



Поправки к Положениям о персонале и Правилам о персонале¹

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1. Поправки к Правилам о персонале, внесенные Генеральным директором, представляются на утверждение Исполнительного комитета в соответствии с Положением о персонале 12.2².
2. В соответствии с Правил о персонале 12.1² предлагаемые поправки к Положениям о персонале представляются Исполнительному комитету с просьбой рекомендовать их Шестидесять восьмой сессии Всемирной ассамблеи здравоохранения в целях их принятия.
3. Поправки, изложенные в разделе I настоящего документа, обусловлены решениями, которые, как ожидается, должны быть приняты Генеральной Ассамблеей Организации Объединенных Наций на ее шестьдесят девятой сессии, на основе рекомендаций, сделанных Комиссией по международной гражданской службе в ее ежегодном докладе за 2014 год³. Если Генеральная Ассамблея Организации Объединенных Наций не утвердит рекомендации Комиссии, то в этом случае к настоящему докладу будет издано соответствующее добавление.
4. Поправки, изложенные в разделе II настоящего документа, разработаны и предлагаются с учетом опыта и в интересах эффективного управления кадровыми ресурсами.
5. Поправки, изложенные в разделе III настоящего документа, также разработаны и предлагаются с учетом опыта и в интересах эффективного управления кадровыми ресурсами. Они будут введены в действие после вступления в силу политики Организации в области мобильности.

¹ Копии Положений о персонале и Правил о персонале имеются в Зале заседаний Исполнительного комитета (только на английском и французском языках).

² Основные документы доступны по адресу: <http://apps.who.int/gb/bd/>.

³ Официальные отчеты Генеральной Ассамблеи, шестьдесят девятая сессия: Дополнение No.30 (документ A/69/30, копии имеются в зале заседаний Исполнительного комитета).

6. Финансовые последствия данных поправок для двухгодичного периода 2014-2015 гг. повлекут за собой незначительные дополнительные расходы по линии Программного бюджета на 2014-2015 гг., которые будут покрыты за счет соответствующих ассигнований, выделенных каждому региону и на глобальные и межрегиональные мероприятия. Они изложены в докладе Секретариата о финансовых и административных последствиях резолюций, предложенных для утверждения Исполнительным комитетом или Ассамблеей здравоохранения, наряду с финансовыми последствиями на период после двухгодичного периода 2014-2015 годов¹.

7. Предлагаемые поправки к Положениям о персонале и Правилам о персонале с внесенными поправками излагаются в приложениях.

I. ПОПРАВКИ, СЧИТАЮЩИЕСЯ НЕОБХОДИМЫМИ В СВЕТЕ РЕШЕНИЙ, КОТОРЫЕ, КАК ОЖИДАЕТСЯ, БУДУТ ПРИНЯТЫ НА ШЕСТЬДЕСЯТ ДЕВЯТОЙ СЕССИИ ГЕНЕРАЛЬНОЙ АССАМБЛЕИ ОРГАНИЗАЦИИ ОБЪЕДИНЕННЫХ НАЦИЙ НА ОСНОВЕ РЕКОМЕНДАЦИЙ КОМИССИИ ПО МЕЖДУНАРОДНОЙ ГРАЖДАНСКОЙ СЛУЖБЕ

Вознаграждение сотрудников категории специалистов и выше

8. Комиссия рекомендовала Генеральной Ассамблее Организации Объединенных Наций увеличить – со вступлением в силу 1 января 2015 г. – на 1,01% нынешние ставки шкалы базовых/минимальных окладов сотрудников категории специалистов и выше путем применения обычного метода консолидации, который заключается в увеличении базового оклада и соразмерном уменьшении множителя корректива по месту службы (то есть на основе «ни потерь, ни выгод»).

9. Поправки к Добавлению 1 к Правилам о персонале были разработаны в соответствии с этим предложением и излагаются в Приложении 3.

Заработная плата сотрудников на неклассифицируемых должностях и Генерального директора

10. С учетом решения Генеральной Ассамблеи Организации Объединенных Наций в связи с рекомендацией, содержащейся в пункте 8 выше, Генеральный директор предлагает Исполнительному комитету, в соответствии с Положением о персонале 3.1, рекомендовать Шестьдесят восьмой сессии Всемирной ассамблеи здравоохранения внести соответствующие изменения в шкалу окладов помощников Генерального директора и региональных директоров. Таким образом, с 1 января 2015 г. валовый оклад помощников Генерального директора и региональных директоров будет составлять 174 371 долл. США в год, а чистый оклад – 135 560 долл. США (при наличии иждивенцев) или 122 754 долл. США (без иждивенцев).

11. На основе поправок к окладам, изложенным выше, измененный валовый оклад заместителя Генерального директора, который представляется на утверждение

¹ Документ EB136/47 Add.1.

Ассамблее здравоохранения, с 1 января 2015 г. будет составлять 191 856 долл. США в год, а соответствующий чистый оклад – 147 799 долл. США (при наличии иждивенцев) или 133 012 долл. США (без иждивенцев).

12. Указанные выше корректировки к окладам повлекут за собой аналогичные изменения в окладе Генерального директора. Предлагаемый на утверждение Ассамблее здравоохранения оклад с 1 января 2015 г. будет составлять 235 889 долл. США в год, а чистый оклад – 178 622 долл. США (при наличии иждивенцев) или 158 850 долл. США (без иждивенцев).

II. ПОПРАВКИ, СЧИТАЮЩИЕСЯ НЕОБХОДИМЫМИ С УЧЕТОМ ОПЫТА И В ИНТЕРЕСАХ ЭФФЕКТИВНОГО РУКОВОДСТВА КАДРОВЫМИ РЕСУРСАМИ

Общие изменения по всему тексту Правил о персонале

13. В целях обеспечения последовательности формулировок по всему тексту Правил о персонале они были, по мере возможности, унифицированы. Фразы «Правила» и «настоящие Правила» были заменены по всему тексту на «Правила о персонале». Слово «член персонала» был заменен на «сотрудник» или «сотрудники» в зависимости от контекста. Фраза «официальное место службы» была заменена на «место службы».

Цель

14. Положение о персонале 010 было изменено по редакционным соображениям и сейчас стало Правил о персонале 010.1. Прежнее Правило о персонале 015.2 сейчас стало Положением о персонале 010.2.

Связь между Положениями о персонале и Правилами о персонале

15. В этой связи были внесены некоторые редакционные поправки, в результате чего Правило о персонале 015.2 было объединено с Правил о персонале 010.

Поправки

16. Правило о персонале 020 было изменено по редакционным соображениям.

Применение

17. Правило о персонале 030 было изменено по редакционным соображениям.

Дата введения в действие

18. В Правило о персонале 040 была внесена поправка, указывающая на то, что с учетом Правила о персонале 040.2 дата введения в действие настоящих Правил о персонале, за исключением Добавления 1, устанавливается на 1 февраля 2015 года. Дата введения в действие Добавления 1 (шкала окладов) устанавливается на 1 января 2015 года.

19. Правило о персонале 040.2 было включено с целью указать, что дата введения в действие перечисленных Правил о персонале приходится на дату вступления в силу политики Организации в области мобильности.

Изъятия из Правил о персонале

20. Правило о персонале 050 было изменено по редакционным соображениям.

Делегирование полномочий

21. Правило о персонале 060 было изменено по редакционным соображениям.

Классификация должностей

22. В Правиле о персонале 210 фраза «в Глобальной системе управления» была исключена, поскольку указывать, на каком уровне разрабатываются и утверждаются планы в области кадровых ресурсов, нет нужды. Место разработки планов в области кадровых ресурсов может со временем меняться, и факт таких изменений может доводиться до сведения сотрудников в информационных записках.

Выплаты и вычеты

23. Было принято решение о том, что в тех случаях, когда какой-либо сотрудник фактически получил сумму любого пособия или выплаты сверх допустимого предела, Организация будет производить, в случае повторной выплаты, вычет суммы, переплаченной в течение двух лет до даты, на которую она обнаружила факт такой переплаты. Организация будет производить вычет переплаченной суммы, при условии что решение о возмещении принято в течение двух лет начиная с даты переплаты. В этой связи было включено Правило о персонале 380.8. Правило о персонале 380.7 было изменено по редакционным соображениям.

Правила набора на работу

24. В Правило о персонале 410.1 было включено слово «эффективность» с целью привести его в соответствие с формулировкой в Положении о персонале 4.2.

25. Правила о персонале 410.3.2.1 и 410.3.2.2 были изменены по редакционным соображениям.

26. Из Правила о персонале 410.3.3 была исключена ссылка на электронный справочник ВОЗ. Большинство Правил о персонале находит соответствующее отражение в положениях электронного справочника. Ссылка на электронный справочник в Правилах о персонале не нужна.

Правила назначения на должность

27. Правила о персонале 420.4, 420.6 и 420.7 изменены по редакционным соображениям.

Медицинское освидетельствование и прививки

28. В Правило о персонале 430.1 была внесена поправка с целью уточнить, что до принятия предложения о назначении данное лицо считается «кандидатом», а не «назначенным лицом». Кроме того, Организации не нужно указывать врача, который проводит предписанное медицинское освидетельствование, а только тот факт, что этот врач должен быть квалифицированным.

29. В Правило о персонале 430.2 была внесена поправка с целью уточнить, что до назначения соответствующих кандидатов на должность, следует удостовериться в том, что они подходят по состоянию здоровья.

30. Правило о персонале 430.3 было изменено по редакционным соображениям.

31. Правило о персонале 430.5 было изменено с целью уточнить обязательный характер медицинского освидетельствования для сотрудников, которые уходят в отпуск без денежного содержания, поскольку многие из них не нуждаются в таком освидетельствовании. Вопрос о том, требуется ли такое медицинское освидетельствование, будет приниматься штатным врачом или врачом, назначенным Организацией.

Порядок назначения на должность

32. Правило о персонале 440.1 было изменено по редакционным соображениям. Вместо того чтобы указывать некоторые условия, которые должны соблюдаться до назначения на должность, Правило о персонале 440.1 должно указывать лишь на состояние здоровья в целом.

33. В Правиле о персонале 440.1.1 слово «обязанности» было заменено на «классификационная категория». В предложении о назначении указывается классификационная категория, а не обязанности, которые содержатся в описании должности.

34. Правило о персонале 440.2 было изменено по редакционным соображениям. В порядке уточнения в это Правило были включены слова «Положение о персонале 1.10» с целью исключить любое неправильное толкование, касающееся присяги или заявления, которые в нем указываются.

35. Правило о персонале 440.3 было изменено с целью указать, что условия назначения должны не только подтверждаться, но и регистрироваться. В него также были внесены некоторые редакционные поправки.

Фактическая дата назначения

36. Правило о персонале 450.1 было изменено с целью указать, что фактическая дата назначения устанавливается в зависимости не от того, принимается ли данный сотрудник на работу на местной основе, а от того, может ли этот сотрудник занимать данную должность в случае необходимости поездки в служебную командировку, разрешенную Организацией.

37. Правило о персонале 450.2 было изменено, поскольку в нем достаточно указать, что то или иное лицо не может направляться в служебные командировки или приступать к своим обязанностям до завершения процедуры назначения, поскольку выполнение медицинских требований является частью процедуры назначения.

Восстановление в правах после повторного приема на работу

38. Правила о персонале 470.1 и 470.2 были изменены по редакционным соображениям.

Переводы между организациями

39. В Правило о персонале 480.1.1 были включены слова «чистый базовый оклад» в целях повышения точности формулировки.

40. Правило о персонале 480.2 было изменено по редакционным соображениям.

Обязанность сотрудников предоставлять информацию о себе

41. Правило о персонале 490.1 было изменено с целью привести его в соответствие с формулировкой аналогичного положения в Правилах для персонала и Положениях о персонале Организации Объединенных Наций и подчеркнуть, что сотрудники несут ответственность за точность и полноту информации, которую они предоставляют.

42. Правило о персонале 490.2 было изменено по редакционным соображениям.

Бенефициары сотрудника

43. Правило о персонале 495.2 было изменено по редакционным соображениям.

Назначение на должность

44. Правило о персонале 510.1 было изменено по редакционным соображениям.

Профессиональная подготовка

45. Правило о персонале 520 было изменено с целью подчеркнуть, что профессиональная подготовка может помочь сотрудникам как на их нынешней должности, так и на будущих должностях в Организации.

Управление служебной деятельностью и повышение эффективности

46. Правило о персонале 530 было изменено главным образом по редакционным соображениям.

47. Правило о персонале 530.2 было включено с целью подчеркнуть, что сотрудники и их руководители несут совместную ответственность за успешное осуществление процесса управления служебной деятельностью. Нумерация Правил о персонале 530.1, 530.3, 530.4 и 530.5 была изменена соответствующим образом.

48. Правило о персонале 530.4 было изменено с целью подчеркнуть важность того момента, что в дополнение к предлагаемым способам повышения эффективности руководящий состав должен признавать и сам факт надлежащей эффективности.

49. Правило о персонале 530.5 было изменено с целью принять во внимание тот факт, что бланки зачастую подтверждаются электронными средствами вместо физической подписи.

Надбавки в пределах данной классификационной категории

50. Поправки к Правилу о персонале 550 носят главным образом редакционный характер.

51. В Правиле о персонале 550.1 была исключена ссылка на Правило о персонале 555.2, поскольку это Правило уже исключено. Были также внесены некоторые редакционные поправки.

52. Правило о персонале 550.6 было изменено с целью уточнить, что оно относится к накоплению стажа работы в целях надбавки в пределах данной классификационной категории. В этой связи были также внесены некоторые редакционные изменения.

Обоснованные надбавки в пределах данной классификационной категории

53. Правило о персонале 555.1 не является обязательным и не применялось Организацией в течение многих лет. Оно было исключено.

54. Правило о персонале 555.2 было исключено по той причине, что в настоящее время более нет сотрудников, которые удовлетворяли бы условиям этой обязательной надбавки в пределах данной классификационной категории.

Перевод на другую должность

55. Правило о персонале 565.4 было изменено по редакционным соображениям.

Понижение классификационной категории

56. Правило о персонале 570.1 было изменено по редакционным соображениям.

Уведомление и фактическая дата изменения статуса

57. Правило о персонале 580 было изменено главным образом по редакционным соображениям.

58. Правило о персонале 580.2 было изменено с целью допустить возможность уведомления в любой письменной форме, но не обязательно в виде письма.

Официальные праздники

59. Правило о персонале 620 было изменено по редакционным соображениям.

Сверхурочные и отгул

60. Правило о персонале 625 было изменено по редакционным соображениям.

Ежегодный отпуск

61. Правило о персонале 630 было изменено главным образом по редакционным соображениям.

62. В Правиле о персонале 630.3.3 фраза «специальный отпуск с сохранением страховки» был заменен на «отпуск по болезни с сохранением страховки» в целях обеспечения большей точности.

63. Правило о персонале 630.7 было изменено с целью уточнить, что медицинские справки утверждает штатный врач.

Отпуск на родину

64. Правило о персонале 640 было изменено главным образом по редакционным соображениям.

65. В Правиле о персонале 640.6.4 после слова «дети» были включены слова «имеющие на то право», поскольку не все дети данного сотрудника имеют право на отпуск на родину.

Отпуск для прохождения военной подготовки или службы

66. Правила о персонале 660.1 и 660.3 были изменены по редакционным соображениям.

Утверждение, отчетность и регистрация отпуска

67. Правило о персонале 670 было изменено с целью отразить тот факт, что ответственность за обеспечение того, чтобы все взятые отпуска оперативно доводились до сведения и регистрировались, несет сам сотрудник.

Другие формы отпуска

68. Правило о персонале 680 было исключено, поскольку в нем нет необходимости.

Объединенный пенсионный фонд персонала Организации Объединенных Наций

69. Правило о персонале 710 было изменено по редакционным соображениям.

Медицинское страхование сотрудников, страхование от несчастных случаев и страхование по болезни

70. Правило о персонале 720 было изменено по редакционным соображениям.

Служебные поездки сотрудников

71. Правило о персонале 810 было изменено главным образом по редакционным соображениям.

72. Правило о персонале 810.5 было изменено с целью уточнить обстоятельства, в случае которых Организация будет оплачивать проезд сотрудника по семейным обстоятельствам.

73. Правило о персонале 810.7 было включено с целью подчеркнуть тот факт, что путевые расходы, возмещаемые на основании Правила о персонале 810, не должны превышать расходы на проезд от места службы сотрудника до его признанного места жительства. Нумерация Правил о персонале 810.8 и 810.9 была изменена соответствующим образом.

Право на ассоциацию

74. Правило о персонале 910 было изменено по редакционным соображениям.

Представители сотрудников

75. Правило о персонале 920 было изменено по редакционным соображениям.

Финансирование деятельности ассоциации сотрудников

76. Правило о персонале 930 было изменено по редакционным соображениям.

Прекращение службы

77. Правила о персонале 1010.1, 1010.2, 1010.3 и 1010.4 были изменены по редакционным соображениям.

Прекращение временных контрактов

78. Поправки к Правилу о персонале 1045 носят главным образом редакционный характер.

79. Правило о персонале 1045.1.2 было изменено с целью расширить описание того, что может собой представлять неудовлетворительная эффективность работы в соответствии с принципами управления служебной деятельностью, поскольку описание, содержащееся в Правиле о персонале 1045.1.2, более не достаточно.

Упразднение должности

80. Правило о персонале 1050.1 было изменено с целью уточнить, что действие как срочных, так и постоянных контрактов может быть прекращено, если занятый пост упраздняется. В этой связи были также внесены некоторые редакционные поправки.

Неудовлетворительная служебная деятельность или непригодность к международной службе

81. Поправки к Правилу о персонале 1070 носят главным образом редакционный характер.

82. Правило о персонале 1070.1 было изменено, поскольку Секретариат принял более широкое описание того, что может собой представлять неудовлетворительная эффективность работы в соответствии с его принципами управления служебной деятельностью, в связи с чем описание, содержащееся в Правиле о персонале 1070.1, более не требуется.

Неправомерное поведение

83. Правила о персонале 1075.1 и 1075.2 изменены по редакционным соображениям.

Дисциплинарные меры

84. Правило о персонале 1110.1 было изменено с целью расширить круг дисциплинарных мер. Оно придаст Организации большую гибкость в случае вынесения дисциплинарного наказания сотрудникам, которые признаны виновными в неправомерном поведении, поскольку нынешние варианты слишком ограничены. Этот более широкий круг дисциплинарных мер соответствует кругу дисциплинарных мер в иных организациях в системе Организации Объединенных Наций.

Неправомерное поведение, которое приводит к финансовым убыткам

85. Правило о персонале 1112 было включено в целях уточнения того факта, что сотрудники могут быть обязаны компенсировать Организации любые финансовые убытки, понесенные ею в результате неправомерного поведения этих сотрудников.

Недисциплинарное взыскание

86. Правило о персонале 1115 было включено с целью допустить письменное порицание в тех случаях, когда поведение того или иного сотрудника, которое хотя и не соответствует правилам, не является основанием для применения какой-либо дисциплинарной меры.

Административный отпуск до выяснения обстоятельств неправомерного поведения

87. Правило о персонале 1120 было изменено с целью уточнить условия административного отпуска до выяснения обстоятельств неправомерного поведения.

88. Правило о персонале 1120.1 было изменено с целью подчеркнуть тот факт, что административный отпуск без денежного содержания представляет собой исключительную меру.

89. Правило о персонале 1120.2 было изменено с целью указать, что административный отпуск может предусматривать не только запрет на присутствие данного сотрудника в своем бюро, но и запрет на доступ к оборудованию и документам.

90. Правило о персонале 1120.3 было изменено с целью подчеркнуть тот факт, что административный отпуск в соответствии с Правилom о персонале 1120 не является дисциплинарной мерой. Если обвинение в неправомерном поведении не доказано, то административный отпуск прекращается немедленно. Если факт неправомерного поведения не установлен, то любая сумма выплаты, которая была удержана, возмещается в оперативном порядке.

Уведомление по поводу обвинений и ответ

91. Правило о персонале 1130 было изменено по редакционным соображениям.

III. ПОПРАВКИ, СЧИТАЮЩИЕСЯ НЕОБХОДИМЫМИ В СВЕТЕ ОПЫТА И В ИНТЕРЕСАХ ЭФФЕКТИВНОГО УПРАВЛЕНИЯ КАДРОВЫМИ РЕСУРСАМИ, КОТОРЫЕ – В СЛУЧАЕ ИХ ПОДТВЕРЖДЕНИЯ¹ И ПРИНЯТИЯ² – БУДУТ ВВЕДЕНЫ В ДЕЙСТВИЕ С МОМЕНТА ВСТУПЛЕНИЯ В СИЛУ ПОЛИТИКИ ОРГАНИЗАЦИИ В ОБЛАСТИ МОБИЛЬНОСТИ**Предлагаемые поправки к Положениям о персонале****Назначение на должность, перевод, назначение на другую должность и повышение в должности**

92. Предложенные поправки к названию Статьи IV Положений о персонале и к положениям 4.2 и 4.3 Положений о персонале носят редакционный характер.

93. Поправки, которые предложены к Положению о персонале 4.1, имеют целью подчеркнуть, что все случаи назначения, перевода, назначения на другую должность и повышения в должности производятся в соответствии с установленными требованиями и без учета принадлежности по признаку расы, пола или религии.

¹ В случае поправок к Правилам о персонале.

² В случае предложенных поправок к Положениям о персонале.

94. После того как политика Организации в области мобильности вступит в силу, многие должности будут заполняться посредством перевода сотрудников на другие должности, вместо проведения неограниченного конкурса. Поправки, предложенные к Положению о персонале 4.4, имеют целью уточнить этот момент.

Прекращение службы

95. Отказ или неспособность данного сотрудника занять предложенную должность, в том числе в соответствии с политикой Организации в области мобильности, будут являться основанием для прекращения контракта этого сотрудника. В этой связи предлагается соответствующим образом изменить Положение о персонале 9.2.

Поправки к Правилам о персонале

Определение оклада

96. Правило о персонале 320.3.1 было включено с целью обеспечить основу для расчета оклада сотрудника, который переведен на другую должность более низкого класса в рамках процесса мобильности. Нумерация Правила о персонале 320.3.3 была соответствующим образом изменена, а текст этого Правила был изменен по редакционным соображениям.

Правила набора на работу

97. Правило о персонале 410.4 было изменено с целью уточнить, что большинство должностей, подлежащих ротации, которые занимают сотрудники на постоянных или срочных контрактах, будут заполняться на основе перевода на другую должность в соответствии с политикой Организации в области мобильности.

Мобильность

98. Было включено Правило о персонале 515. В рамках мероприятий по обеспечению мобильности оно отдает предпочтение некоторым сотрудникам, должности которых были упразднены.

Отказ от перевода на другую должность

99. Было включено Правило о персонале 1072. Оно устанавливает последствия отказа или неспособности занять должность, предложенную в порядке перевода.

ДЕЙСТВИЯ ИСПОЛНИТЕЛЬНОГО КОМИТЕТА

100. С учетом указанных выше поправок, Исполнительный комитет может, при желании, рассмотреть следующие проекты резолюций¹.

¹ Финансовые и административные последствия этих резолюций для Секретариата см. документ EB136/47.

Проект резолюции 1

Исполнительный комитет,

рассмотрев доклад о поправках к Положениям о персонале и Правилам о персонале¹,

ПОДТВЕРЖДАЕТ, в соответствии с Положением о персонале 12.2, поправки к Правилам о персонале, которые были внесены Генеральным директором, с вступлением их в силу с 1 января 2015 г. в части вознаграждения сотрудников категории специалистов и выше.

Проект резолюции 2

Исполнительный комитет,

рассмотрев доклад о поправках к Положениям о персонале и Правилам о персонале¹,

РЕКОМЕНДУЕТ Шестьдесят восьмой сессии Всемирной ассамблеи здравоохранения принять следующую резолюцию:

Шестьдесят восьмая сессия Всемирной ассамблеи здравоохранения,

принимая к сведению рекомендации Исполнительного комитета в отношении вознаграждения сотрудников на неклассифицируемых должностях и Генерального директора,

1. УСТАНОВЛИВАЕТ оклады брутто помощников Генерального директора и региональных директоров в сумме 174 371 долл. США в год, а соответствующий чистый доклад – в сумме 135 560 долл. США (при наличии иждивенцев) или 122 754 долл. США (без иждивенцев);

2. УСТАНОВЛИВАЕТ оклад брутто заместителя Генерального директора в сумме 191 856 долл. США в год, а соответствующий чистый оклад – в сумме 147 799 долл. США (при наличии иждивенцев) или 133 012 долл. США (без иждивенцев);

3. УСТАНОВЛИВАЕТ оклад брутто Генерального директора в сумме 235 889 долл. США в год, а соответствующий чистый оклад – в сумме 178 622 долл. США (при наличии иждивенцев) или 158 850 долл. США (без иждивенцев);

4. ПОСТАНОВЛЯЕТ ввести в действие эти коррективы к вознаграждению с 1 января 2015 года.

¹ Документ ЕВ136/47.

Проект резолюции 3

Исполнительный комитет,

рассмотрев доклад о поправках к Положениям о персонале и Правилам о персонале¹,

УТВЕРЖДАЕТ, в соответствии с Положением о персонале 12.2, поправки к Правилам о персонале, внесенные Генеральным директором, которые вступают в силу 1 февраля 2015 г. и касаются цели Правил о персонале; связи между Положениями о персонале и Правилами о персонале; поправок к Правилам о персонале; применения Правил о персонале; фактической даты введения в действие Правил о персонале; изъятий из Правил о персонале; делегирования полномочий; классификации должностей; выплат и вычетов; правил набора на работу (Правила о персонале 410.1, 410.3.2 и 410.3.3); правил назначения на должность; медицинского освидетельствования и прививок; порядка назначения; фактической даты назначения; восстановления в правах после повторного приема на работу; перевода между организациями; обязанности сотрудников предоставлять информацию о себе; бенефициаров сотрудников; назначения на должность; профессиональной подготовки; управления служебной деятельностью и повышения эффективности; надбавок в пределах данной классификационной категории; обоснованной надбавки в пределах данной классификационной категории; перевода на другую должность; понижения классификационной категории; уведомления и фактической даты изменения статуса; официальных праздников; сверхурочных и отгула; ежегодного отпуска; отпуска на родину; отпуска для прохождения военной подготовки или службы; утверждения, отчетности и регистрации отпуска; других форм отпуска; Объединенного пенсионного фонда персонала Организации Объединенных Наций; медицинского страхования сотрудников, страхования от несчастных случаев и страхования по болезни; служебных поездок сотрудников; права на ассоциацию; финансирования деятельности ассоциации персонала; прекращения службы; упразднения должности; неудовлетворительной служебной деятельности или непригодности к международной службе; неправомерного поведения; дисциплинарных мер; неправомерного поведения, которое привело к финансовым убыткам; недисциплинарного взыскания; административного отпуска до выяснения обстоятельств неправомерного поведения; и уведомления по поводу обвинений и ответа.

Проект резолюции 4

Исполнительный комитет,

рассмотрев доклад о поправках к Положениям о персонале и Правилам о персонале¹,

¹ Документ ЕВ136/47.

УТВЕРЖДАЕТ, в соответствии с Положением о персонале 12.2, поправки к Правилам о персонале, которые были внесены Генеральным директором в части определения окладов; правил набора на работу (Правило о персонале 410.4); мобильности; и отказа от перевода на другую должность, которые вводятся в действие с момента вступления в силу политики Организации в области мобильности.

Проект резолюции 5

Исполнительный комитет,

рассмотрев доклад о поправках к Положениям о персонале и Правилам о персонале¹,

РЕКОМЕНДУЕТ, в соответствии с Положением о персонале 12.1, Шестьдесят восьмой сессии Всемирной ассамблеи здравоохранения принять следующую резолюцию:

Шестьдесят восьмая сессия Всемирной ассамблеи здравоохранения,

приняв к сведению рекомендации Исполнительного комитета, касающиеся назначения, перевода, назначения на другую должность и повышения в должности сотрудников; и прекращения службы:

ПРИНИМАЕТ предложенную поправку к Положению о персонале 4.1;

ПРИНИМАЕТ предложенную поправку к Положению о персонале 4.2;

ПРИНИМАЕТ предложенную поправку к Положению о персонале 4.3;

ПРИНИМАЕТ предложенную поправку к Положению о персонале 4.4;

ПРИНИМАЕТ предложенную поправку к Положению о персонале 9.2;

ПОСТАНОВЛЯЕТ ввести в действие эти поправки на момент вступления в силу политики Организации в области мобильности.

¹ Документ ЕВ136/47.

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>010.1 The Staff Rules implement the provisions of the Staff Regulations. They provide the rules which and govern the conditions of service and the personnel practices of the World Health Organization (the "Organization").</p> <p>010.2 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 Staff Regulations.</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. 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>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>Subject to confirmation by the Executive Board, the present Staff Rules may be amended by the Director-General subject to confirmation by the Executive Board in accordance a manner consistent with the Staff Regulations and without prejudice to the acquired rights of staff members under those the Staff Regulations.</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 otherwise 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 he or she the Director-General considers that the interests of the service Organization 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>040.1 Subject to Staff Rule 040.2, and with the exception of Appendix 1, These Staff Rules are effective as from 1 February 2014 and supersede all Staff Rules in force before that date. Appendix 1 is effective as from 1 January 2015. All subsequent modifications shall become effective as from the date shown thereon.</p> <p>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.</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 THE STAFF RULES</p> <p>The Director-General may make exceptions to the Staff Rules. provided that Such exceptions are shall not be inconsistent with any Staff Regulation or other decision of the World Health Assembly; and provided further that Furthermore, each exception is shall be agreed to by the staff member directly affected and is, in the opinion of the Director-General, shall not be shall not be 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 these the Staff Rules.</p>
<p>210. POST CLASSIFICATION</p> <p>The Director-General shall establish and approve human resources plans in</p>	<p>210. POST CLASSIFICATION</p> <p>The Director-General shall establish and approve human resources plans in</p>

Former text	New text
<p>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>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>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 in respect of for an allowance or entitlement of any kind that is submitted beyond more than one year twelve months of after the date when the initial payment would have been due.</p> <p>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:</p> <p>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</p> <p>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.</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. RECRUITMENT POLICIES</p> <p>410.1 The paramount considerations in the selection of staff members shall be efficiency, 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 Staff Rules 410.3 and 410.3.1:</p> <p>410.3.2.1 shall not be assigned to serve in a position post that which is superior or subordinate in the line of authority to the position post occupied by the staff member to whom he or she is related.</p>

Former text	New text
<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>410.3.3 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>410.3.2.2 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>410.3.3 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>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. If the temporary appointment is of less than two years, it may be extended, provided that t The total duration of uninterrupted service under consecutive temporary appointments does shall 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 members, including staff members those seconded to the Organization, shall be appointed initially on a fixed-term appointments as defined in Staff Rule 420.3, or on a temporary appointments as defined in Staff 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 for international service.</p>

Former text	New text
<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 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>430. MEDICAL CERTIFICATION AND INOCULATIONS</p> <p>430.1 Upon selection, an appointee a candidate shall undergo a prescribed medical examination by a qualified 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 examination required in Staff Rule 430.1. Should the result of the examination show that the standards required by the Organization are not met candidate is not medically fit to be appointed to the post, 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 requires.</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. 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.</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. APPOINTMENT PROCEDURE</p> <p>440.1 Upon selection for a post, a candidate shall receive notification which shall give him information on of the proposed appointment and the conditions to be met before an offer of appointment can be made call attention to various requirements such as interviews, calling of references, medical examination (see Rule 430) and verification of qualifications. When these requirements conditions have been satisfactorily met, he the candidate shall receive an offer of appointment signed by, or on behalf of, the Director-General. This offer which shall:</p> <p>440.1.1 state the type of appointment, tenure, probation requirement, title and duties grade of post, salary and allowances;</p>

Former text	New text
<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>...</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>440.1.2 indicate the date and place of reporting for duty and the official duty 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 the Staff Regulations and the Staff Rules and any subsequent amendments;</p> <p>...</p> <p>440.2 An appointee A candidate shall sign and return to the Organization a notice of his acceptance stating that he agrees to of the conditions contained in the offer, accepts his acceptance of the Staff Regulations and Staff Rules as a part of his contract of employment, and subscribes his adherence to the oath or declaration of office in Staff Regulation 1.10.</p> <p>440.3 The offer of appointment, (including the Staff Regulations and Staff Rules,) and the candidate's notice of acceptance shall constitute the contract of employment. The terms of the appointment shall be confirmed and recorded 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>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 travel is not authorized 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 A person shall not 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 in requirements of Staff Rule 440 have has been completed 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</p>	<p>470. REINSTATEMENT UPON RE-EMPLOYMENT</p> <p>470.1 Staff members, except those holding temporary appointments as defined in Staff Rule 420.4, who are re-employed within one year of their</p>

Former text	New text
<p>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>separation from service 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 separation, 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 Staff Rule 470.1, shall have the same status as if he were being employed for the first time.</p>
<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 Staff 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 net base 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. but his The transferred staff member’s credit for all entitlements shall be passed to the receiving oOrganization. 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. NOTIFICATION BY OBLIGATION OF STAFF MEMBERS AND OBLIGATION TO SUPPLY PROVIDE INFORMATION ABOUT THEMSELVES</p> <p>490.1 Staff members are responsible on appointment for providing supplying the Organization with whatever information and documentation may be required, both during the application process and subsequent employment, for the purpose of determining their status under the Staff Rules or of completing administrative arrangements in connection with their appointments. Staff members shall be held accountable for the accuracy and completeness of the information they provide.</p>

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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.	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 providing all relevant information and documentation required .
495. STAFF MEMBER'S BENEFICIARIES ... 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.	495. STAFF MEMBER'S BENEFICIARIES ... 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 release the World Health Organization a complete release from any and all liability in respect of any sum so paid.
510. ASSIGNMENT TO DUTY 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.	510. ASSIGNMENT TO DUTY 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 official duty 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.
520. TRAINING 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.	520. TRAINING Staff members may be given suitable training, as determined necessary by the Organization, to improve their effectiveness in their for current and future assignments and to prepare them for broader usefulness to in the Organization.
530. PERFORMANCE MANAGEMENT AND DEVELOPMENT 530.1 Supervisors shall be responsible for: 530.1.1 facilitating the adjustment of the staff they supervise to their work;	530. PERFORMANCE MANAGEMENT AND DEVELOPMENT 530.14 The evaluation of performance management and development process as reflected in these reports shall be the basis for assisting the a staff member to make his most effective contribution to the work of the Organization and for

Former text	New text
<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>530.3 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>decisions concerning the staff member's status and retention in the Organization.</p> <p>530.2 Performance management and development is a shared responsibility between staff members and their supervisors.</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 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, recognize good performance 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>

Former text	New text
	<p>530.35 The performance of staff members during the preceding year shall be evaluated according to procedures established by the Director-General. The relevant form shall be signed certified by the supervisors and the staff members concerned. the latter Staff members may if they so wish attach a statement concerning any part of the performance evaluation report with which they disagree and this statement shall become a part of their performance report 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 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</p>	<p>550. WITHIN-GRADE INCREASE</p> <p>550.1 Staff members whose performance has been certified by the their their 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 Staff 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 Staff Rule 480. The effective date for a within-grade increase shall be the first of the month nearest the date of satisfactory completion of the service requirement. Increases may be granted up to the maximum for the staff member's grade except that, if either Rule 555.2 or Staff 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 Staff 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 Staff 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 Staff Rule 1310.</p> <p>550.3 The unit of service time shall be reduced to ten months under Staff Rule 550.2.1 and to twenty months under Staff 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</p>

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<p>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>members whose mother tongue is one of the official languages of the Organization must demonstrate proficiency in a second official language. This Staff Rule applies to staff members in the professional and higher categories except for conference and other short-term service staff appointed under Staff Rule 1320, e.g., translators, editors, revisers and interpreters.</p> <p>...</p> <p>550.6 Accrual of Sservice time for a within-grade increase shall date start from the latest of the following actions:</p> <p>550.6.1 entrance entry 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 Staff Rule 570.1.2; or</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 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>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 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>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</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</p>

Former text	New text
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.	Organization, to perform duties of a post other than his own, due regard being given to the provisions of Staff Rule 320.4. Any such arrangement shall not exceed twelve months, unless otherwise decided by the Director-General.
<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 from:</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; or</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 Staff 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 Staff Rule 440.3.</p> <p>580.2 A staff member shall be notified in writing by letter in advance of any reduction in grade or salary, the notice period being the same as that specified for termination in Staff Rule 1050.9.</p>
<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, and 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>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. OVERTIME AND COMPENSATORY LEAVE</p> <p>625.1 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>

Former text	New text
<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>625.1.1 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 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. ANNUAL LEAVE</p> <p>630.1 Annual leave is provided to the staff members 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 Staff Rules shall be chargeable to annual leave to the extent that it annual leave has been accrued or advanced.</p> <p>...</p> <p>630.3 Annual leave accrues to all staff members except:</p> <p>630.3. to conference and other short-term service staff appointed engaged on a daily basis under Staff Rule 1320 engaged on a daily basis;</p> <p>630.3.2 to those on leave without pay under Staff Rule 655.1 in excess of 30 days;</p> <p>630.3.3 to those on special sick 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 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 Staff Rule 740, have that portion of his absence considered as sick leave upon presentation of a satisfactory medical report and approval by the Staff Physician WHO.</p>

Former text	New text
<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>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 Staff 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 Staff Rule 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>...</p> <p style="padding-left: 40px;">640.3.3 they are not locally recruited under Rules 1310 and 1330; and</p> <p style="padding-left: 40px;">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</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 such 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>...</p> <p style="padding-left: 40px;">640.3.3 they are not locally recruited under Staff Rules 1310 and 1330; and</p> <p style="padding-left: 40px;">640.3.4 they have met the requirements for qualifying service under Staff 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</p>

Former text	New text
<p>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>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 Staff 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 official duty station, or for at least three months if the staff member is assigned to a 12-month official duty 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 eligible 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 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</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 Staff Rule 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's² option, such absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose, the provisions of Staff 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 return to active duty in service with the</p>

Former text	New text
<p>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>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 Staff Rule 1050 shall be applied to determine his status and entitlements.</p>
<p>670. APPROVAL AND REPORTING OF LEAVE 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, AND REPORTING AND RECORDING OF LEAVE The granting of leave under Staff 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 shall be considered as far as possible as far as to the extent possible. It is the staff member's responsibility to ensure that aAll leave taken shall be is promptly reported and recorded.</p>
<p>680. OTHER FORMS OF LEAVE Other forms of leave are found in Section 7 (Social Security).</p>	<p>680. OTHER FORMS OF LEAVE Other forms of leave are found in Section 7 (Social Security).</p>
<p>710. STAFF PENSION FUND 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. UNITED NATIONS JOINT STAFF PENSION FUND 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 United Nations Joint Staff Pension Fund so require.</p>
<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>720.1 Staff Health Insurance: 720.1.1 Staff members shall participate in the Organization's Staff Health Insurance, and their spouse and eligible dependants shall also be covered by it, in accordance with rules established by the Director-General in consultation with the staff. Staff members shall contribute to the cost.</p> <p>720.2 Accident and Illness Insurance: 720.2.1 Staff members shall be insured against the risk of disability or accidental death to the extent provided for in the Organization's accident and illness insurance policy relating to them. Staff members shall contribute to the cost.</p>	<p>720. STAFF HEALTH INSURANCE AND ACCIDENT AND ILLNESS INSURANCE</p> <p>720.1 Staff Health Insurance: 720.1-4 Staff members shall participate in the Organization's Staff Health Insurance scheme, 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 representatives. Staff members shall contribute to the cost.</p> <p>720.2 Accident and Illness Insurance: 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>

Former text	New text
<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 to the recognized place of residence, or to any other place provided that the</p>	<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a-staff members as follows:</p> <p>810.1 on appointment, from the recognized place of residence to the official duty station, or, at the option of the Organization, from the place of recruitment if different;</p> <p>810.2 on change of official duty station;</p> <p>...</p> <p>810.5 on family visit, once in each interval between home leave eligibility dates (or once during an appointment of equivalent duration) as set out in Staff Rule 640.2 from the official duty station to the place where the staff member's spouse and children, as defined in Staff Rule 820.1, are residing, and return to the official duty station, provided that:</p> <p>810.5.1 the staff member has waived his entitlements to the travel of his spouse and children under Staff Rules 820 and 825, except for education grant travel under Staff Rules 820.2.5.2 and 820.2.5.3;</p> <p>810.5.2 his the staff member's assignment is to continue for at least six months after his return if the staff member he is assigned to a 24-month official duty station or for at least three months if the staff member he is assigned to a 12-month official duty station; and</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 3 there is a reasonable interval between this family visit travel and travel on home leave (see also Staff Rule 640.6.4);</p> <p>810.6 On termination separation, except as provided in Staff Rule 1010.2, from the official duty station to the recognized place of residence, or to any</p>

Former text	New text
<p>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. provided that the cost to the Organization does not exceed that for the travel to the recognized place of residence;</p> <p>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.</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 duty 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>810.89 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>The Staff members, at any office duty station 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 members at the several offices different duty stations 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 members of the Organization may associate themselves with the staffs members of other United Nations organizations in the development of joint activities and in the expression of views on matters affecting the related to 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 MEMBER REPRESENTATIVES</p> <p>In any consultations concerning personnel policy or conditions of service, the duly elected representatives of the staff members shall be recognized by the Organization as representing the views of that portion of the staff members from which they have been elected. Any proposal to change the Staff Regulations or Staff Rules of the Organization shall be referred to the duly elected representatives of the staff members 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 ASSOCIATION 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 members, 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</p>	<p>1010. RESIGNATION</p> <p>1010.1 Subject to the conditions stated in Staff 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 their 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 duty 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</p>

Former text	New text
<p>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 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>under Rule 810.5, forfeits entitlement to repatriation travel at the Organization's expense for himself and his family members who accompanied him on such travel. In case If the staff member exercises his entitlement under Staff 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 duty 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 Staff Rule 810.5, forfeits entitlement to repatriation travel at the Organization's expense for himself and his family members who accompanied him on such travel. In case If the staff member exercises his entitlement under Staff 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. TERMINATION OF TEMPORARY APPOINTMENTS</p> <p>1045.1 In addition to the grounds for termination set out in Staff 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>

Former text	New text
<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>1045.3 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>1045.2 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 Staff Rule 1050.10.</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 Staff 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 or continuing appointment of a staff member may be terminated prior to its end date 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. 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 Staff 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 Staff Rule 1050.</p>

Former text	New text
<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 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>1075. MISCONDUCT</p> <p>1075.1 A staff member may be dismissed for misconduct as defined in Staff Rule 110.8, and subject to the notification of charges and reply procedure required by Staff Rule 1130. The staff member shall be given one month's notice. The Director-General may grant him such staff member an indemnity not exceeding one-half of that payable under Staff 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 misconduct warrants it, subject to the notification of charges and reply procedure required by Staff Rule 1130. In such a case Such 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 offence misconduct, this may take the form of any one or a combination of the following:</p> <p>1110.1.1 oral reprimand written censure, to be retained in the staff member's personal record for five years, following which it will be removed;</p> <p>1110.1.2 written reprimand fine of up to three months' net base salary;</p> <p>1110.1.3 loss of up to three steps at grade;</p> <p>1110.1.4 suspension with partial or no pay for up to one month;</p> <p>1110.1.35 reassignment with or without reduction in grade;</p> <p>1110.1.46 dismissal for misconduct;</p> <p>1110.1.57 summary dismissal for serious misconduct.</p>
<p>NEW SECTION</p>	<p>1112. MISCONDUCT RESULTING IN FINANCIAL LOSS</p> <p>A staff member whose misconduct results in a financial loss suffered by the Organization may be required to partially or fully compensate the Organization.</p>

Former text	New text
NEW SECTION	<p>1115. NON-DISCIPLINARY REPRIMAND 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.</p>
<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. SUSPENSION PENDING INVESTIGATION ADMINISTRATIVE LEAVE PENDING INVESTIGATION DETERMINATION OF MISCONDUCT</p> <p>1120.1 If In In a case of alleged misconduct arises involving a staff member, and if it is considered that continuance of the staff member’s continued performance of functions in office pending further investigation of the matter is likely to prejudice the interests of the Organization, the staff member may be suspended placed on administrative leave pending a conclusion on the allegation of misconduct. from his functions, Such administrative leave may be with or, exceptionally, without pay.</p> <p>1120.2 At the time of suspension administrative leave under this Staff Rule, the staff member shall be given a written statement containing the reason for the suspension administrative leave, his status during suspension the administrative leave, and its probable duration. The statement may also specify the conditions under which the staff member may have access to WHO premises, equipment and documents.</p> <p>1120.3 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. If the staff member is suspended placed on administrative leave without pay and any resulting charge is subsequently not sustained misconduct is not established, the salary amount withheld shall be promptly 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 Staff 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>

ANNEX 2

AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE INTEREST OF GOOD HUMAN RESOURCES MANAGEMENT WHICH, IF CONFIRMED¹ AND ADOPTED², WOULD TAKE EFFECT FROM THE ENTRY INTO FORCE OF THE ORGANIZATION'S MOBILITY POLICY

Former text	New text
<p>STAFF REGULATIONS – ARTICLE IV Appointment and Promotion</p> <p>4.1 The Director-General shall appoint staff members as required.</p> <p>4.2 The paramount consideration in the appointment, transfer, reassignment or promotion of the staff shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting and maintaining the staff on as wide a geographical basis as possible.</p> <p>4.3 Selection of staff members shall be without regard to race, creed or sex. So far as is practicable, selection shall be made on a competitive basis; however, the foregoing shall not apply to the filling of a position by transfer or reassignment of a staff member without promotion in the interest of the Organization.</p> <p>4.4 Without prejudice to the inflow of fresh talent at the various levels, vacancies shall be filled by promotion of persons already in the service of the Organization in preference to persons from outside. This preference shall also be applied, on a reciprocal basis, to the United Nations and specialized agencies brought into relationship with the United Nations.</p>	<p>STAFF REGULATIONS – ARTICLE IV Appointment, Transfer, Reassignment and Promotion</p> <p>4.1 The Director-General shall appoint, transfer, reassign and promote staff members as required- without regard to race, sex or religion.</p> <p>4.2 The paramount consideration in the appointment, transfer, reassignment or promotion of the staff members shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting and maintaining the staff members on as wide a geographical basis as possible-</p> <p>4.3 Selection of staff members shall be without regard to race, creed or sex. So far as is practicable, selection shall be made on a competitive basis; however, the foregoing shall not apply to the filling of a positions by transfer or reassignment of a staff member without promotion in the interest of the Organization.</p> <p>4.4 Without prejudice to the inflow of fresh talent at the various levels, vacancies posts shall be filled by promotion reassignment of staff members, as defined by, and under conditions established by, the Director-General, of persons already in the service of the Organization in preference to other persons from outside. This preference shall also be applied, on a reciprocal basis, to the</p>

¹ In the case of Staff Rule amendments.

² In the case of proposed Staff Regulation amendments.

Former text	New text
	United Nations and specialized agencies brought into relationship with the United Nations.
<p>STAFF REGULATIONS – ARTICLE IX</p> <p>Separation from Service</p> <p>...</p> <p>9.2 The Director-General may terminate the appointment of a staff member in accordance with the terms of his appointment, or if the necessities of the service require abolition of the post or reduction of the staff, if the services of the individual concerned prove unsatisfactory, or if he is, for reasons of health, incapacitated for further service.</p>	<p>STAFF REGULATIONS – ARTICLE IX</p> <p>Separation from Service</p> <p>...</p> <p>9.2 The Director-General may terminate the appointment of a staff member in accordance with the terms of his appointment, or if the necessities of the service require abolition of the post or reduction of the staff, if the services of the individual concerned staff member prove unsatisfactory, if he refuses, or fails to take up, a reasonable reassignment or if he is, for reasons of health, incapacitated for further service.</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 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;</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>320.3.13 due to any other 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>

Former text	New text
<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 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, Posts below the level of director, other than those of a short term nature, which become vacant shall normally be filled by the reassignment of a staff member under the Organization’s mobility policy. announced to the staff if they represent a promotional opportunity for any staff, and selection for such posts shall normally 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>NEW SECTION</p>	<p>515. MOBILITY</p> <p>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.</p> <p>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.</p>
<p>NEW SECTION</p>	<p>1072. REFUSAL OF REASSIGNMENT</p> <p>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.</p> <p>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.</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)

<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	143 073	146 104	149 138	152 264	155 427	158 589									
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	130 745	133 410	136 066	138 730	141 395	144 053	146 719	149 379	152 129						
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	108 148	110 412	112 678	114 941	117 210	119 471	121 740	124 003	126 268	128 533	130 799	133 062	135 329		
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	89 035	91 056	93 075	95 094	97 115	99 133	101 249	103 434	105 621	107 804	109 993	112 175	114 362	116 549	118 736
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	73 181	75 051	76 922	78 787	80 659	82 528	84 396	86 268	88 137	90 006	91 878	93 746	95 616	97 485	99 353
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	60 025	61 697	63 370	65 043	66 715	68 385	70 059	71 729	73 401	75 076	76 746	78 419			
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	46 956	48 453	49 941	51 548	53 152	54 759	56 367	57 977	59 580	61 186					
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).