



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
111th Session
Provisional agenda item 8.1

EB111/19 Add.1
7 January 2003

Amendments to the Staff Rules¹

Report by the Secretariat

1. The amendments contained in the present document stem from the decisions taken by the United Nations General Assembly at its fifty-seventh session, on the basis of recommendations made by the International Civil Service Commission (ICSC). They are submitted by the Director-General for confirmation by the Board in accordance with Staff Regulation 12.2. The report by the Secretariat² on the report of the International Civil Service Commission contains the basis for the recommendations.

Remuneration of the professional and higher categories

2. As noted in the report, the Commission had recommended differentiated salary increases for the salary scale of the professional and higher categories, ranging from 0.45% at the P.1 level to 13.3% at the D.1 level (10.7% at level D.2 and above), which, on average, amounted to 5.7%. The purpose was to address not only the overall level of the margin,³ but also the low levels of the margin at the upper grades of the scale, and the high levels at the lower end of the scale.

3. After extensive discussion, the United Nations General Assembly has approved, by resolution 57/285 of 20 December 2002, the following real net salary increases by grade: P.4: 1.3%, P.5: 2.6%, D.1: 9.1% and D.2: 6.3%. These increases, which take effect from 1 January 2003, will bring these grades to a margin level of 111 and the overall margin to 112.2, as grades P.1 to P.3, where no increase was approved, are already at or above the midpoint of 115.

4. Staff Rule 330.2 has been amended accordingly, as shown in the Annex hereto.

Salaries of staff in ungraded posts and of the Director-General

5. Further to the above decision of the United Nations General Assembly, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board should recommend to the Fifty-sixth World Health Assembly modifications in the salaries of ungraded posts. Thus, gross salary

¹ Copies of the Staff Rules and Staff Regulations are available in the meeting room for Board members.

² Document EB111/18.

³ The relationship between the net remuneration of United Nations system staff in the professional and higher categories in New York and that of the current comparator, the United States Federal Civil Service, using employees in comparable positions in Washington, D.C.

for ungraded posts would be US\$ 169 366 per annum, resulting in a net salary of US\$ 115 207 (dependency rate) or US\$ 104 324 (single rate).

6. Similar adjustments should be applied to the salary of the Director-General, resulting in a gross salary of US\$ 228 403 and a corresponding net salary of US\$ 151 810 (dependency rate) or US\$ 135 000 (single rate).

Review of the level of the education grant

7. The General Assembly has approved the Commission's recommendation to increase the maximum admissible expenses and the maximum education grant levels in seven countries or currency areas: Austria (euro), Switzerland (Swiss franc), Spain (euro), United Kingdom of Great Britain and Northern Ireland (pound sterling), Italy (euro), United States dollar in the United States of America and United States dollar outside the United States. The ceiling for boarding costs at certain designated duty stations has also been increased. The changes to the levels of the education grant are applicable as from the school year in progress on 1 January 2003. Rules 350.1, 350.2.2 and 355 have been amended accordingly, as shown in the Annex hereto.

Hazard pay

8. The General Assembly has requested the Commission to reconsider in 2003 its decision to increase the level of hazard pay for locally recruited staff at high-risk locations.

FINANCIAL IMPLICATIONS

9. The financial implications of the increase in the salary scale of the professional and higher category are estimated at some US\$ 8 million per biennium for the regular budget and US\$ 7 million per biennium for extrabudgetary sources of funds. The financial implications for the biennium 2002-2003 are some US\$ 4 million for the regular budget and US\$ 3.5 million for extrabudgetary resources.

10. The financial implications of the increases in the levels of the education grant¹ will be met from the allocations established for each of the regions and for global and interregional activities.

ACTION BY THE EXECUTIVE BOARD

11. In the light of these revisions, the Board may wish to consider the following draft resolutions which would (i) confirm the amendments to the Staff Rules as contained in the Annex to this document; and (ii) recommend to the Health Assembly a modification in the gross and net salaries for ungraded posts and for the Director-General.

¹ Document EB111/18.

Resolution 1

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 January 2003 concerning the salary scale applicable to staff in professional and higher category posts and in respect of education grant entitlements with effect from the school year in progress on 1 January 2003.

Resolution 2

The Executive Board

RECOMMENDS to the Fifty-sixth World Health Assembly the adoption of the following resolution regarding salaries of staff in ungraded posts and of the Director-General:

The Fifty-sixth World Health Assembly,

Noting the recommendations of the Executive Board with regard to remuneration of staff in ungraded posts and of the Director-General,

1. ESTABLISHES the salary for ungraded posts at US\$ 169 366 per annum before staff assessment, resulting in a modified net salary of US\$ 115 207 (dependency rate) or US\$ 104 324 (single rate);
2. ESTABLISHES the salary for the Director-General at US\$ 228 403 per annum before staff assessment, resulting in a modified net salary of US\$ 151 810 (dependency rate) or US\$ 135 000 (single rate);
3. DECIDES that those adjustments in remuneration shall take effect on 1 January 2003.

ANNEX

AMENDMENTS TO THE STAFF RULES

330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply to all professional and higher category posts:

Effective 1 January 2003

Level		Steps															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
D-2	Gross	139 050	142 085	145 119	148 154	151 189	154 223										
	Net D	96 411	98 292	100 174	102 055	103 937	105 818										
	Net S	88 571	90 159	91 741	93 318	94 890	96 456										
P-6/D-1	Gross	126 713	129 377	132 041	134 705	137 369	140 033	142 697	145 361	148 024							
	Net D	88 762	90 414	92 065	93 717	95 369	97 020	98 672	100 324	101 975							
	Net S	82 045	83 481	84 913	86 342	87 768	89 190	90 609	92 025	93 437							
P-5	Gross	104 102	106 369	108 635	110 901	113 168	115 434	117 701	119 967	122 234	124 500	126 766	129 033	131 299			
	Net D	74 743	76 149	77 554	78 959	80 364	81 769	83 174	84 580	85 985	87 390	88 795	90 200	91 606			
	Net S	69 437	70 685	71 930	73 174	74 416	75 655	76 892	78 127	79 360	80 591	81 820	83 046	84 271			
P-4	Gross	84 435	86 489	88 544	90 637	92 824	95 011	97 198	99 385	101 572	103 759	105 946	108 133	110 320	112 507	114 694	
	Net D	62 327	63 683	65 039	66 395	67 751	69 107	70 463	71 819	73 175	74 530	75 886	77 242	78 598	79 954	81 310	
	Net S	58 041	59 276	60 509	61 740	62 971	64 200	65 429	66 656	67 881	69 106	70 329	71 551	72 772	73 992	75 211	
P-3	Gross	68 306	70 208	72 112	74 011	75 915	77 815	79 715	81 620	83 523	85 423	87 326	89 226	91 202	93 226	95 250	
	Net D	51 682	52 937	54 194	55 447	56 704	57 958	59 212	60 469	61 725	62 979	64 235	65 489	66 745	68 000	69 255	
	Net S	48 242	49 396	50 553	51 706	52 862	54 015	55 169	56 324	57 477	58 632	59 782	60 933	62 083	63 233	64 384	
P-2	Gross	55 346	56 907	58 465	60 027	61 729	63 429	65 130	66 829	68 532	70 233	71 932	73 636				
	Net D	42 849	43 973	45 095	46 218	47 341	48 463	49 586	50 707	51 831	52 954	54 075	55 200				
	Net S	40 191	41 210	42 226	43 244	44 260	45 279	46 313	47 344	48 379	49 412	50 444	51 479				
P-1	Gross	42 944	44 444	45 942	47 442	48 939	50 438	51 938	53 436	54 932	56 432						
	Net D	33 920	35 000	36 078	37 158	38 236	39 315	40 395	41 474	42 551	43 631						
	Net S	31 997	32 992	33 986	34 980	35 974	36 967	37 962	38 944	39 921	40 899						

D = Rate applicable to staff members with a dependent spouse or child.
 S = Rate applicable to staff members with no dependent spouse or child.

Former text	New text
<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3. The amount of the grant payable under this Rule shall be 75% of the education expenses actually incurred and admissible under Rule 350.2. The maximum grant per child per year shall not exceed a total payment of US\$ 9750 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 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. This rule does not apply to staff holding temporary appointments as defined in Rule 420.3 or to consultants appointed under Rule 1330.</p> <p>The grant is payable in respect of:</p> <p>350.1.1 each child as defined under Rule 310.5.2, except that the entitlement to the grant in respect of such a child shall extend up to the end of the scholastic year in which he reaches the age of 21;</p> <p>350.1.2 each child as defined under Rule 310.5.2, after such child has reached the age of 21 and not beyond the scholastic year in which he reaches the age of 25, up to the end of the fourth year of post-secondary studies or award of the first recognized degree, whichever is earlier.</p>	<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3. The amount of the grant payable under this Rule shall be 75% of the education expenses actually incurred and admissible under Rule 350.2. The maximum grant per child per year shall not exceed a total payment of US\$ 11 115 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 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\$ 5235 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. This rule does not apply to staff holding temporary appointments as defined in Rule 420.3 or to consultants appointed under Rule 1330.</p> <p>350.1.1 <i>Unchanged</i></p> <p>350.1.2 <i>Unchanged</i></p>

Former text	New text
<p>350.2 This grant is payable for:</p> <p>350.2.1 the cost of full-time attendance at an educational institution in the country or area of the official station (see also Rule 350.2.5);</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>	<p>350.2 This grant is payable for:</p> <p>350.2.1 <i>Unchanged</i></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\$ 3490 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\$ 5235, 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>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>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 incapacitated child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 25. The amount of the grant per child per year shall be 100% of the special education expenses actually incurred up to a maximum of US\$ 13 000 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, up to a maximum amount established in those currencies. 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>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>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 incapacitated child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 25. The amount of the grant per child per year shall be 100% of the special education expenses actually incurred up to a maximum of US\$ 14 820 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, up to a maximum amount established in those currencies. 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>