



# 世界卫生组织

执行委员会  
第一一八届会议  
临时议程项目 7.2

EB118/11  
2006 年 5 月 18 日

## 确认《职员细则》修订款<sup>1</sup>

### 秘书处的报告

1. 根据《人事条例》第 12.2 条<sup>2</sup>，现将总干事对《职员细则》的修订款提交执行委员会确认。
2. 本文件叙述的修订出自联合国大会第六十届会议续会根据国际公务员制度委员会在其 2005 年年度报告<sup>3</sup>中提出的建议预期将作出的决定。忆及在其第六十届会议上，联合国大会只认可委员会的一项建议，即涉及工作人员薪金税率表的建议；委员会的其它建议推迟至于 2006 年 3 月举行的第六十届会议续会审议<sup>4</sup>。预计将在 2006 年 5 月作出决定。
3. 本文件所叙述的修订还考虑到本组织关于世卫组织合同安排框架改革的方案。
4. 这些修订的财政影响被列入关于建议供执行委员会或卫生大会通过的决议对秘书处的行政和财政影响的报告<sup>5</sup>。
5. 《职员细则》经修订的文本刊于本文件附件。

### 建议的合同安排框架：目标和目的的背景

6. 为了在复杂的卫生与发展环境中加强其应对日益增长的需求的能力，本组织在重点规划和业务领域内确定和实施了改革行动，包括实行以成果为基础的管理。此外，制定了人力资源、财政和信息技术等促进技术规划的管理职能方面的改革战略，以便更好地支持规划实施。

<sup>1</sup> 执委会委员可在会议室索取《职员细则》和《人事条例》副本。

<sup>2</sup> 《基本文件》第 45 版，日内瓦，世界卫生组织，2005 年。

<sup>3</sup> 文件 A/60/30。

<sup>4</sup> 联合国大会第 60/544 号决定。

<sup>5</sup> 见文件 EB118/11 Add.1。

7. 开展有效改革的呼声在整个联合国共同制度正在得到重视，尤其是在人力资源管理的领域内。经改进和更具针对性的合同安排及服务条件对世卫组织规划的成功实施是至关重要的。本组织目前面临的挑战所需的合同安排必须使之有可能在各级招聘和留用有才能的工作人员，他们应当有能力管理大型和复杂的规划，既能作为其领域内的专家，又能作为多技能、多才多艺和机动的个人发挥作用，他们的活动可跨越不同的职业群体和地理区域。现有的合同形式是官僚的并缺乏一致性，不能适应世卫组织的需求，因此构成一种障碍，影响本组织应对不断变化的需求和要求的能力。

8. 据此，合同改革工作的目标是确保合同安排通过在服务条件的行政管理方面更公平和公正地对待职员来维持和发展最高质量的坚强工作队伍，从而为世卫组织的规划和业务需求服务。根据这一精神，建议的合同安排框架的目标是全面提高本组织及其职员的有效性、效率和绩效，并减少行政和交易费用，使这些方面的改进与工资和福利方面更大公平性可能造成的直接费用达成平衡。

9. 建议的合同安排改革的目的是：a)确保合同安排更好地应对本组织的规划和业务需求；b)确保合同安排促进本组织及其职员的绩效、能力发展和问责制；c)确保合同安排鼓励职员调动和职业发展；d)使合同类型与批准的人力资源计划中预见的资源以及有关职能的性质和期限密切地相一致；e)使服务条件、津贴和福利与职位的性质脱离关系，并更恰当地以服务年数、职员业绩和任用期限为基础；f)确保合同简化并便于管理；以及 g)确定的合同和相关服务条件是公平和透明的，以同工同酬的原则为基础，并因此平等和公平地承认所有职员的工作价值和贡献，无论他们持有连续、定期或临时性合同。

10. 建议的合同安排框架利用了从 2002 年引进的改革获得的经验教训。还考虑到国际公务员制度委员会向联合国大会提出的合同改革建议以及联合国秘书长 2006 年 3 月 7 日的报告：“投资联合国：构建一个更强有力的世界性组织”<sup>1</sup>。这是以 2006 年 4 月 3 日和 4 日世卫组织全球职员/管理理事会特别会议达到高潮的一次全组织范围协商过程的结果。

11. 目前，仍有大量定期任用的职员，他们的任用情况不能反映他们对本组织的长期贡献—这种情况对继任管理、调动、轮换和职业发展构成显著的障碍。结果，本组织为吸引、留用和进一步发展有能力和有动力的国际公务员作出的努力也将受到影响。

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<sup>1</sup> 文件 A60/692。

12. 持有现存两种类型临时合同（短期和限期）的职员面临类似的困难。为对临时职员的需求进行的计划和监测远远不够，从而造成管理人员和职员都非常不满意。尽管其意图是为了简化和方便行政管理，但临时合同的实施已被证明是非常麻烦和耗时的。此外，虽然临时职员应当与持有长期合同的同事达到同样高的业绩水平，而且尽管他们在困难、高危和艰苦地点服务的人员比例与长期职员相比越来越高，但此类临时职员不能与定期任用的职员享受同样的服务条件。这与联合国共同制度中其它组织，尤其是具有大量现场工作人员的组织提供的服务条件形成对照。

13. 根据上文提及的目标和目的，建议的合同安排框架由三种任用类型组成：

(i) **连续任用**：这种任用没有时间限制，在定期任用至少提供 5 年不中断的积极服务并证实有令人满意的业绩之后授予。此种任用的连续服务将取决于该职能的持续需要和资金的可得性等因素。

(ii) **定期任用**：这种任用的时限为一年或一年以上。可以延长，但连续的定期任用服务总期限不得超过 5 年。在特殊情况下，此种任用的服务可进一步延长达 1 年。在此期间，将对职员的业绩和能力进行评估以便转换为连续任用。

(iii) **临时任用**：这种任用的时限可达 2 年以满足短期需求，例如高峰时期工作量或其它有时间限制的特定要求。如果临时任用不足 2 年，则可以延长，但连续的临时任用提供不中断服务的总期限不得超过 2 年。已完成一次或一次以上临时任用不中断服务最高期限的职员不得被本组织雇用，除非离职时间已超过 30 个月历日。

14. 采用可导致转换为连续任用的定期任用将实现长期职员中任用情况方面的更高程度公平性和公正性。这也将能够提高职员业绩管理方面的透明性、公开性和问责制。绩效管理系统的进一步改进将促进与定期任用转变为连续任用相关的决定方面的客观性和公平性。定期任用的延长仍然将取决于资金的可得性、本组织的需要以及良好表现的证明。

15. 按照建议的临时任用，对临时需要和职能的计划和监测将得到显著加强。根据规划实施工作管理问责制和责任的原则，管理人员在为满足本组织需求的必要职能的期限和性质方面应当作出深思熟虑的知情决定。如果不再需要不顾规划需求中断服务，合同将更便于管理，而且规划的实施效率将得到提高。职员将受益于人力资源管理计划中标明的关于现有临时机会的可靠信息并能更肯定地了解自己的聘用期限。这将使职员能够更好地管理自己的个人生活和职业生涯，并在服务条件方面享受更多的公平

性和公正性。同时，本组织的竞争性以及尤其在其它机构提供更具吸引力和可靠的合同安排的现场级吸引有能力和经验的职员满足临时需要的能力将得到显著提高。

16. 建议的合同安排框架有若干显著特征。

- (i) 合同的性质和期限将与人力资源管理计划直接联系。
- (ii) 根据任用期限和连续服务年数，而不是合同性质，津贴将有所不同。
- (iii) 对服务条件进行了审查，以便实现更大程度的公正性和公平性，简化和方便管理，并采用最佳的人力资源措施，包括在支持性工作环境领域内。
- (iv) 将停止使用终生/服务合同，并以连续任用取而代之。
- (v) 定期任用的第一年将继续作为试用期。
- (vi) 任何临时职能的最长年限将是连续两年的时间。如在此阶段之后还需要该职能，管理人员必须通过制定计划和预算以满足规划需要的既定程序，要求将其建立一个定期职位。必须在两年期结束之前进行这项工作。
- (vii) 临时任用的最长期限将是不中断的两年时间。
- (viii) 顾问将不再具有职员的身份。

## **《职员细则》修订款**

### **引言部分**

#### **应用**

17. 对《职员细则》第 030 条作出修订，规定总干事可作出 60 天或 60 天以下的临时任命，服务条件与《职员细则》中所规定的不同；目的也是为了使该条与经修订的《职员细则》关于会议服务及其他短期职员的第 1320 条相一致。

#### **生效日期**

18. 对《职员细则》第 040 条作出修订以反映实施修订的《职员细则》的生效日期。

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### **第三部分—薪金、工作地点差价调整、津贴和补助金**

#### **薪金确定**

19. 对《职员细则》第 320.1 条作出修订，以便在薪金确定方面对所有职员应用同样的条件。
20. 删除《职员细则》第 320.2、320.2.1 和 320.2.2 条，以便反映《职员细则》第 320.1 条现在涵盖临时职员薪金确定的情况。据此，《职员细则》第 320.3、320.4、320.4.1、320.4.2 和 320.5 条重新作了编码。

#### **晋升提级时的净基本工资**

21. 对《职员细则》第 320.3 条作出进一步修订以表明仅适用于连续或定期任用的职员。

#### **降级时的净基本工资**

22. 对《职员细则》第 320.4 条作出进一步修订以表明仅适用于连续或定期任用的职员。

#### **临时承担更高级别职位的责任**

23. 对《职员细则》第 320.5 条作出进一步修订以表明仅适用于连续或定期任用的职员。

#### **向专业及专业以上职类临时职员支付净基本工资**

24. 鉴于将对连续、定期和临时任用的职员应用同样的条件，删除《职员细则》第 330.3 条。

#### **受扶养人津贴**

25. 对《职员细则》第 340 条作出修订，以便在给予受扶养人津贴方面对专业及专业以上职类的所有职员应用同样的条件。

#### **残疾儿童特别教育补助金**

26. 对《职员细则》第 355.1 条作出修订，以便对有资格接受此类补助金的所有职员应用同样的条件。也不再提及顾问。

### **调动和艰苦条件津贴**

27. 对《职员细则》第 360.1 条作出修订，而且该条经修订的文本被用来创建《职员细则》第 360.1.1 和 360.2 条。删除原《职员细则》第 360.1.1、360.1.2、360.1.3、360.1.4 和 360.2 条。此外，增加《职员细则》新的第 360.1.2 条，以便反映对被指派或调任到某正式工作地点为期一年或一年以上的职员以及被指派或调任到某正式工作地点最初为期不足一年但随后延长指派或调任以使在该正式工作地点不间断服务的期限达一年或一年以上的人员应用调动和艰苦条件津贴的情况。

28. 作出上述修订也是为了反映国际公务员制度委员会向联合国大会提出的关于修订调动和艰苦环境计划的建议。此外，为了做到简便和明确并为了确保内容注重于规范性要求而不是程序性要求，对有关规定进行了大量编辑。

29. 《职员细则》关于正式工作地点分类的第 360.3 条最后一句原载于《职员细则》第 360.1 条。

### **派任津贴**

30. 对《职员细则》第 365.1 条稍作修订，部分文字转列入《职员细则》第 365.1.1 条；还增加了《职员细则》新的第 365.1.2 条。这些变化的目的是为了表明，在任命或重新派任到某正式工作地点为期至少一年时或者延长最初到某正式工作地点少于一年的任命或重新派任以使在该正式工作地点不间断服务的期限达一年或一年以上时，将付给派任津贴。

31. 使用原载于《职员细则》第 365.1 条关于派任津贴数额的文字以创建《职员细则》第 365.2 条，并相应地对《职员细则》第 365.1.1 和 365.1.2 条重新进行编号。

32. 删除《职员细则》第 365.3 条并增加《职员细则》新的第 365.3 条以反映国际公务员制度委员会向联合国大会提交的关于派任津贴的建议。这些修订也是为了做到简便和明确。《职员细则》新的第 365.3 条规定了应用于为派任津贴增加一笔或多笔一次性总付款项的规范标准和要求。

33. 按照上述修订，对《职员细则》第 365.2、365.4 和 365.5 条重新进行编号。

### **服务津贴**

34. 删除规定向短期任用职员支付服务津贴的《职员细则》第 367 条，因为鉴于按照修订的《职员细则》向临时任用职员所提供的福利和津贴及其它报酬方面的更大公平性，此类津贴不再是恰当的。

## 第四部分— 征聘和任用

### 任用政策

35. 对《职员细则》第 420 条作出修订以反映新的任用制度。
36. 增加列举新任用类型的《职员细则》新的第 420.1 条。
37. 对《职员细则》第 420.1、420.2 和 420.3 条重新编号并作出修订以分别反映连续、定期和临时任用的定义。
38. 对《职员细则》第 420.4 和 420.5 条重新编号并对《职员细则》第 420.5 条与《职员细则》第 420.2 和 420.3 条的互相参照进行纠正，分别改为参照《职员细则》第 420.3 和 420.4 条。
39. 对《职员细则》第 420.6 条重新编号并作出修订以表明仅适用于定期职员。

### 在重新聘用时恢复身份

40. 对《职员细则》第 470 条作出修订，为了做到明确而增加了“恢复身份”的说法，因为本条涉及在重新聘用时恢复身份。此外，对与《职员细则》第 420.3 条的互相参照进行纠正，改为参照《职员细则》第 420.4 条。还删除了提及顾问的文字。

### 组织间调任

41. 对《职员细则》第 480.1.3 条作出修订以纠正与《职员细则》第 420.5 条的互相参照，该条重新编号为《职员细则》第 420.6 条。

## 第五部分— 业绩和地位改变

### 结束试用期

42. 对《职员细则》第 540.1 条作出修订以纠正与《职员细则》第 420.6 条的互相参照，该条重新编号为第 420.7 条。

### 职等内提薪

43. 对《职员细则》第 550.1 条作出修订以反映其适用于所有职员，并明确关于“享有此权利”的日期不得早于确认任命的日期”的文字仅适用于定期任用的职员，并须经过试用期。对《职员细则》第 550.3 条作出修订，以提及根据经修订的《职员细则》第 1320 条任用的“会议及其他短期服务工作人员”取代“语言工作人员”一词。

## 晋升

44. 对《职员细则》第 560.1、560.2、560.3 和 560.4 条作出修订以表明其仅适用于连续和定期任用的职员。此外，对《职员细则》第 560.3 条与《职员细则》第 320.5 条的互相参照作出纠正，改为参照《职员细则》第 320.4 条。

## 重新派任

45. 对《职员细则》第 565.1、565.2、565.3 和 565.4 条作出修订以表明《职员细则》第 565.1 条中界定的“重新派任”的说法仅适用于连续和定期任用的职员。此外，对《职员细则》第 565.4 条中与《职员细则》第 320.5 条的互相参照进行纠正，改为参照《职员细则》第 320.4 条。

## 第六部分- 出勤和休假

### 年假

46. 对《职员细则》第 630.3.1 条作出修订以删除按“实际聘用期”计酬的受聘职员的提法，因为鉴于合同安排的改革，此类安排已停止使用。

47. 对《职员细则》第 630.3.2 条重新编号并进一步作出修订以删除提及临时任用职员的文字。对本条还作出进一步修订以增加提及根据经修订的《职员细则》第 1320 条任用的会议及其他短期服务工作人员的文字。

48. 删除《职员细则》第 630.3.3 条以取消提及顾问的文字。

49. 鉴于这些修订，对《职员细则》第 630.3.4 和 630.3.5 条重新编号。

### 回籍假

50. 对《职员细则》第 640.3.3 条作出修订，以便表明回籍假适用于临时职员并规定不适用于根据《职员细则》第 1330 条任用的国家专业官员。

### 军事训练或服兵役假

51. 对《职员细则》第 660.1 条作出修订以纠正提及《职员细则》第 420.3 条的文字（该条已重新编号为《职员细则》第 420.4 条），并删除提及顾问的文字。



## 第七部分- 社会保障

### 意外事故和疾病保险

52. 对《职员细则》关于职工健康保险的第 720.1.1 条以及《职员细则》关于意外事故和疾病保险的第 720.2.1 条作出修订，使之同样适用于所有职员。据此，删除《职员细则》第 720.2.2 条。

### 病假

53. 对《职员细则》第 740.1 条作出修订，以便删除提及按实际聘用期计酬的受聘职员的文字，因为根据建议的合同安排框架，这种形式的聘用已停止使用。还删除了提及《职员细则》关于顾问的第 1330 条的文字。

### 产假和陪产假

54. 对《职员细则》第 760.1 条作出修订以反映职员有权享受产假和陪产假，但须满足总干事确立的条件。

55. 对《职员细则》第 760.2 条作出修订并删除《职员细则》第 760.3 条，以便表明产假同样适用于所有职员（不包括根据《职员细则》第 1320 条任用的职员）。对《职员细则》第 760.4、760.5 和 760.6 条相应地重新编号。

56. 对《职员细则》第 760.6 条作出修订以表明陪产假同样适用于所有职员。

### 死亡时的补助金

57. 对《职员细则》第 770.1 条作出修订，使发生死亡时获得补助金的权利同样适用于所有职员，并删除提及《职员细则》关于顾问的第 1330 条的文字。

## 第八部分- 旅行和运输

### 配偶及子女的旅行

58. 对《职员细则》第 820.2 和 820.2.1 条作出修订，使所有职员在任期不少于 1 年以及在延长不足 1 年的最初任用造成不中断的服务期为 1 年或 1 年以上时，都同样有权报销一名配偶和子女的旅行费用。

### 特别教育补助金旅行

59. 对《职员细则》关于特别教育补助金旅行的第 825 条作出修订，使之能适用于临时任用的职员。对该条进一步作出修订以表明不适用于《职员细则》重新编号的第 1330 条之下的国家专业官员。还删除了提及顾问的文字。

## **第十部分—离职**

### **因健康原因解雇**

60. 对《职员细则》第 1030.2.2 条作出修订以表明在因健康原因解雇之前仅将为连续和定期任用的职员探索重新任用的可能性。

61. 对《职员细则》第 1030.3.1 条作出修订，规定在因健康原因解雇的情况下，将提前三个月通知连续和定期任用的职员，并将提前一个月通知临时任用的职员。

### **完成任用**

62. 对《职员细则》第 1040 条作出修订以增加一项要求，即在决定不为临时任用的职员延长任用的情况下，通常应在任期期满之前不少于一个月通知该职员。对该条作出进一步修订，规定如果临时任用的职员已达到连续临时任用不间断服务的最长期限，则将不需要作出此类通知。

### **结束临时任用**

63. 增加了《职员细则》新的第 1045 条，规定根据《职员细则》第 1030 条（因健康原因解雇）、《职员细则》第 1075 条（因行为不端解雇）和《职员细则》第 1080 条（因自动离职解雇）规定的理由可终止临时任用。增加该条也是为了规定适用于因如下原因终止临时任用的要求（包括通知和解雇赔偿金）：因为终止临时职能，因为认为职员的表现不能令人满意，或者因为职员不适合于其工作或不适合于国际公务员制度。

### **裁撤职位**

64. 对《职员细则》第 1050.2 条作出修订，使之提及“连续任用”，而不是“服务任用”。

65. 对《职员细则》第 1050.3 条作出修订，使之提及“连续任用”，而不是“服务任用”。

### **终期薪酬**

66. 对《职员细则》第 1050.4 条作出修订，使之能包括向根据《职员细则》新的第 1045 条终止其职能的临时任用职员支付赔偿金。

### **不能令人满意的表现或不适合于国际公务员制度**

67. 对《职员细则》第 1070.1、1070.2、1070.3 和 1070.4 条作出修订，规定仅适用于连续和定期任用的职员。

### **解雇通知**

68. 对《职员细则》第 1083 条作出修订以表明不得向休产假的职员发出《职员细则》新的第 1045 条之下的解雇通知。

## 第十三部分—特别聘用条件

### 当地征聘职位工作人员的调动和艰苦条件津贴

69. 对《职员细则》第 1310.5 条作出修订，在涉及为限于当地招聘的职位招聘本地区之外职员的情况下提及“国际组织”的文字之前增加“联合国共同制度”。

### 会议及其他短期服务工作人员

70. 《职员细则》第 1320 条的标题改为“会议及其他短期服务工作人员”，从而删除了提及“临时任用”的文字。对该条进一步作出修订，使之与对《职员细则》第 030 条作出的修订相一致。

### 顾问

71. 删除《职员细则》关于顾问的第 1330 条。

### 国家专业官员

72. 对《职员细则》第 1340.1 条重新编号，并以“任命”一词取代“职位”。还对《职员细则》第 1340.2 条重新编号，并按重新编号对与《职员细则》第 1340.1 条的互相参照纠正为参照《职员细则》第 1330.1 条。

### 执行委员会的行动

73. 根据这些修订，执委会拟可考虑下述决议草案。

执行委员会，

**确认**总干事根据《人事条例》第 12.2 条就《职员细则》的应用、生效日期、薪金确定、晋升提级时的净基本工资、降级时的净基本工资、临时承担更高级别职位的责任、向专业及专业以上职类临时职员支付净基本工资、受扶养人津贴、残疾儿童特别教育补助金、调动和艰苦条件津贴、派任津贴、服务津贴、任用政策、在重新聘用时恢复身份、组织间调任、结束试用期、职等内提薪、晋升、重新派任、年假、回籍假、军事训练或服兵役假、意外事故和疾病保险、病假、产假和陪产假、死亡时的补助金、配偶及子女的旅行、特别教育补助金旅行、因健康原因解雇、完成任用、结束临时任用、裁撤职位、终期薪酬、不能令人满意的表现或不适合于国际公务员制度、解雇通知、当地征聘职位工作人员的调动和艰苦条件津贴、会议及其他短期服务工作人员、顾问以及国家专业官员对《职员细则》所作的修订，自 2007 年 1 月 1 日生效。对这些修订款将采用总干事决定的过渡措施。

## ANNEX

## AMENDMENTS TO THE STAFF RULES

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 less than one year 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>040. EFFECTIVE DATE</p> <p>These Staff Rules are effective as from 1 January 2006<sup>1</sup> and supersede all Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon.</p>	<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 <b>60 days</b> <del>or less than one year</del> 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>040. EFFECTIVE DATE</p> <p>These Staff Rules are effective as from <del>1 January 2006</del> <b>1 January 2007</b> and supersede all Rules in force before that date. All subsequent modifications shall become effective as from the date shown thereon.</p>
<p>320. SALARY DETERMINATION</p> <p>320.1 On initial appointment to a fixed-term appointment, the net base salary of staff members shall normally be fixed at step 1 of the grade of the post to be occupied; in exceptional circumstances, determined in accordance with guidelines established by the Director-General however, it may be fixed at a higher step in the grade in order to take into account a staff member's qualifications, skills and experience in relation to the requirements of the post.</p>	<p>320. SALARY DETERMINATION</p> <p>320.1 On <del>initial</del> appointment to a fixed-term appointment, the net base salary of staff members shall normally be fixed at step 1 of the grade of the post <b>or function</b> to be occupied; <b>however, in exceptional circumstances, determined</b> in accordance with guidelines established by the Director-General <del>however</del>, it may be fixed at a higher step in the grade in order to take into account a staff member's qualifications, skills and experience in relation to the requirements of the post <b>or function</b>.</p>

<sup>1</sup> Except Staff Rule changes effective 1 April 2006 marked with an asterisk (\*).

Former text	New text
<p>320.2 The net base salary of staff members holding temporary appointments as defined in Rule 420.3 shall be fixed as follows:</p> <p>320.2.1 for those holding short-term appointments: step 1 of the level of the assignment determined in accordance with guidelines established by the Director-General.</p> <p>320.2.2 for those holding term-limited appointments: step 3 of the level of the assignment determined in accordance with guidelines established by the Director-General.</p> <p>320.3 On promotion to a higher grade the net base salary of a staff member shall be fixed at the lowest step in the new grade that will provide an increase in net base salary for promotion within the same salary scale or total net remuneration for promotion from the general service to the professional category, at least equal to that which would have resulted from the granting of two steps within the staff member's present grade. However, on restoration to a higher grade formerly held, the staff member's net base salary shall not exceed that which would have been attained had the staff member remained in the higher grade.</p> <p>320.4 On reduction in grade:</p> <p>320.4.1 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>320.4.2 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>320.2 to 320.2.2 [deleted].<sup>1</sup></p> <p>320.32 On promotion <b>of a staff member with a continuing or fixed-term appointment</b> to a higher grade, the net base salary of a staff member shall be fixed at the lowest step in the new grade that will provide an increase in net base salary for promotion within the same salary scale or total net remuneration for promotion from the general service to the professional category, at least equal to that which would have resulted from the granting of two steps within the staff member's present grade. However, on restoration to a higher grade formerly held, the staff member's net base salary shall not exceed that which would have been attained had the staff member remained in the higher grade.</p> <p>320.43 On reduction in grade <b>of a staff member with a continuing or fixed-term appointment</b>:</p> <p>320.43.1 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>320.43.2 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>

<sup>1</sup> Text in square brackets will not appear in the amended Staff Rules.

Former text	New text
<p>320.5 A staff member may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that which he occupies; such temporary arrangements shall not be continued for more than 12 months, unless otherwise decided by the Director-General. As from the beginning of the fourth consecutive month of such service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his current pay, consisting of net base salary, post adjustment and allowances, and that which he would receive if promoted to the post of higher grade.</p>	<p>320.54 A staff member <b>with a continuing or fixed-term appointment</b> may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that which he occupies; such temporary arrangements shall not be continued for more than 12 months, unless otherwise decided by the Director-General. As from the beginning of the fourth consecutive month of such service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his current pay, consisting of net base salary, post adjustment and allowances, and that which he would receive if promoted to the post of higher grade.</p>
<p>330. SALARIES</p> <p>...</p> <p>330.3 The net base salary of staff members in the professional and higher categories holding temporary appointments as defined in Rule 420.3 shall be paid in accordance with the schedule in Rule 330.2 at the rate applicable to staff members with no dependent spouse or dependent child.</p>	<p>330. SALARIES</p> <p>330.1 to 330.2 [no change]</p> <p>330.3 [deleted]</p>
<p>340. DEPENDANTS' ALLOWANCES</p> <p>Staff members in the professional or higher category, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a dependant's allowance for dependants as defined in Rule 310.5, as follows:</p>	<p>340. DEPENDANTS' ALLOWANCES</p> <p>Staff members <b>appointed to</b> in the professional or higher category<b>ies</b>, <del>except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330,</del> are entitled to a dependant's allowance for dependants as defined in Rule 310.5, as follows:</p> <p>[No further changes]</p>
<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>355.1 Staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a special education grant in respect of any physically or mentally disabled child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 28, under conditions established by the Director-General. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.</p> <p>...</p>	<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>355.1 Staff members, <del>except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330,</del> are entitled to a special education grant in respect of any physically or mentally disabled child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 28, under conditions established by the Director-General. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.</p> <p>[No further changes]</p>

Former text	New text
<p>360. MOBILITY AND HARDSHIP ALLOWANCE</p> <p>360.1 Staff members, except those holding temporary appointments as defined in Rule 420.3 or those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for a period of one year or longer, shall receive a non-pensionable mobility and hardship allowance designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, under the conditions set out in subsections 360.1.1, 360.1.2, 360.1.3 and 360.1.4. Official stations shall be categorized according to conditions of life and work and on the basis of criteria agreed among the international organizations concerned for classifying official stations. Headquarters, North American and European official stations and similar designated locations shall be categorized H official stations, whereas all other official stations shall be categorized from A to E. The allowance is composed of three elements:</p> <p>360.1.1 The mobility element of the allowance is payable to staff members who have completed five uninterrupted years of service with WHO or other United Nations organizations. At official stations in categories A to E the allowance is payable to staff members who are serving at their second or subsequent official station. At official stations in category H, the mobility element is payable as from the staff member's fourth assignment provided that at least two earlier assignments were at official stations in categories A to E. After five uninterrupted years of service at the same official station the amount of the mobility element of the allowance shall be reduced by ten percentage points at official stations in categories A to E and shall cease at official stations in category H. However, if the staff member is maintained at the same official station at the initiative of the Organization, the payment of the mobility element of the allowance may be extended for a further period of one year.</p>	<p>360. MOBILITY AND HARDSHIP ALLOWANCE</p> <p>360.1 <b>The following staff members</b> shall receive a non-pensionable mobility and hardship allowance designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, <del>under the conditions set out in subsections 360.1.1, 360.1.2, 360.1.3 and 360.1.4.</del> <b>in accordance with conditions established by the Director-General:</b></p> <p><b>360.1.1</b> Staff members, except those <del>holding temporary appointments as defined in Rule 420.3 or those</del> appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for a period of one year or longer, <b>and</b></p>

Former text	New text
<p>360.1.2 The hardship element of the allowance is payable from the date of assignment to an official station in categories B to E for the full duration of the staff member's assignment at the rate corresponding at any given time to the classification of the official station.</p> <p>360.1.3 The non-removal element of the allowance is payable at official stations in categories A to E, irrespective of the staff member's length of service with WHO or other United Nations organizations; it shall not be payable on initial appointment in the country of place of residence.</p> <p>360.1.4 The non-removal element shall cease when a staff member has been in receipt of it for five consecutive years at the same official station. The Organization may authorize extension of the period of entitlement to the non-removal element for a further period not exceeding two years. No further extension shall be granted.</p> <p>360.2 The annual rates of the mobility and hardship allowance shall be calculated as a percentage of the annual net base salary of a staff member at step 6 of grade P.4 with a dependent spouse or a dependent child as defined in Rule 330.2 and in accordance with the matrix below. The resulting annual amounts are applicable to staff members in grades P.4 and P.5. The amounts shall be increased by 13% for staff members in grades P.6/D.1 and above and reduced by 13% for staff members in grades P.1 to P.3. Staff members without dependants as defined in Rules 310.5.1 and 310.5.2 shall receive 75% of the amounts applicable to their grade. If both spouses are staff members of international organizations in the common system of salaries and allowances, the allowance shall be payable to each at the rate applicable to their individual official stations. If there are dependent children as defined under Rule 310.5.2 the dependency rate of the allowance shall be payable to the</p>	<p>[New Rule]</p> <p><b>360.1.2 staff members, except those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for an initial period of less than one year, and whose assignment or transfer is subsequently extended so that the uninterrupted period of service at that official station is one year or longer.</b></p> <p>360.1.1 to 360.2 [deleted]</p> <p>360.2 The allowance is composed of three elements: <b>mobility, hardship and non-removal, and shall be paid as determined by the Director-General on the basis of conditions and procedures agreed among the international organizations in the United Nation's common system.</b></p>



Former text	New text																																																					
<p>spouse in respect of whom the dependent children are recognized. The amounts established under this Rule shall be increased by three percentage points at official stations in category H for staff members with no entitlement under Rule 855.1 and decreased by five percentage points at official stations in categories A to E for staff members with an entitlement under Rule 855.1.</p> <table border="1" data-bbox="248 485 1050 852"> <thead> <tr> <th colspan="6">MOBILITY AND HARDSHIP MATRIX</th> </tr> <tr> <th rowspan="2">OFFICIAL STATION</th> <th colspan="5">ASSIGNMENTS</th> </tr> <tr> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5 or more</th> </tr> </thead> <tbody> <tr> <td>H</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>4%</td> <td>6%</td> </tr> <tr> <td>A</td> <td>5%</td> <td>15%</td> <td>17%</td> <td>19%</td> <td>21%</td> </tr> <tr> <td>B</td> <td>13%</td> <td>23%</td> <td>25%</td> <td>27%</td> <td>29%</td> </tr> <tr> <td>C</td> <td>20%</td> <td>30%</td> <td>32%</td> <td>34%</td> <td>36%</td> </tr> <tr> <td>D</td> <td>25%</td> <td>35%</td> <td>37%</td> <td>39%</td> <td>41%</td> </tr> <tr> <td>E</td> <td>30%</td> <td>40%</td> <td>42%</td> <td>44%</td> <td>46%</td> </tr> </tbody> </table>	MOBILITY AND HARDSHIP MATRIX						OFFICIAL STATION	ASSIGNMENTS					1	2	3	4	5 or more	H	0%	0%	0%	4%	6%	A	5%	15%	17%	19%	21%	B	13%	23%	25%	27%	29%	C	20%	30%	32%	34%	36%	D	25%	35%	37%	39%	41%	E	30%	40%	42%	44%	46%	
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<p>365. ASSIGNMENT GRANT</p> <p>365.1 On authorized travel upon appointment or upon reassignment to an official station for a period of at least one year, a staff member shall be paid an assignment grant. The amount thereof shall be the equivalent of:</p> <p>365.1.1 travel per diem in respect of himself for a period of 30 days from his arrival;</p> <p>365.1.2 travel per diem, in respect of each family member accompanying or joining him at the Organization's expense under Rule 820, except for children eligible for travel under Rule 820.1.4, for 30 days at half the rate after their arrival.</p> <p>365.2 No assignment grant shall be paid for children born, or for any other dependant acquired, after the arrival of the staff member at the official station.</p>	<p>365. ASSIGNMENT GRANT</p> <p>365.1 <del>On authorized travel upon appointment or upon reassignment to an official station for a period of at least one year, a</del> staff member <b>whose travel is authorized</b> shall be paid an assignment grant:</p> <p><b>365.1.1</b> upon appointment or upon reassignment to an official station for a period of at least one year; <b>or</b></p> <p>[New Rule]</p> <p><b>365.1.2</b> upon extension of an initial appointment or reassignment to an official station of less than one year, resulting in an uninterrupted period of service at that official station of one year or longer.</p> <p><b>365.2</b> The amount of the assignment grant thereof shall be the equivalent of:</p> <p>365.2.1 travel per diem in respect of himself for a period of 30 days from his arrival;</p>																																																					

Former text	New text
<p>365.3 The assignment grant shall be increased by a lump sum for a staff member appointed or transferred for a period of one year or more to an official station in category H without an entitlement to a removal of household goods under Rule 855.1, or for a staff member appointed or transferred to an official station in categories A to E for a period of one year or more with or without an entitlement under Rule 855.1. The lump sum amount shall be the equivalent of one month's net base salary and post adjustment at the official station to which the staff member is assigned at his grade, step and rate. A second lump sum shall be payable at official stations in categories A to E to a staff member without an entitlement under Rule 855.1 maintained at the same official station for a third year or more.</p> <p>365.4 If a staff member resigns from the Organization within six months of the date of his appointment or reassignment, any assignment grant paid under Rules 365.1 and 365.3 is recoverable proportionately under conditions established by the Director-General.</p>	<p>365.4.2.2 travel per diem, in respect of each family member accompanying or joining him at the Organization's expense under Rule 820, except for children eligible for travel under Rule 820.1.4, for 30 days at half the rate after their arrival.</p> <p>365.3 [deleted] [New Rule]</p> <p><b>365.3 Subject to conditions established by the Director-General on the basis of conditions and procedures agreed among international organizations in the United Nations common system, the assignment grant shall be increased by one or more lump sums, depending on the category of the official station, whether the staff member is entitled to removal under Rule 855.1, and the duration or expected duration of the assignment at that official station. The lump sum shall be calculated and payable on the basis of the staff member's net base salary and, as applicable, the post adjustment at the official station to which the staff member is assigned at his grade and step, and rates determined by the Director-General.</b></p> <p>365.24 No assignment grant shall be paid for children born, or for any other dependant acquired, after the arrival of the staff member at the official station.</p>

Former text	New text
<p>365.5 If both spouses are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule 365.1.1 shall be payable to each staff member. The amount under Rule 365.1.2 shall be payable to the staff member in respect of whom the child is recognized as a dependant, whereas the amount under Rule 365.3 shall be payable to the spouse whose entitlement yields the higher amount.</p>	<p>365.45 If a staff member resigns from the Organization within six months of the date of his appointment or reassignment, any assignment grant paid under Rules 365.42 and 365.3 is recoverable proportionately under conditions established by the Director-General.</p> <p>365.56 If both spouses are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule 365.4.2.1 shall be payable to each staff member. The amount under Rule 365.4.2.2 shall be payable to the staff member in respect of whom the child is recognized as a dependant, whereas the amount under Rule 365.3 shall be payable to the spouse whose entitlement yields the higher amount.</p>
<p>367. SERVICE ALLOWANCE</p> <p>Staff holding term-limited appointments as defined in Rule 420.3 shall receive a non-pensionable service allowance expressed as a percentage of their annual net base salary. This percentage shall be determined by the Director-General and range between 5% and 25% for staff in the professional category, and between 3% and 12% for staff in the general service category.</p>	<p>367. SERVICE ALLOWANCE</p> <p>[deleted]</p>
<p>420. APPOINTMENT POLICIES<sup>1</sup></p> <p>420.1 A “service appointment” is an appointment without specified time-limit. A service appointment may be granted after a minimum of five years’ certified satisfactory service on fixed-term appointments and fulfilment of such other requirements as the Director-General may determine.</p>	<p>420. APPOINTMENT POLICIES<sup>1</sup></p> <p>[New Rule]</p> <p><b>420.1 Staff members may be granted continuing, fixed-term or temporary appointments as defined below:</b></p> <p>420.42 A “service appointment” “<b>continuing appointment</b>” is an appointment without specified time-limit. A <del>service appointment</del> <b>continuing appointment may shall</b> be granted after a minimum of five years’ <b>uninterrupted, active</b> <del>certified satisfactory</del>, service on fixed-term appointments and <b>certified satisfactory performance.</b> <del>fulfillment of such other requirements as the Director-General may determine.</del></p>

<sup>1</sup> Staff members holding career-service and service appointments on 1 July 2002-1 January 2007, shall have such appointments automatically converted to continuing appointments and who remain below grade P6/D1, shall retain such appointments until they separate from the Organization.

Former text	New text
420.2 A “fixed-term appointment” is a time-limited appointment for one year or more.	420.23 A “fixed-term appointment” is a time-limited appointment <del>for</del> of one year or more. <b>A fixed-term appointment may be extended, provided that the total duration of service under consecutive fixed-term appointments does not exceed five years. Exceptionally, service on such appointments may be further extended, for up to one additional year, in accordance with conditions determined by the Director-General.</b>
420.3 A “temporary appointment” is an appointment for a period not exceeding 11 months. There are two categories of temporary appointment: “short-term appointments” and “term-limited appointments”. Such appointments are granted in accordance with conditions determined by the Director-General.	420.34 A “temporary appointment” is a <del>an</del> <b>time-limited</b> appointment <del>for a period not exceeding 11 months.</del> <b>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.</b> <del>There are two categories of temporary appointment: “short term appointments” and “term limited appointments”. Such appointments are granted in accordance with conditions determined by the Director General.</del>
420.4 Appointments may be on a full-time, part-time or when-actually-employed basis.	420.45 Appointments may be on a full-time <b>or</b> part-time <del>or when-actually-employed</del> basis.
420.5 All staff, including staff members seconded to the Organization, shall be appointed initially on fixed-term appointments as defined in Rule 420.2, or on temporary appointments as defined in Rule 420.3.	420.56 All staff, including staff members seconded to the Organization, shall be appointed initially on fixed-term appointments as defined in Rule 420.23, or on temporary appointments as defined in Rule 420.34.
420.6 Any 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.	420.67 Any <b>fixed-term</b> 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.

Former text	New text
<p>470. RE-EMPLOYMENT</p> <p>470.1 Staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, who are re-employed within one year of the termination of their appointment, may, at the option of the Organization, be reinstated. In such cases they shall have restored to them the status which they held upon termination, and the intervening absence shall be charged to annual leave and leave without pay as necessary. They shall refund to the Organization all separation payments made to them.</p>	<p>470. <b>REINSTATEMENT UPON RE-EMPLOYMENT</b></p> <p>470.1 Staff members, except those holding temporary appointments as defined in Rule 420.34 or consultants appointed under Rule 1330, who are re-employed within one year of the termination of their appointment, may, at the option of the Organization, be reinstated. In such cases they shall have restored to them the status which they held upon termination, and the intervening absence shall be charged to annual leave and leave without pay as necessary. They shall refund to the Organization all separation payments made to them.</p> <p>[No further changes]</p>
<p>480. INTERORGANIZATION TRANSFERS</p> <p>...</p> <p>480.1.3 shall be appointed on a fixed-term appointment in accordance with Staff Rule 420.5, and serve the same probationary period as a newly appointed staff member, except for appointees transferred from the Pan American Health Organization;</p>	<p>480. INTERORGANIZATION TRANSFERS</p> <p>480.1 to 480.1.2 [no change]</p> <p>480.1.3 shall be appointed on a fixed-term appointment in accordance with Staff Rule 420.56, and serve the same probationary period as a newly appointed staff member, except for appointees transferred from the Pan American Health Organization;</p> <p>[No further changes]</p>
<p>540. END OF PROBATION</p> <p>540.1 A performance evaluation report (see Rule 530.2) shall be made before the end of the normal probationary period (see Rule 420.6). On the basis of this report a decision shall be taken, and notified to the staff member, that the:</p> <p>540.1.1 appointment is confirmed;</p> <p>540.1.2 probationary period is extended for a specified period;</p> <p>540.1.3 appointment is not confirmed and is to be terminated</p>	<p>540. END OF PROBATION</p> <p>540.1 A performance evaluation report (see Rule 530.2) shall be made before the end of the normal probationary period (see Rule 420.67). On the basis of this report a decision shall be taken, and notified to the staff member, that the:</p> <p>540.1.1 appointment is confirmed;</p> <p>540.1.2 probationary period is extended for a specified period;</p> <p>540.1.3 appointment is not confirmed and is to be terminated.</p> <p>[No further changes]</p>

Former text	New text
<p>550. WITHIN-GRADE INCREASE</p> <p>550.1 Staff members, except those holding temporary appointments as defined in Rule 420.3, 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. 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>...</p> <p>550.3 The unit of service time shall be reduced to ten months under Rule 550.2.1 and to twenty months under Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency of a second official language of the Organization. Staff members whose mother tongue is one of the official languages of the Organization must demonstrate proficiency in a second official language. This Rule applies to staff members in the professional and higher categories except for those holding temporary appointments as defined in Rule 420.3 and linguistic staff, i.e., translators, editors, revisers and interpreters.</p>	<p>550. WITHIN-GRADE INCREASE</p> <p>550.1 Staff members, <del>except those holding temporary appointments as defined in Rule 420.3,</del> 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. <b>For staff members holding fixed-term appointments subject to a period of probation,</b> <del>the</del> 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 [no change]</p> <p>550.3 The unit of service time shall be reduced to ten months under Rule 550.2.1 and to twenty months under Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency of a second official language of the Organization. Staff members whose mother tongue is one of the official languages of the Organization must demonstrate proficiency in a second official language. This Rule applies to staff members in the professional and higher categories except for <del>those holding temporary appointments as defined in Rule 420.3 and linguistic staff,</del> <b>conference and other short-term service staff appointed under Rule 1320, i.e. e.g.,</b> translators, editors, revisers and interpreters.</p> <p>[No further changes]</p>
<p>560. PROMOTION (see Staff Regulation 4.4)</p> <p>560.1 Promotion is the advancement of a staff member to a post of higher grade, as a result either of the reclassification of the post he occupies or of reassignment to a different post.</p> <p>560.2 Subject to Rule 560.3, a staff member shall be entitled to the promotion resulting from a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance has been satisfactory.</p>	<p>560. PROMOTION (see Staff Regulation 4.4)</p> <p>560.1 Promotion is the advancement of a staff member <b>with a continuing or fixed-term appointment</b> to a post of higher grade, as a result either of the reclassification of the post he occupies or of reassignment to a different post.</p> <p>560.2 Subject to Rule 560.3, a staff member <b>with a continuing or fixed-term appointment</b> shall be entitled to the promotion resulting from a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance has been satisfactory.</p>

Former text	New text
<p>560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within a category, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. In such cases, the staff member occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.5.</p> <p>560.4 A staff member whose performance has been satisfactory may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications.</p>	<p>560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within a category, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. In such cases, the staff member <b>with a continuing or fixed-term appointment</b> occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.5<del>4</del>.</p> <p>560.4 A staff member <b>with a continuing or fixed-term appointment</b> whose performance has been satisfactory, may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications.</p>
<p>565. REASSIGNMENT</p> <p>565.1 A reassignment is any formal movement of an individual from one post to another. It may involve a change in title, grade, duties, salary, post adjustment or official station, or a combination of these changes.</p> <p>565.2 A staff member may be reassigned whenever it is in the interest of the Organization to do so. A staff member may at any time request consideration for a reassignment in his own interest.</p> <p>565.3 So far as practicable, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members between the different activities and offices of the Organization in the interest of developing a versatile career staff. In accepting appointment, a staff member accepts the applicability of this policy to himself.</p> <p>565.4 A staff member may be required, without formal reassignment and in the interests of the Organization, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.5. Any such arrangement shall not exceed twelve months, unless otherwise decided by the Director-General.</p>	<p>565. REASSIGNMENT</p> <p>565.1 A reassignment is any formal movement of <del>an individual</del> <b>a staff member with a continuing or fixed-term appointment</b> from one post to another. It may involve a change in title, grade, duties, salary, post adjustment or official station, or a combination of these changes.</p> <p>565.2 A staff member <b>with a continuing or fixed-term appointment</b> may be reassigned whenever it is in the interest of the Organization to do so. A staff member <b>with a continuing or fixed-term appointment</b> may at any time request consideration for a reassignment in his own interest.</p> <p>565.3 So far as practicable, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members <b>with continuing or fixed-term appointments</b> between the different activities and offices of the Organization in the interest of developing a versatile career staff. In accepting appointment, a staff member <b>with a continuing or fixed-term appointment</b> accepts the applicability of this policy to himself.</p> <p>565.4 A staff member <b>with a continuing or fixed-term appointment</b> may be required, without formal reassignment and in the interests of the Organization, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.5<del>4</del>. Any such arrangement shall not exceed twelve months, unless otherwise decided by the Director-General.</p>

Former text	New text
<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.3 Annual leave accrues to all staff members except:</p> <p>630.3.1 to those appointed on a “when-actually-employed” basis;</p> <p>630.3.2 to holders of temporary appointments as defined in Rule 420.3 engaged on a daily basis;</p> <p>630.3.3 to consultants appointed under Rule 1310 who are governed, instead, by the conditions established for them;</p> <p>630.3.4 to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p>630.3.5 to those on special leave under insurance coverage in excess of 30 days.</p>	<p>630. ANNUAL LEAVE</p> <p>630.1 to 630.2 [no change]</p> <p>630.3 Annual leave accrues to all staff members except:</p> <p><del>630.3.1</del> to those appointed on a “when actually employed” basis;</p> <p>630.3.2<del>1</del> to holders of temporary appointments as defined in Rule 420.3 <b>to conference and other short-term service staff appointed under Rule 1320</b> engaged on a daily basis;</p> <p><del>630.3.3</del> to consultants appointed under Rule 1310 who are governed, instead, by the conditions established for them;</p> <p>630.3.4<del>2</del> to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p>630.3.5<del>3</del> to those on special leave under insurance coverage in excess of 30 days.</p> <p>[No further changes]</p>
<p>640. HOME LEAVE</p> <p>...</p> <p>640.3.3 they are not locally recruited under Rule 1310, do not hold a temporary appointment as defined in Rule 420.3 and are not appointed as a consultant under Rule 1330; and</p> <p>640.3.4 they have met the requirements for qualifying service under Rule 640.4.</p>	<p>640. HOME LEAVE</p> <p>640.1 to 640.3.2 [no change]</p> <p>640.3.3 they are not locally recruited under Rules 1310 <b>and 1330</b> <del>do not hold a temporary appointment as defined in Rule 420.3 and are not appointed as a consultant under Rule 1330;</del> and</p> <p>[No further change]</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 Rule 420.3 or consultants appointed under Rule 1330, may be granted leave of absence for military training or service required by their government for a period not exceeding one year in the first instance but subject to extension on request. At the staff members’ option, such absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose the provisions of Rule 655.2 shall apply.</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 Rule 420.3<del>4</del> <del>or consultants appointed under Rule 1330,</del> may be granted leave of absence for military training or service required by their government for a period not exceeding one year in the first instance but subject to extension on request. At the staff members’ option, such absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose the provisions of Rule 655.2 shall apply.</p> <p>[No further changes]</p>



Former text	New text
<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>720.1 Staff Health Insurance:</p> <p>720.1.1 Staff members appointed for one year or more 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>720.1.2 Staff members holding temporary appointments as defined in Rule 420.3 shall also participate in the Organization’s Staff Health Insurance, in accordance with rules established by the Director-General. Their eligible family members may be covered by it, in accordance with rules established by the Director-General. Staff members shall contribute to the cost.</p> <p>720.2 Accident and Illness Insurance:</p> <p>720.2.1 Staff members appointed for one year or more 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>720.2.2 Staff members appointed for periods of less than one year and those engaged on a “when-actually-employed” basis shall be insured against medical and hospital expenses, death and disability in accordance with the provisions of the insurance policy relating to them. Participants shall contribute to the cost.</p>	<p>720. ACCIDENT AND ILLNESS INSURANCE</p> <p>720.1 Staff Health Insurance:</p> <p>720.1.1 Staff members <del>appointed for one year or more</del> 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>720.1.2 [deleted]</p> <p>720.2 Accident and Illness Insurance:</p> <p>720.2.1 Staff members <del>appointed for one year or more</del> 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>720.2.2 [deleted]</p>

Former text	New text
<p>740. SICK LEAVE</p> <p>740.1 Staff members, except those engaged on a “when-actually-employed” basis and those excluded by the Director-General under the provisions of Rules 1320 and 1330, who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>740.1.1 a staff member holding an appointment of one year’s duration or more may be granted up to six months’ sick leave with full pay in any period of 12 consecutive months, provided that the total of all absences on account of sick leave shall not exceed nine months in any four-year period (see also Rules 655.1 and 750.1);</p> <p>740.1.2 in exceptional cases the Director-General may, in addition, grant special leave under Rule 650 with half pay to such staff up to a maximum of nine months in any four-year period. During a period of special leave with half pay, the staff member and the Organization shall continue to make their contributions to the Staff Pension Fund and the Staff Health Insurance, calculated on the basis of the staff member’s full salary;</p> <p>740.1.3 a staff member who has exhausted all his entitlements to sick leave and who is not entitled to receive salary benefits under the Organization’s accident and illness policy, shall first use up in full his annual leave entitlements before he can be considered for leave without pay under Rule 655 or special leave with pay under Rule 740.1.2;</p> <p>740.1.4 a staff member appointed for a period of less than one year and paid on a monthly basis may be granted sick leave proportionate to the duration of the appointment.</p>	<p>740. SICK LEAVE</p> <p>740.1 Staff members, except <del>those engaged on a “when-actually-employed” basis and</del> those excluded by the Director-General under the provisions of Rules 1320 <del>and 1330</del> who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>740.1.1 to 740.1.3 [no change]</p> <p>740.1.4 a staff member appointed for a period of less than one year, and paid on a monthly basis may be granted sick leave proportionate to the duration of the appointment.</p> <p>[No further changes]</p>

Former text	New text
<p>760. MATERNITY AND PATERNITY LEAVE</p> <p>760.1 Staff members other than consultants appointed under Rule 1330 shall be entitled to maternity leave and paternity leave, subject to the conditions specified in this Rule.</p> <p>760.2 Maternity leave for staff holding an appointment of one year or more Maternity leave shall commence six weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected due date. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.</p> <p>760.3 Maternity leave for staff holding temporary appointments For a staff member holding a temporary appointment as defined in Rule 420.3, maternity leave shall be granted under conditions established by the Director-General.</p> <p>760.4 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.</p> <p>760.5 Where both parents of a new-born child are staff members of the World Health Organization, any unused portion of maternity leave to which the mother would otherwise have been entitled under Rule 760.2 may be used by the father of the child, under conditions established by the Director-General.</p>	<p>760. MATERNITY AND PATERNITY LEAVE</p> <p>760.1 Staff members <del>other than consultants appointed under Rule 1330</del> shall be entitled to maternity leave and paternity leave, subject to <del>the</del> <b>conditions established by the Director-General specified in this Rule.</b></p> <p>760.2 <del>Maternity leave for staff holding an appointment of one year or more</del> Maternity leave shall commence six weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected due date. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.</p> <p>760.3 [deleted]</p> <p>760.43 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.</p> <p>760.54 Where both parents of a new-born child are staff members of the World Health Organization, any unused portion of maternity leave to which the mother would otherwise have been entitled under Rule 760.2 may be used by the father of the child, under conditions established by the Director-General.</p>

Former text	New text																				
<p>760.6 Paternity leave</p> <p>Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the birth of his child, a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, shall be entitled to paternity leave for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p>	<p>760.65 Paternity leave</p> <p>Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the birth of his child, a staff member, <del>except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330</del>, shall be entitled to paternity leave for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p>																				
<p>770. GRANT IN CASE OF DEATH</p> <p>770.1 On the death of a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, whose death does not result in any indemnity payment from the Organization's accident and illness insurance policy, a payment shall be made to:</p> <p>770.1.1 the spouse or, if none,</p> <p>770.1.2 the children recognized under Staff Rule 310.5.2 in equal shares.</p> <p>770.2 The grant shall be made in accordance with the following schedule, computed according to Staff Rule 380.2:</p> <table data-bbox="286 965 887 1278"> <thead> <tr> <th>Years of qualifying service</th> <th>Months of salary</th> </tr> </thead> <tbody> <tr> <td></td> <td>3</td> </tr> <tr> <td></td> <td>4</td> </tr> <tr> <td>0-3</td> <td>5</td> </tr> <tr> <td>4</td> <td>6</td> </tr> <tr> <td>5</td> <td>7</td> </tr> <tr> <td>6</td> <td>8</td> </tr> <tr> <td>7</td> <td>9</td> </tr> <tr> <td>8</td> <td></td> </tr> <tr> <td>9 or more</td> <td></td> </tr> </tbody> </table>	Years of qualifying service	Months of salary		3		4	0-3	5	4	6	5	7	6	8	7	9	8		9 or more		<p>770. GRANT IN CASE OF DEATH</p> <p>770.1 On the death of a staff member, <del>except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330</del>, whose death does not result in any indemnity payment from the Organization's accident and illness insurance policy, a payment shall be made to:</p> <p>770.1.1 to 770.2 [no change]</p>
Years of qualifying service	Months of salary																				
	3																				
	4																				
0-3	5																				
4	6																				
5	7																				
6	8																				
7	9																				
8																					
9 or more																					

Former text	New text
<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>...</p> <p>820.2 Except for staff members holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, the Organization shall pay the travel expenses of a staff member's spouse and dependent children, as defined in Rule 820.1, under the following circumstances:</p> <p>820.2.1 on appointment for a period of not less than one year, from the recognized place of residence or, at the option of the Organization, the place of recruitment, to the official station, or from some other place, provided that the cost to the Organization does not exceed that for the travel from the recognized place of residence, and subject to the requirement that in any case the spouse and dependent children remain at the official station at least six months;</p>	<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>820.1 to 820.1.4 [no change]</p> <p>820.2 <del>Except for staff members holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330,</del> The Organization shall pay the travel expenses of a staff member's spouse and dependent children, as defined in Rule 820.1, under the following circumstances:</p> <p>820.2.1 on appointment for a period of not less than one year, <b>or upon extension of an initial appointment of less than one year resulting in an uninterrupted period of service of one year or longer</b>, from the recognized place of residence or, at the option of the Organization, the place of recruitment, to the official station, or from some other place, provided that the cost to the Organization does not exceed that for the travel from the recognized place of residence, and subject to the requirement that in any case the spouse and dependent children <b>are expected to</b> remain at the official station at least six months;</p> <p>[No further changes]</p>
<p>825. SPECIAL EDUCATION GRANT TRAVEL</p> <p>The Organization shall, in accordance with terms and conditions determined by the Director-General, pay travel expenses of dependent children in respect of whom staff members are entitled to the special education grant under Rule 355. In this case, the provisions for education grant travel under Rule 820.2.5 shall not apply, except for the round trips under Rules 820.2.5.2 and 820.2.5.3. The provisions of this Rule shall apply to professional and higher category staff not serving in the country of their recognized place of residence, and to staff referred to in Rule 1310.4 recruited outside the local area as well as outside the country of the official station. They shall not apply to other staff referred to in Rule 1310, nor to staff holding temporary appointments as defined in Rule 420.3 nor to consultants appointed under Rule 1330.</p>	<p>825. SPECIAL EDUCATION GRANT TRAVEL</p> <p>The Organization shall, in accordance with terms and conditions determined by the Director-General, pay travel expenses of dependent children in respect of whom staff members are entitled to the special education grant under Rule 355. In this case, the provisions for education grant travel under Rule 820.2.5 shall not apply, except for the round trips under Rules 820.2.5.2 and 820.2.5.3. The provisions of this Rule shall apply to professional and higher category staff not serving in the country of their recognized place of residence, and to staff referred to in Rule 1310.4 recruited outside the local area as well as outside the country of the official station. They shall not apply to other staff referred to in <del>Rules 1310 and 1330, nor to staff holding temporary appointments as defined in Rule 420.3 nor to consultants appointed under Rule 1330.</del></p>

Former text	New text
<p>1030. TERMINATION FOR REASONS OF HEALTH</p> <p>1030.1 When, for reasons of health and on the advice of the Staff Physician, it is determined that a staff member is incapable of performing his current duties, his appointment shall be terminated.</p> <p>1030.2 Prior to such termination the following conditions must be fulfilled:</p> <p>1030.2.1 the medical condition must be assessed as of long duration or likely to recur frequently;</p> <p>1030.2.2 reassignment possibilities shall be explored and an offer made if this is feasible;</p> <p>1030.2.3 participants in the Pension Fund shall have their pension rights determined.</p> <p>1030.3 A staff member whose appointment is terminated under this Rule:</p> <p>1030.3.1 shall be given three months' notice;</p> <p>1030.3.2 may be entitled to disability benefit in accordance with the rules of the Pension Fund;</p> <p>1030.3.3 may be entitled to a disability payment in accordance with the terms of the insurance coverage provided for in Rule 720.2;</p> <p>1030.3.4 shall receive a termination payment at the rates set out in Rule 1050.4, provided that the amount due under that Rule, together with any periodic disability benefits due in the 12 months following termination and payable by virtue of the provisions of Section 7, shall not exceed one year's terminal remuneration;</p> <p>1030.3.5 shall always have the option of resigning.</p>	<p>1030. TERMINATION FOR REASONS OF HEALTH</p> <p>1030.1 When, for reasons of health and on the advice of the Staff Physician, it is determined that a staff member is incapable of performing his current duties, his appointment shall be terminated.</p> <p>1030.2 Prior to such termination the following conditions must be fulfilled:</p> <p>1030.2.1 the medical condition must be assessed as of long duration or likely to recur frequently;</p> <p>1030.2.2 reassignment possibilities <b>for staff members holding continuing or fixed-term appointments</b> shall be explored and an offer made if this is feasible;</p> <p>1030.2.3 participants in the Pension Fund shall have their pension rights determined.</p> <p>1030.3 A staff member whose appointment is terminated under this Rule:</p> <p>1030.3.1 shall be given three months' notice <b>if serving on a continuing or fixed-term appointment, and one month's notice if serving on a temporary appointment;</b></p> <p>1030.3.2 may be entitled to disability benefit in accordance with the rules of the Pension Fund;</p> <p>1030.3.3 may be entitled to a disability payment in accordance with the terms of the insurance coverage provided for in Rule 720.2;</p> <p>1030.3.4 shall receive a termination payment at the rates set out in Rule 1050.4, provided that the amount due under that Rule, together with any periodic disability benefits due in the 12 months following termination and payable by virtue of the provisions of Section 7, shall not exceed one year's terminal remuneration;</p> <p>1030.3.5 shall always have the option of resigning.</p>

Former text	New text
<p>1040. COMPLETION OF APPOINTMENTS</p> <p>In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall terminate automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment. Such a staff member who does not wish to be considered for reappointment shall also give that period of notice of his intention.</p>	<p>1040. COMPLETION OF APPOINTMENTS</p> <p>In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall terminate automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment. <b>Where it has been decided not to offer an extension of appointment to a staff member holding a temporary appointment, the staff member shall be notified thereof normally no less than one month before the expiry of the appointment. Such notice shall not be required in the case of a staff member holding a temporary appointment who has reached the maximum duration of uninterrupted service under consecutive temporary appointments, as defined in Rule 420.4. Such a Eligible</b> staff members who does not wish to be considered for reappointment shall also give that period of notice of <del>his</del><b>their</b> intention.</p>
	<p><b>1045. TERMINATION OF TEMPORARY APPOINTMENTS</b> [New Rule]</p> <p><b>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:</b></p> <p style="padding-left: 40px;"><b>1045.1.1</b> the function the staff member performs is discontinued,</p> <p>or;</p> <p>[New Rule]</p> <p style="padding-left: 40px;"><b>1045.1.2</b> 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>[New Rule]  <b>1045.2 When a temporary appointment is terminated due to discontinuation of the function, the staff member will be given at least one month's notice and will be paid a termination indemnity in accordance with the schedule set out in Rule 1050.4.</b></p> <p>[New Rule]  <b>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.</b></p>
<p>1050. ABOLITION OF POST</p> <p>1050.1 The fixed-term appointment of a staff member with less than five years of service may be terminated prior to its expiration date if the post he occupies is abolished.</p> <p>1050.2 When a post held by a staff member with a service appointment,<sup>1</sup> or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director-General, and based upon the following principles:</p> <p>...</p> <p>1050.3 Termination under this Rule shall require giving at least three months' notice to a staff member holding a service appointment or a non-probationary fixed-term appointment, and at least one month's notice to any other staff member.</p> <p>1050.4 Staff members whose appointments are terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.2:</p>	<p>1050. ABOLITION OF POST</p> <p>1050.1 The fixed-term appointment of a staff member with less than five years of service may be terminated prior to its expiration date if the post he occupies is abolished.</p> <p>1050.2 When a post held by a staff member with a <b>continuing service</b> appointment, or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director-General, and based upon the following principles:  1050.2.1 to 1050.2.9 [no change]</p> <p>1050.3 Termination under this Rule shall require giving at least three months' notice to a staff member holding a <b>service continuing</b> appointment or a non-probationary fixed-term appointment, and at least one month's notice to any other staff member.</p> <p>1050.4 Staff members whose appointments are terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.2:</p>

<sup>1</sup> In this Rule, references to staff members holding service appointments shall be interpreted to include staff members holding career service appointments.



Former text			New text		
Indemnity (Terminal remuneration)			Indemnity (Terminal remuneration)		
Years of service	Staff holding service appointments	Staff holding fixed-term appointments	Years of service	Staff holding <b>continuing service</b> appointments	Staff holding <b>other types of</b> <del>fixed-term</del> appointments
Less than 1	)	)	Less than 1	)	)
1	)	)	1	)	)
2	) Not applicable	)	2	) Not applicable	)
3	)	)	3	)	)
4	)	)	4	)	)
5	)	)	5	)	)
6	) 6 months	) 4 months	6	) 6 months	) 5 months
7	) 7 months	) 5 months	7	) 7 months	) 6 months
8	) 8 months	) 6 months	8	) 8 months	) 7 months
9	) 9 months	) 7 months	9	) 9 months	) 9 months
10	) 9.5 months	) 9 months	10	) 9.5 months	) 9.5 months
11	) 10 months	) 9.5 months	11	) 10 months	) 10 months
12	) 10.5 months	) 10 months	12	) 10.5 months	) 10.5 months
13	) 11 months	) 10.5 months	13	) 11 months	) 11 months
14	) 11.5 months	) 11 months	14	) 11.5 months	) 11.5 months
15 or more	) 12 months	) 11.5 months	15 or more	) 12 months	) 12 months
		) 12 months			) 12 months

Former text	New text
<p>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</p> <p>1070.1 A staff member's 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 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>1070.2 Prior to termination action, a staff member shall be given a written warning and a reasonable time to improve. If there is reason to believe that the unsatisfactory performance results from assignment to duties and responsibilities beyond the capacity of the staff member, consideration shall be given to reassignment to a post more suited to his abilities.</p> <p>1070.3 A staff member whose appointment is terminated under this Rule shall be entitled to a notice period equivalent to that specified in Rule 1050.3.</p> <p>1070.4 A staff member whose 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 <b>continuing or fixed-term</b> 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 <b>with a continuing or fixed-term appointment</b> 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>1070.2 Prior to termination action, a staff member <b>with a continuing or fixed-term appointment</b> shall be given a written warning and a reasonable time to improve. If there is reason to believe that the unsatisfactory performance results from assignment to duties and responsibilities beyond the capacity of the staff member, consideration shall be given to reassignment to a post more suited to his abilities.</p> <p>1070.3 A staff member <b>with a continuing or fixed-term appointment</b> whose appointment is terminated under this Rule shall be entitled to a notice period equivalent to that specified in Rule 1050.3.</p> <p>1070.4 A staff member whose <b>continuing or fixed-term</b> 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>1083. NOTICE OF TERMINATION</p> <p>Notice of termination under Staff Rules 1030, 1050, 1060, 1070 and 1080 shall not be served to a staff member on maternity leave.</p>	<p>1083. NOTICE OF TERMINATION</p> <p>Notice of termination under Staff Rules 1030, <b>1045</b>, 1050, 1060, 1070 and 1080 shall not be served to a staff member on maternity leave.</p>

Former text	New text
<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT</p> <p>...</p> <p>1310.5 At designated official stations, a mobility and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to P.3. The Director-General shall establish, on the basis of procedures agreed among the international organizations concerned, the criteria under which the mobility and hardship allowance may be payable.</p>	<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT</p> <p>1310.1 to 1310.4 [no change]</p> <p>1310.5 At designated official stations, a mobility and hardship allowance may be payable to staff members described in Rule 1310.4 in accordance with the conditions defined under Rule 360 and at the rates payable to staff in grades P.1 to P.3. The Director-General shall establish, on the basis of procedures agreed among the international organizations <b>in the United Nations common system concerned</b>, the criteria under which the mobility and hardship allowance may be payable.</p> <p>[No further changes]</p>
<p>1320. TEMPORARY STAFF</p> <p>The Director-General may establish conditions of service for temporary appointments for conference and other short-term service without regard to the provisions of other sections of the Staff Rules.</p>	<p>1320. <b>CONFERENCE AND OTHER SHORT-TERM SERVICE STAFF</b></p> <p>The Director-General may establish conditions of service for <del>temporary</del> <b>staff holding temporary appointments of 60 days or less</b> without regard to the provisions of other <del>sections of the</del> Staff Rules, <b>including Staff Rules 340, 640, 710, 760, 770, 820, and 825.</b></p>
<p>1330. CONSULTANTS</p> <p>The Director-General may appoint consultants without regard to the provisions of the other sections of the Rules.</p>	<p>1330. [deleted]</p>
<p>1340. NATIONAL PROFESSIONAL OFFICERS</p> <p>1340.1 The Director-General may appoint National Professional Officers to perform work at the professional level without regard to the provisions of other sections of the Rules. All posts in the National Professional Officer category are subject to local recruitment.</p> <p>1340.2 With respect to Rule 1340.1 the Director-General shall establish employment conditions for staff engaged in the local area to fill such posts, including the fixing of rates of pay and allowances in terms of the best prevailing practices in the local area.</p>	<p><del>1340</del>30.NATIONAL PROFESSIONAL OFFICERS</p> <p><del>1340</del><b>30.1</b>The Director-General may appoint National Professional Officers to perform work at the professional level without regard to the provisions of other sections of the Rules. All <del>posts</del> <b>appointments</b> in the National Professional Officer category are subject to local recruitment.</p> <p><del>1340</del><b>30.2</b>With respect to Rule <del>1340</del><b>30.1</b> the Director-General shall establish employment conditions for staff engaged in the local area <del>to fill such</del> <b>posts</b>, including the fixing of rates of pay and allowances in terms of the best prevailing practices in the local area.</p>