del> <b>to the extent</b> possible. <b>It is the staff member's responsibility to ensure that a</b>All leave taken <del>shall be</del> <b>is</b> promptly reported and <b>recorded</b>.</p>
<p>680. OTHER FORMS OF LEAVE</p> <p>Other forms of leave are found in Section 7 (Social Security).</p>	<p><del>680. OTHER FORMS OF LEAVE</del></p> <p><del>Other forms of leave are found in Section 7 (Social Security).</del></p>
<p>710. STAFF PENSION FUND</p> <p>Full-time and part-time staff members shall be participants in the United Nations Joint Staff Pension Fund if the Regulations and Rules of the Fund so require.</p>	<p>710. <b>UNITED NATIONS JOINT STAFF PENSION FUND</b></p> <p><del>Full-time and part-time s</del>Staff members shall be participants in the United Nations Joint Staff Pension Fund if the Regulations and Rules of the <b>United Nations Joint Staff Pension</b> Fund so require.</p>
<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>720.1 Staff Health Insurance:</p> <p>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.</p>	<p>720. <b>STAFF HEALTH INSURANCE AND ACCIDENT AND ILLNESS INSURANCE</b></p> <p><del>720.1</del> Staff Health Insurance:</p> <p>720.1-4 Staff members shall participate in the Organization's Staff Health Insurance <b>scheme</b>, and their spouse and eligible dependants shall also be covered <del>by it</del>, in accordance with rules established by the Director-General in consultation with <del>the</del> staff <b>representatives</b>. Staff members shall contribute to the cost.</p>

Former text	New text
<p>720.2 Accident and Illness Insurance:</p> <p>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.</p>	<p><del>720.2</del> Accident and Illness Insurance:</p> <p>720.2-4 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.</p>
<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff member as follows:</p> <p>810.1 on appointment, from the recognized place of residence to the official station, or, at the option of the Organization, from the place of recruitment if different;</p> <p>810.2 on change of official station;</p> <p>...</p> <p>810.5 once in each interval between home leave eligibility dates (or once during an appointment of equivalent duration) from the official station to the place where the staff member's spouse and children, as defined in Rule 820.1, are residing, and return to the official station, provided that:</p> <p>810.5.1 the staff member has waived his entitlements to the travel of his spouse and children under Rules 820 and 825, except for education grant travel under Rules 820.2.5.2 and 820.2.5.3;</p> <p>810.5.2 his assignment is to continue for at least six months after his return if the staff member is assigned to a 24-month official station or for at least three months if the staff member is assigned to a 12-month official station;</p> <p>810.5.3 the cost to the Organization shall not in any case exceed that of travel from the official station to the staff member's recognized place of residence;</p> <p>810.5.4 there is a reasonable interval between this travel and travel on home leave (see also Rule 640.6.4);</p> <p>810.6 On termination except as provided in Rule 1010.2, from the official station</p>	<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of <del>a</del> staff members as follows:</p> <p>810.1 on appointment, from the recognized place of residence to the <del>official</del> <b>duty</b> station, or, at the option of the Organization, from the place of recruitment if different;</p> <p>810.2 on change of <del>official</del> <b>duty</b> station;</p> <p>...</p> <p>810.5 <b>on family visit</b>, once <del>in each interval</del> between home leave eligibility dates (or once during an appointment of equivalent duration) <b>as set out in Staff Rule 640.2</b> from the <del>official duty</del> station to the place where the staff member's spouse and children, as defined in <b>Staff</b> Rule 820.1, are residing, and return to the <del>official duty</del> station, provided that:</p> <p>810.5.1 the staff member has waived his entitlements to the travel of his spouse and children under <b>Staff</b> Rules 820 and 825, except for education grant travel under <b>Staff</b> Rules 820.2.5.2 and 820.2.5.3;</p> <p>810.5.2 <b>his the staff member's</b> assignment is to continue for at least six months after his return if <del>the staff member he</del> is assigned to a 24-month <del>official</del> <b>duty official</b> station or for at least three months if <del>the staff member he</del> is assigned to a 12-month <del>duty official</del> <b>duty official</b> station; <b>and</b></p> <p><del>810.5.3 the cost to the Organization shall not in any case exceed that of travel from the official station to the staff member's recognized place of residence;</del></p> <p>810.5.4 <b>3</b> there is a reasonable interval between <del>this</del> <b>family visit</b> travel and travel on home leave (see also <b>Staff</b> Rule 640.6.4);</p> <p>810.6 On <del>termination</del> <b>separation</b>, except as provided in <b>Staff</b> Rule 1010.2, from the <del>official duty</del> station to the recognized place of residence, or to any</p>

Former text	New text
<p>to the recognized place of residence, or to any other place provided that the cost to the Organization does not exceed that for the travel to the recognized place of residence;</p> <p>810.7 In the case of illness or injury requiring special facilities for treatment of a staff member whom the Organization has an obligation to repatriate, the Director-General may authorize return travel between the official station and the nearest place where such facilities exist. The Staff Physician advises on the location of the facilities. To the extent feasible, such travel shall subsequently be charged to entitlements becoming due under Rules 810.4, 810.5, 810.6 and 870.</p> <p>810.8 In exceptional circumstances, and in accordance with conditions established by the Director-General, return travel may be authorized in the case of illness or injury requiring special facilities for the treatment of a staff member whom the Organization does not have an obligation to repatriate.</p>	<p>other place. <del>provided that the cost to the Organization does not exceed that for the travel to the recognized place of residence;</del></p> <p><b>810.7 The cost to the Organization for travel covered by this Staff Rule shall not in any case exceed that of travel from the duty station to the staff member's recognized place of residence.</b></p> <p>810.78 In the case of illness or injury requiring special facilities for treatment of a staff member whom the Organization has an obligation to repatriate, the Director-General may authorize return travel between the <b>duty official</b> station and the nearest place where such facilities exist. The Staff Physician advises on the location of the facilities. To the extent feasible, such travel shall subsequently be charged to entitlements becoming due under Rules 810.4, 810.5, 810.6 and 870.</p> <p>810.89 In exceptional circumstances, and in accordance with conditions established by the Director-General, return travel may be authorized in the case of illness or injury requiring special facilities for the treatment of a staff member whom the Organization does not have an obligation to repatriate.</p>
<p>910. RIGHT OF ASSOCIATION</p> <p>The staff, at any office or location, shall have the right to associate themselves together in a formal organization for the purpose of developing staff activities and making proposals and representations to the Organization concerning personnel policy and conditions of service. The staffs at the several offices and locations of the Organization's activities shall have the right to form an association of all staff members for the same purposes. The staff of the Organization may associate themselves with the staffs of other United Nations organizations in the development of joint activities and in the expression of views on matters affecting the international civil service.</p>	<p>910. RIGHT OF ASSOCIATION</p> <p><del>The Staff members</del>, at any <del>office</del> <b>duty station</b> or location, shall have the right to associate <del>themselves together</del> in a formal organization for the purpose of developing staff activities and making proposals and representations to the Organization concerning personnel policy and conditions of service. The staffs <del>members at the several offices</del> <b>different duty stations</b> and locations of the Organization's activities shall have the right to form an association of all staff members for the same purposes. The staff <del>members</del> of the Organization may associate themselves with the staffs <del>members</del> of other United Nations organizations in the development of joint activities and in the expression of views on matters <del>affecting the</del> <b>related to</b> international civil service.</p>

Former text	New text
<p>920. STAFF REPRESENTATIVES</p> <p>In any consultations concerning personnel policy or conditions of service, the duly elected representatives of the staff shall be recognized by the Organization as representing the views of that portion of the staff from which elected. Any proposal to change the Staff Regulations or Staff Rules of the Organization shall be referred to the elected representatives of the staff for comment.</p>	<p>920. STAFF <b>MEMBER</b> REPRESENTATIVES</p> <p>In any consultations concerning personnel policy or conditions of service, the duly elected representatives of the staff <b>members</b> shall be recognized by the Organization as representing the views of that portion of the staff <b>members</b> from which <b>they have been</b> elected. Any proposal to change the Staff Regulations or Staff Rules of the Organization shall be referred to the <b>duly</b> elected representatives of the staff <b>members</b> for comment.</p>
<p>930. FINANCING OF STAFF ACTIVITIES</p> <p>Staff associations shall have the right to ask their membership for voluntary financial contributions. The Organization may give financial assistance to any such association in the furtherance of activities beneficial to the staff, provided that the membership of the association also contributes substantially to such activities. The finances of any staff association receiving assistance from the Organization shall be subject to audit procedures which are acceptable to the Organization.</p>	<p>930. FINANCING OF STAFF <b>ASSOCIATION</b> ACTIVITIES</p> <p>Staff associations shall have the right to ask their membership for voluntary financial contributions. The Organization may give financial assistance to any such association in the furtherance of activities beneficial to <del>the</del> staff <b>members</b>, provided that the membership of the association also contributes substantially to such activities. The finances of any staff association receiving assistance from the Organization shall be subject to audit procedures which are acceptable to the Organization.</p>
<p>1010. RESIGNATION</p> <p>1010.1 Subject to the conditions stated in Rule 1010.2, staff members holding continuing or fixed-term appointments may resign on giving three months' notice. Staff members holding temporary appointments of more than 60 days may resign on giving one month's notice. Temporary staff members appointed for a shorter period shall give the notice specified in his appointment. The Director-General may shorten or waive the required notice period at his discretion.</p> <p>1010.2 A staff member holding an appointment of one year or more or an appointment of less than one year which is subsequently extended resulting in an uninterrupted period of service of one year or more, who resigns before completing a year of service forfeits all entitlement to repatriation transportation at the Organization's expense for himself, his spouse and dependent children and their possessions.</p> <p>1010.3 A staff member assigned to a 24-month official station who resigns within six months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization's expense for himself and family members who accompanied him on such</p>	<p>1010. RESIGNATION</p> <p>1010.1 Subject to the conditions stated in <b>Staff</b> Rule 1010.2, staff members holding continuing or fixed-term appointments may resign on giving three months' notice. Staff members holding temporary appointments of more than 60 days may resign on giving one month's notice. Temporary staff members appointed for a shorter period shall give the notice specified in <b>his their</b> appointment. The Director-General may shorten or waive the required notice period at his discretion.</p> <p>1010.2 A staff member holding an appointment of one year or more, or an appointment of less than one year which is subsequently extended resulting in an uninterrupted period of service of one year or more, who resigns before completing a year of service forfeits all entitlement to repatriation transportation at the Organization's expense for himself, his spouse and dependent children and their possessions.</p> <p>1010.3 A staff member assigned to a 24-month <del>official</del> <b>duty</b> station who resigns within six months from the date of return from travel on home leave or from the date of qualifying for it, whichever is <del>the</del> later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization's expense for himself and <b>his</b> family members who</p>



Former text	New text
<p>travel. In case the staff member exercises his entitlement under Rule 820.2.6 and resigns within six months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization's expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p> <p>1010.4 A staff member assigned to a 12-month official station who resigns within three months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization's expense for himself and family members who accompanied him on such travel. In case the staff member exercises his entitlement under Rule 820.2.6 and resigns within three months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization's expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p>	<p>accompanied him on such travel. <del>In case</del> <b>If</b> the staff member exercises his entitlement under <b>Staff</b> Rule 820.2.6 and resigns within six months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization's expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p> <p>1010.4 A staff member assigned to a 12-month <del>official</del> <b>duty</b> station who resigns within three months from the date of return from travel on home leave or from the date of qualifying for it, whichever is <del>the</del> later, or from travel under <b>Staff</b> Rule 810.5, forfeits entitlement to repatriation travel at the Organization's expense for himself and <b>his</b> family members who accompanied him on such travel. <del>In case</del> <b>If</b> the staff member exercises his entitlement under <b>Staff</b> Rule 820.2.6 and resigns within three months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization's expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p>
<p>1045. TERMINATION OF TEMPORARY APPOINTMENTS</p> <p>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:</p> <p>1045.1.1 the function the staff member performs is discontinued, or;</p> <p>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.</p> <p>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 1050.10.</p>	<p>1045. TERMINATION OF TEMPORARY APPOINTMENTS</p> <p>1045.1 In addition to the grounds for termination set out in <b>Staff</b> Rules 1030, 1075, and 1080, a temporary appointment may be terminated prior to its expiration date if:</p> <p>1045.1.1 the function the staff member performs is discontinued, or;</p> <p>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. <del>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.</del></p> <p>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 <b>Staff</b> Rule 1050.10.</p>

Former text	New text
<p>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.</p>	<p>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 <b>Staff</b> Rule 1045.2.</p>
<p>1050. ABOLITION OF POST</p> <p>1050.1 Subject to Staff Rules 1050.2 and 1050.3, the fixed-term appointment of a staff member may be terminated prior to its end date if the post that he occupies is abolished.</p>	<p>1050. ABOLITION OF POST</p> <p>1050.1 Subject to Staff Rules 1050.2 and 1050.3, the fixed-term <b>or continuing</b> appointment of a staff member may be terminated <del>prior to its end date</del> if the post that he occupies is abolished.</p>
<p>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</p> <p>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.</p> <p>...</p> <p>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 1050.9.</p> <p>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.</p>	<p>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</p> <p>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. <del>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.</del></p> <p>...</p> <p>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 <b>Staff</b> Rule 1050.9.</p> <p>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 <b>Staff</b> Rule 1050.</p>
<p>1075. MISCONDUCT</p> <p>1075.1 A staff member may be dismissed for misconduct as defined in Rule 110.8 and subject to the notification of charges and reply procedure required by Rule 1130. The staff member shall be given one month's notice. The Director-General may grant him an indemnity not exceeding one-half of</p>	<p>1075. MISCONDUCT</p> <p>1075.1 A staff member may be dismissed for misconduct as defined in <b>Staff</b> Rule 110.8, <del>and</del> subject to the notification of charges and reply procedure required by <b>Staff</b> Rule 1130. The staff member shall be given one month's notice. The Director-General may grant <del>him</del> <b>such staff member</b> an</p>

Former text	New text
<p>that payable under Rule 1050.10. No end-of-service grant is payable.</p> <p>1075.2 A staff member may be summarily dismissed for serious misconduct, if the seriousness of the situation warrants it, subject to the notification of charges and reply procedure required by Rule 1130. In such a case the staff member shall not be entitled to notice of termination, indemnity, repatriation grant or end-of-service grant.</p>	<p>indemnity not exceeding one-half of that payable under <b>Staff Rule</b> 1050.10. No end-of-service grant is payable.</p> <p>1075.2 A staff member may be summarily dismissed for serious misconduct, if the seriousness of the <del>situation</del> <b>misconduct</b> warrants it, subject to the notification of charges and reply procedure required by <b>Staff Rule</b> 1130. <del>In such a case</del> <b>Such</b> staff member shall not be entitled to notice of termination, indemnity, repatriation grant or end-of-service grant.</p>
<p>1110. DISCIPLINARY MEASURES</p> <p>1110.1 A staff member who fails to observe the standards of conduct as defined under Article I of the Staff Regulations and Staff Rule 110 shall be subject to disciplinary measures. According to the gravity of the offence, this may take the form of any one or a combination of the following:</p> <p>1110.1.1 oral reprimand;</p> <p>1110.1.2 written reprimand;</p> <p>1110.1.3 reassignment with or without reduction in grade;</p> <p>1110.1.4 dismissal for misconduct;</p> <p>1110.1.5 summary dismissal for serious misconduct.</p>	<p>1110. DISCIPLINARY MEASURES</p> <p>1110.1 A staff member who fails to observe the standards of conduct as defined under Article I of the Staff Regulations and Staff Rule 110 shall be subject to disciplinary measures. According to the gravity of the <del>offence</del> <b>misconduct</b>, this may take the form of any one or a combination of the following:</p> <p>1110.1.1 <del>oral reprimand</del> <b>written censure, to be retained in the staff member's personal record for five years, following which it will be removed;</b></p> <p>1110.1.2 <del>written reprimand</del> <b>fine of up to three months' net base salary;</b></p> <p><b>1110.1.3 loss of up to three steps at grade;</b></p> <p><b>1110.1.4 suspension with partial or no pay for up to one month;</b></p> <p>1110.1.3<del>5</del> <del>reassignment with or without reduction in grade;</del></p> <p>1110.1.4<del>6</del> <del>dismissal for misconduct;</del></p> <p>1110.1.5<del>7</del> <del>summary dismissal for serious misconduct.</del></p>
<p>NEW SECTION</p>	<p><b>1112. MISCONDUCT RESULTING IN FINANCIAL LOSS</b></p> <p><b>A staff member whose misconduct results in a financial loss suffered by the Organization may be required to partially or fully compensate the Organization.</b></p>
<p>NEW SECTION</p>	<p><b>1115. NON-DISCIPLINARY REPRIMAND</b></p> <p><b>Should a staff member's conduct not be serious enough to warrant initiating disciplinary action, or imposing a disciplinary measure, a written reprimand may be given. Such a reprimand does not constitute disciplinary measures.</b></p>

Former text	New text
<p>1120. SUSPENSION PENDING INVESTIGATION</p> <p>If a case of misconduct arises involving a staff member and if it is considered that continuance of the staff member in office pending further investigation of the matter is likely to prejudice the interests of the Organization, the staff member may be suspended from his functions, with or without pay. At the time of suspension the staff member shall be given a written statement containing the reason for the suspension, his status during suspension, and its probable duration. If the staff member is suspended without pay and any resulting charge is subsequently not sustained, the salary withheld shall be paid.</p>	<p>1120. <del>SUSPENSION ADMINISTRATIVE LEAVE PENDING INVESTIGATION DETERMINATION OF MISCONDUCT</del></p> <p><b>1120.1</b> <del>If</del> In a case of <b>alleged</b> misconduct arises involving a staff member, and if it is considered that <del>continuance of the staff member's continued performance of functions</del> in office pending further investigation of the <del>matter</del> is likely to prejudice the interests of the Organization, the staff member may be <del>suspended</del> <b>placed on administrative leave pending a conclusion on the allegation of misconduct.</b> <del>from his functions;</del> <b>Such administrative leave may be</b> with or, <b>exceptionally,</b> without pay.</p> <p><b>1120.2</b> At the time of <del>suspension</del> <b>administrative leave under this Staff Rule,</b> the staff member shall be given a written statement containing the reason for the <del>suspension</del> <b>administrative leave,</b> his status during <del>suspension</del> <b>the administrative leave,</b> and its probable duration. <b>The statement may also specify the conditions under which the staff member may have access to WHO premises, equipment and documents.</b></p> <p><b>1120.3</b> <b>Administrative leave under this Staff Rule, with or without pay, shall not be considered a disciplinary measure. If misconduct is not established, the administrative leave shall end immediately.</b> If the staff member is <del>suspended</del> <b>placed on administrative leave</b> without pay and any resulting charge is subsequently not sustained <b>misconduct is not established,</b> the <del>salary</del> <b>amount</b> withheld shall be <b>promptly</b> paid.</p>
<p>1130. NOTIFICATION OF CHARGES AND REPLY</p> <p>A disciplinary measure listed in Rule 1110.1 may be imposed only after the staff member has been notified of the charges made against him and has been given an opportunity to reply to those charges. The notification and the reply shall be in writing, and the staff member shall be given eight calendar days from receipt of the notification within which to submit his reply. This period may be shortened if the urgency of the situation requires it.</p>	<p>1130. NOTIFICATION OF CHARGES AND REPLY</p> <p>A disciplinary measure listed in <b>Staff</b> Rule 1110.1 may be imposed only after the staff member has been notified of the charges made against him and has been given an opportunity to reply to those charges. The notification and the reply shall be in writing, and the staff member shall be given eight calendar days from receipt of the notification within which to submit his reply. This period may be shortened if the urgency of the situation requires it.</p>

附件 2

根据经验和为了良好的人力资源管理认为必要的修订，  
如得到确认<sup>1</sup>和通过<sup>2</sup>，将自本组织的流动政策开始执行时生效

原文本	新文本
<p><b>《人事条例》——第(四)条</b></p> <p>任职与晋升</p> <p>4.1 总干事应按需要任用职员。</p> <p>4.2 职员之任命、调任、重新派任或晋升之决定，应以求达效率、才干及忠诚之最高标准为首要考虑。征聘和留用职员时，应于可能范围内充分注意地域上之普及。</p> <p>4.3 职员之选用应不论种族、信念或性别。应在具有最大程度实际操作性的竞争基础上选用；然而，上述情况不应适于为了本组织利益在没有晋升时而通过调任或重新派任的任职情况。</p> <p>4.4 职位空额应优先从已在本组织服务的人员中提拔补充，但对在各级上充填外来新人材不怀偏执之见。这种优先原则也彼此适用于联合国以及同联合国有关关系的各个专门机构。</p>	<p><b>《人事条例》——第(四)条</b></p> <p>任职、<b>调任、重新派任</b>与晋升</p> <p>4.1 总干事应<b>不论种族、性别或信仰</b>，按需要任用、<b>调任、重新派任和晋升</b>职员。</p> <p>4.2 职员之任命、调任、重新派任或晋升之决定，应以求达效率、才干及忠诚之最高标准为首要考虑。征聘和留用职员时，应于可能范围内充分注意地域上之普及。</p> <p>4.3 <del>职员之选用应不论种族、信念或性别。</del>应在具有最大程度实际操作性的竞争基础上选用；然而，上述情况不应适于为了本组织利益在没有晋升时而通过调任或重新派任的任职情况。</p> <p>4.4 <b>根据总干事的规定并在其确立的条件下，与其选择其他人员</b>，职位空额应优先从已在本组织服务的人员中提拔<b>通过重新派任职员来补充</b>，但对在各级上充填外来新人材不怀偏执之见。这种优先原则也彼此适用于联合国以及同联合国有关关系的各个专门机构。</p>

<sup>1</sup> 涉及《职员细则》修订款。

<sup>2</sup> 涉及《人事条例》拟议修订款。

原文本	新文本
<p>《人事条例》——第(九)条</p> <p>离任</p> <p>...</p> <p>9.2 总干事根据职员聘书规定条件,或因需要撤销职位或裁减职员,或因某职员不称职,或因健康原因不能继续服务,均可解聘。</p>	<p>《人事条例》——第(九)条</p> <p>离任</p> <p>...</p> <p>9.2 总干事根据职员聘书规定条件,或因需要撤销职位或裁减职员,或因某职员不称职, <b>或因其拒绝或不能接受合理的重新派任</b>,或因健康原因不能继续服务,均可解聘。</p>
STAFF RULES	STAFF RULES
<p>SALARY DETERMINATION</p> <p>320.3 On reduction in grade of a staff member with a continuing or fixed-term appointment:</p> <p>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;</p> <p>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.</p>	<p>SALARY DETERMINATION</p> <p>320.3 On reduction in grade of a staff member with a continuing or fixed-term appointment:</p> <p>320.3.1 <b>due to reasons related to mobility pursuant to the Organization's mobility policy or reassignment further to Staff Rule 1050, the net base salary of a staff member shall remain, on a personal basis, at the grade and step held before the staff member was reassigned to a lower graded post further to mobility or Staff Rule 1050;</b></p> <p>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;-or</p> <p>320.3.3 due to <b>any other</b> reasons <del>other than unsatisfactory performance, unsuitability for international service, or misconduct</del>, 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.;</p>

原文本	新文本
<p>410. RECRUITMENT POLICIES</p> <p>410.4 Posts below the level of director, other than those of a short-term nature, which become vacant shall normally be announced to the staff if they represent a promotional opportunity for any staff, and selection for such posts shall normally be on a competitive basis. These requirements shall not apply to any post which it is in the interest of the Organization to fill by reassignment of a staff member without promotion.</p>	<p>410. RECRUITMENT POLICIES</p> <p>410.4 <b>Rotational posts, as determined by the Director-General, held by staff members on continuing or fixed-term appointments in the professional category, including at director level,</b> <del>Posts below the level of director, other than those of a short-term nature, which become vacant</del> shall normally be <b>filled by the reassignment of a staff member under the Organization's mobility policy.</b> <del>announced to the staff if they represent a promotional opportunity for any staff, and selection for such posts shall normally</del> These requirements shall not apply to any post which it is in the interest of the Organization to fill by reassignment of a staff member without promotion.</p>
NEW SECTION	<p><b>515. MOBILITY</b></p> <p><b>515.1 Further to Staff Regulation 1.2 and Staff Rule 510.1, staff members on continuing or fixed-term appointments in the professional category, including at director level, other than those on secondment to the Organization, may be subject to reassignment through a mobility exercise conducted by a global mobility committee under conditions established by the Director-General.</b></p> <p><b>515.2 Staff members whose posts have been abolished and who are eligible to participate in a reassignment process pursuant to Staff Rule 1050 shall be given preference for vacancies during the mobility exercise.</b></p>
NEW SECTION	<p><b>1072. REFUSAL OF REASSIGNMENT</b></p> <p><b>1072.1 If a staff member refuses, or fails to take up, a reasonable reassignment, the staff member's appointment shall be terminated with three months' notice.</b></p> <p><b>1072.2 Staff members whose appointments are terminated under Staff Rule 1072.1 are eligible for an indemnity pursuant to the schedule in Staff Rule 1050.10.</b></p>

## ANNEX 3

## (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 2015)

**Step**

<i>Level</i>	<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>	<i>XIV</i>	<i>XV</i>
		*			*	*									
D.2 Gross	<b>143 073</b>	<b>146 104</b>	<b>149 138</b>	<b>152 264</b>	<b>155 427</b>	<b>158 589</b>									
Net D	113 443	115 656	117 871	120 085	122 299	124 512									
Net S	104 219	106 087	107 948	109 804	111 655	113 495									
					*	*	*	*	*						
D.1 Gross	<b>130 745</b>	<b>133 410</b>	<b>136 066</b>	<b>138 730</b>	<b>141 395</b>	<b>144 053</b>	<b>146 719</b>	<b>149 379</b>	<b>152 129</b>						
Net D	104 444	106 389	108 328	110 273	112 218	114 159	116 105	118 047	119 990						
Net S	96 540	98 228	99 915	101 595	103 274	104 948	106 615	108 282	109 943		*	*	*		
P.5 Gross	<b>108 148</b>	<b>110 412</b>	<b>112 678</b>	<b>114 941</b>	<b>117 210</b>	<b>119 471</b>	<b>121 740</b>	<b>124 003</b>	<b>126 268</b>	<b>128 533</b>	<b>130 799</b>	<b>133 062</b>	<b>135 329</b>		
Net D	87 948	89 601	91 255	92 907	94 563	96 214	97 870	99 522	101 176	102 829	104 483	106 135	107 790		
Net S	81 704	83 174	84 638	86 102	87 564	89 020	90 477	91 930	93 381	94 829	96 276	97 716	99 158		
													*	*	*
P.4 Gross	<b>89 035</b>	<b>91 056</b>	<b>93 075</b>	<b>95 094</b>	<b>97 115</b>	<b>99 133</b>	<b>101 249</b>	<b>103 434</b>	<b>105 621</b>	<b>107 804</b>	<b>109 993</b>	<b>112 175</b>	<b>114 362</b>	<b>116 549</b>	<b>118 736</b>
Net D	73 338	74 934	76 529	78 124	79 721	81 315	82 912	84 507	86 103	87 697	89 295	90 888	92 484	94 081	95 677
Net S	68 294	69 746	71 200	72 646	74 095	75 542	76 989	78 431	79 873	81 315	82 752	84 191	85 629	87 064	88 498
													*	*	*
P.3 Gross	<b>73 181</b>	<b>75 051</b>	<b>76 922</b>	<b>78 787</b>	<b>80 659</b>	<b>82 528</b>	<b>84 396</b>	<b>86 268</b>	<b>88 137</b>	<b>90 006</b>	<b>91 878</b>	<b>93 746</b>	<b>95 616</b>	<b>97 485</b>	<b>99 353</b>
Net D	60 813	62 290	63 768	65 242	66 721	68 197	69 673	71 152	72 628	74 105	75 584	77 059	78 537	80 013	81 489
Net S	56 766	58 123	59 484	60 840	62 201	63 558	64 914	66 275	67 631	68 990	70 343	71 699	73 049	74 405	75 759
												*			
P.2 Gross	<b>60 025</b>	<b>61 697</b>	<b>63 370</b>	<b>65 043</b>	<b>66 715</b>	<b>68 385</b>	<b>70 059</b>	<b>71 729</b>	<b>73 401</b>	<b>75 076</b>	<b>76 746</b>	<b>78 419</b>			
Net D	50 420	51 741	53 062	54 384	55 705	57 024	58 347	59 666	60 987	62 310	63 629	64 951			
Net S	47 292	48 491	49 686	50 884	52 080	53 278	54 494	55 708	56 927	58 142	59 354	60 574			
P.1 Gross	<b>46 956</b>	<b>48 453</b>	<b>49 941</b>	<b>51 548</b>	<b>53 152</b>	<b>54 759</b>	<b>56 367</b>	<b>57 977</b>	<b>59 580</b>	<b>61 186</b>					
Net D	39 913	41 185	42 450	43 723	44 990	46 260	47 530	48 802	50 068	51 337					
Net S	37 649	38 820	39 991	41 160	42 329	43 499	44 669	45 824	46 974	48 124					

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).