



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
108th Session
Provisional agenda item 5

EB108/8
9 May 2001

Confirmation of amendments to the Staff Rules¹

Report by the Secretariat

1. In accordance with Staff Regulation 12.2, amendments that the Director-General makes to the Staff Rules are submitted to the Executive Board for confirmation. The texts of the previous and amended Staff Rules are annexed.

STANDARDS OF CONDUCT FOR STAFF MEMBERS

2. In order to fulfil its mandate, WHO needs to be independent and objective. It is thus essential that its staff discharge their functions as international civil servants with only the interests of the Organization in mind. One way of promoting the independence and objectivity of staff is to require staff to disclose interests with entities with which they may be required to have official dealings on behalf of WHO, or which have a commercial interest in WHO's work or a common area of activity with WHO. The purpose of the amendment to Staff Rule 110.7 is to clarify this disclosure requirement, and to strengthen the reporting requirement for designated employment categories.

EDUCATION GRANT

3. The report of the International Civil Service Commission for the year 2000² included an adjustment in the flat rates for boarding school and the additional amounts for reimbursements of boarding costs over and above the maximum grants. These adjustments resulted in an increase in the dollar amount for boarding costs and additional boarding costs with effect from the school year in force on 1 January 2001.

4. The substance of this change was reported to the Executive Board at its 107th session in January 2001,³ and the related additional costs have been absorbed in the appropriate allocations for the 2000-2001 budget. However, it was subsequently noted that this adjustment required an amendment to the Staff Rules, and Staff Rules 350.1 and 350.2 have been amended accordingly. The Executive Board is asked to confirm these amendments.

¹ Staff Rules and Staff Regulations, dated March 2000, available on request.

² General Assembly Official Records, Fifty-fifth session: Supplement No.30 (A/55/30).

³ Document EB107/16.

ACTION BY THE EXECUTIVE BOARD

5. The Executive Board is invited to consider the following draft resolution.

The Executive Board

CONFIRMS in accordance with Staff Regulation 12.2 the amendments to the Staff Rules that have been made by the Director-General with effect from 1 June 2001 in respect of standards of conduct and with effect from the school year in progress on 1 January 2001 in respect of education grant entitlements.

ANNEX

CONFIRMATION OF AMENDMENTS TO THE STAFF RULES

Staff Rule/subject	Previous text	Text submitted for confirmation by Executive Board
Section 3 – Duties, Obligations and Privileges		
110.7 Standards of Conduct for Staff Members	110.7 A staff member who has any financial interest in any business concern with which he may be required, directly or indirectly, to have official dealings on behalf of the Organization, shall report such interest to the Director-General, who shall decide on the applicability of Staff Regulation 1.4.	<p>110.7 The Director-General shall decide on the compatibility of any interests declared by staff members with Article I of the Staff Regulations, and on any action to be taken under this Rule:</p> <p>110.7.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization, or which has a commercial interest in the work of WHO, or a common area of activity with WHO, shall report the interest to the Director-General.</p> <p>110.7.2 As determined by the Director-General, staff members in designated employment categories shall be required, upon appointment and at prescribed intervals, to file in respect of themselves, their spouses and dependent children, a declaration in a prescribed form disclosing designated types of interests.</p>
Section 3 – Salary, Post Adjustment, Allowances and Grants		
350. Education Grant	<p>350.1 [.....] For staff members at certain designated official stations, the amount of the grant in respect of primary and secondary education shall be increased by an additional amount corresponding to 100% of boarding costs up to US\$ 4746 per child per year or, for expenses incurred in certain local currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p> <p>[.....]</p> <p>350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of board if provided by the institution. Where board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be US\$ 3164 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations the flat amount in respect of primary and secondary education is US\$ 4746, or for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p>	<p>350.1 [.....] For staff members at certain designated official stations, the amount of the grant in respect of primary and secondary education shall be increased by an additional amount corresponding to 100% of boarding costs up to US\$ 5060 per child per year or, for expenses incurred in certain local currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p> <p>[.....]</p> <p>350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of board if provided by the institution. Where board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be US\$ 3373 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations the flat amount in respect of primary and secondary education is US\$ 5060, or for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p>

Note: Amendments made in boldface type.