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CONFIRMATION OF AMENDMENTS TO STAFF RULES

Report by the Director-General

Several additional amendments to the Staff Rules have been made by the Director-General since the twenty-first session of the Executive Board. The details of these amendments are shown in the annex to this document.

There has been no major change of substance. Resulting from an inter-agency agreement, minor amendments were made to parts of the rules dealing with dependency definition, dependency allowance and education grant. The staff rule on grant in case of death was redrafted to keep in line with the other United Nations agencies. The other changes made were of an editorial nature.

In accordance with the provisions of Staff Regulation 12.2, these amendments are submitted to the Board for confirmation.

AMENDMENTS TO THE STAFF RULES

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
210.3(a)	<p>A spouse whose occupational earnings do not exceed the lowest entrance salary level of the Organization's local salary scale for the area in which the spouse is employed, or in the case of a staff member at grade P.1 or above, if the earnings do not exceed US\$ 1700 per annum if this be less than the lowest entrance salary of the local scale; provided that if both husband and wife are staff members of United Nations organizations neither may be recognized as a dependant for purposes of Rules 230.3(c) and 260.</p>	<p>A spouse whose occupational earnings do not exceed the lowest entrance salary level of the Organization's local salary scale for the area in which the spouse is employed, or in the case of a staff member at grade P.1 or above, if the earnings do not exceed US\$ 1850 per annum if this be more than the lowest entrance salary of the local scale; provided that if both husband and wife are staff members of United Nations organizations neither may be recognized as a dependant for purposes of Rules 230.3(c) and 260.</p>	<p>The higher figure resulted from an inter-agency agreement recognizing the increase in the local salaries for Geneva and pursuant to the policy established in 1957 of relating the figure to the dollar equivalent of grade G.1/I in Geneva.</p>

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
210.3(b)	<p>A child, if unmarried, up to the age of 18; if in full time attendance at a school or university, up to age 21; or if physically or mentally incapacitated, without age limit. If both parents are staff members of United Nations organizations, the children, if determined dependent, shall be recognized as the dependants of that parent holding the higher level post.</p>	<p>A child up to the age of 18; if in full time attendance at a school or university, up to age 21; or if physically or mentally incapacitated, without age limit. If both parents are staff members of United Nations organizations, the children, if determined dependent, shall be recognized as the dependants of that parent holding the higher level post. <u>For the purposes of this rule "child" shall include a child recognized by the Director-General to be de facto fully dependent upon a staff member for its support.</u></p>	<p>The previous text had been subject to comment on the uncertain meaning of the word "child", and the lack of any provision by which the Director-General could take account of circumstances which cannot be foreseen.</p> <p>The new text is specific and vests power in the Director-General who can take appropriate action in exceptional cases when they arise.</p>

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
230.3(c)	<p>These adjustments shall be in the form of flat, non-pensionable, amounts varying by grade level and, in the case of plus areas, differentiated between those with, and those without, recognized dependants. Differences in cost of living or changes in cost of living of 5% shall be considered significant. The Director-General shall, in concert with the Executive Heads of the United Nations and other specialized agencies establish a table of adjustments which gives effect to these principles.</p>	<p>These adjustments shall be in the form of flat, non-pensionable, amounts varying by grade level and, in the case of plus areas, differentiated between those with, and those without, dependants <u>as defined in Staff Rules 210.3(a) and (b)</u>. Differences in cost of living or changes in cost of living of 5% shall be considered significant. The Director-General shall, in concert with the Executive Heads of the United Nations and other specialized agencies establish a table of adjustments which gives effect to these principles.</p>	<p>The word "recognized" was unnecessary. The new phrase was essential if the proper definitions were to be applied.</p>

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
250	<p>DEPENDANT'S ALLOWANCE</p> <p>A full time staff member of professional grade or above, except those appointed under Rules 1120 and 1130, having dependants as defined in Rule 210.3 shall be entitled to dependants' allowances as follows:</p> <p>(a) US\$ 200 per annum for a spouse;</p> <p>(b) US\$ 300 per annum for a child;</p> <p>(c) US\$ 200 per annum for a parent, or a brother or sister;</p> <p>provided that a staff member having an entitlement under (a) or (b) may not claim under (c) and provided further that an allowance payable under (b) shall be reduced by the amount of any benefit which the staff member or his (her) spouse may receive, by reason of such child, from public sources by way of social security payments or tax exemption.</p>	<p>DEPENDANT'S ALLOWANCE</p> <p>A full time staff member of professional grade or above, except those appointed under Rules 1120 and 1130, having dependants as defined in Rule 210.3 shall be entitled to dependants' allowances as follows:</p> <p>(a) US\$ 200 per annum for a spouse;</p> <p>(b) US\$ 300 per annum for a child;</p> <p>(c) US\$ 200 per annum for a parent, or a brother or sister;</p> <p>provided that a staff member having an entitlement under (a) or (b) may not claim under (c) and provided further that an allowance payable under (b) shall be reduced by the amount of any benefit which the staff member or his (her) spouse may receive, by reason of such child, from public sources by way of social security payments.</p>	<p>The deletion of the final phrase, "or tax exemption", resulted from a joint decision of all organizations in view of the impracticability of applying this clause.</p>

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
255.2(e)	if at the official station there are no schools which would qualify under (b) or (c) above, any other school at, or near, the official station which, on the application of the staff member, the Director-General is prepared to recognize.	if at the official station there are no schools which would qualify under (b) or (c) above <u>and if the international school at the official station gives instruction neither in the language nor in the curriculum of the staff member's home country</u> , any other school at, or near, the official station which, on the application of the staff member the Director-General is prepared to recognize.	This resulted from unanimous agreement among the agencies on the intent of the Education Grant, in view of the inherent limitations of any international school.

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
270.1	The grant shall be computed in accordance with the following schedule but shall not exceed US\$ 2500 for a staff member without dependants and US\$ 5000 for a staff member with dependants.	The grant shall be computed in accordance with the following schedule but shall not exceed US\$ 2500 for a staff member without dependants and US\$ 5000 for a staff member with dependants.	This was an editorial change made necessary through the introduction of Staff Rule 280.2(e).

Completed years of service	Weeks of salary		Years of service	Weeks of salary	
	Without dependants	With dependants		Without dependants	With dependants
2	4	8	2	4	8
3	5	10	3	5	10
4	6	12	4	6	12
5	7	14	5	7	14
6	8	16	6	8	16
7	9	18	7	9	18
8	10	20	8	10	20
9	11	22	9	11	22
10	12	24	10	12	24
11	13	26	11	13	26
12	14	28	12	14	28
			<u>or more</u>		

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>										
280.2(e)		<p>Payment of the repatriation grant, the grant in case of death and of any termination indemnity under Staff Rule 950.4 shall be made <u>pro rata</u> to the nearest completed month of service.</p>	<p>This resulted from a joint agreement among the agencies.</p>										
740	<p><b>GRANT IN CASE OF DEATH</b> In the event of the death of a staff member who is neither a participant nor an associate participant in the Staff Pension Fund and whose death does not result in any indemnity payment from the Organization's accident and sickness insurance policy, a grant equal to one month's salary shall be paid to his widow or such other member of his family as the Director-General may determine.</p>	<p><b>GRANT IN CASE OF DEATH</b> On the death of a staff member holding a five-year fixed-term or career-service appointment whose death does not result in any indemnity payment from the Organization's accident and sickness insurance policy, <u>a payment shall be made to the dependent spouse if any, and if none then to any dependent children in accordance with the following schedule:</u></p> <table border="1" data-bbox="814 1188 1356 1365"> <thead> <tr> <th data-bbox="814 1188 1084 1219"><u>Years of Service</u></th> <th data-bbox="1084 1188 1356 1219"><u>Months of Salary</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="814 1227 969 1259"><u>3 or less</u></td> <td data-bbox="1185 1227 1211 1259"><u>3</u></td> </tr> <tr> <td data-bbox="814 1266 842 1298"><u>5</u></td> <td data-bbox="1185 1266 1211 1298"><u>4</u></td> </tr> <tr> <td data-bbox="814 1306 842 1337"><u>7</u></td> <td data-bbox="1185 1306 1211 1337"><u>5</u></td> </tr> <tr> <td data-bbox="814 1345 969 1376"><u>9 or more</u></td> <td data-bbox="1185 1345 1211 1376"><u>6</u></td> </tr> </tbody> </table>	<u>Years of Service</u>	<u>Months of Salary</u>	<u>3 or less</u>	<u>3</u>	<u>5</u>	<u>4</u>	<u>7</u>	<u>5</u>	<u>9 or more</u>	<u>6</u>	<p>A unanimous agreement was reached between the Agencies that further standardization of the widely differing practices should be made. It was felt that provision for such a Grant should be made, in view of the inadequate death benefits now provided by the Joint United Nations Staff Pension Fund, due to the Fund's short existence.</p>
<u>Years of Service</u>	<u>Months of Salary</u>												
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<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
810(e)	On a schedule S assignment of at least two years' duration (see Rule 410.2), once in each interval between home leave entitlements (or once during a two year appointment) from the official station to the place where the staff member's recognized dependants are residing and return to the official station provided:	On a schedule S assignment of at least two years' duration (see Rule 410.2) once in each interval between home leave entitlements (or once during a two year appointment) from the official station to the place where the staff member's dependants <u>as defined in Rule 820.4</u> are residing and return to the official station, provided:	An editorial change to make the rule clearer.
820.1	Except for staff referred to in Rules 1120 and 1130, the Organization shall pay the travel expenses of a staff member's recognized dependants under the following circumstances:	Except for staff referred to in Rules 1120 and 1130, the Organization shall pay the travel expenses of a staff member's dependants <u>as defined in Rule 820.4</u> under the following circumstances:	An editorial change to make the rule clearer.

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
820.4	<p>Dependants recognized for purposes of travel at the Organization's expense shall be limited to:</p> <ul style="list-style-type: none"><li>(a) a spouse recognized as a dependant under rule 210.3(a);</li><li>(b) a child meeting the definition of dependency in Rule 210.3(b);</li><li>(c) a child for whom travel expenses have previously been paid by the Organization, to the extent of the final one-way passage to join the staff member at the official station or to return to the home country within one year after ceasing to qualify as a dependant.</li></ul>	<p>Dependants recognized for purposes of travel at the Organization's expense shall be limited to:</p> <ul style="list-style-type: none"><li>(a) <u>a wife; a husband</u> recognized as a dependant under rule 210.3(a);</li><li>(b) a child meeting the definition of dependency in rule 210.3(b);</li><li>(c) a child for whom travel expenses have previously been paid by the Organization, to the extent of the final one-way passage to join the staff member at the official station or to return to the home country within one year after ceasing to qualify as a dependant.</li></ul>	<p>An editorial change to make the rule clearer.</p>

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950.4	<p>A staff member whose appointment is terminated under this rule shall be paid an indemnity in accordance with the following schedule:</p> <p>Career-service appointments</p> <table border="1"> <thead> <tr> <th>Completed years of service</th> <th>Months of indemnity pay</th> </tr> </thead> <tbody> <tr><td>3 or less</td><td>3</td></tr> <tr><td>4</td><td>4</td></tr> <tr><td>5</td><td>5</td></tr> <tr><td>6</td><td>6</td></tr> <tr><td>7</td><td>7</td></tr> <tr><td>8</td><td>8</td></tr> <tr><td>9</td><td>9</td></tr> </tbody> </table> <p>Temporary fixed-term appointments</p> <p>Five working days' pay for each month remaining in the unexpired portion of the contract, but not less than 30 working days' pay, up to a maximum of three months' pay.</p>	Completed years of service	Months of indemnity pay	3 or less	3	4	4	5	5	6	6	7	7	8	8	9	9	<p>A staff member whose appointment is terminated under this rule shall be paid an indemnity in accordance with the following schedule:</p> <p>Career-service appointments</p> <table border="1"> <thead> <tr> <th>Years of service</th> <th>Months of indemnity pay</th> </tr> </thead> <tbody> <tr><td>3 or less</td><td>3</td></tr> <tr><td>4</td><td>4</td></tr> <tr><td>5</td><td>5</td></tr> <tr><td>6</td><td>6</td></tr> <tr><td>7</td><td>7</td></tr> <tr><td>8</td><td>8</td></tr> <tr><td>9 <u>or more</u></td><td>9</td></tr> </tbody> </table> <p>Temporary fixed-term appointments</p> <p>Five working day's pay for each month remaining in the unexpired portion of the contract, but not less than 30 working days' pay, up to a maximum of three months' pay.</p>	Years of service	Months of indemnity pay	3 or less	3	4	4	5	5	6	6	7	7	8	8	9 <u>or more</u>	9	<p>This is an editorial change made necessary through the introduction of Staff Rule 280.2(e)</p>
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