



Confirmation of amendments to the Staff Rules¹

Report by the Secretariat

1. Amendments to the Staff Rules made by the Director-General are submitted for confirmation by the Executive Board in accordance with Staff Regulation 12.2.²
2. The amendments described in this document stem from the decisions expected to be taken by the United Nations General Assembly at its resumed sixtieth session, on the basis of the recommendations made by the International Civil Service Commission in its annual report for 2005.³ It is recalled that at its sixtieth session, the United Nations General Assembly endorsed only one of the Commission's recommendations, namely that relating to the staff assessment scale; consideration of the Commission's other recommendations was deferred to the resumed sixtieth session, which opened in March 2006. A decision is expected in May 2006.
3. The amendments described in this document also take into account the Organization's proposals on the reform of WHO's framework of contractual arrangements.
4. The financial implications of the amendments are included in the report on administrative and financial implications for the Secretariat of resolutions proposed for adoption by the Executive Board or Health Assembly.⁴
5. The text of the amended Staff Rules is contained in the Annex.

PROPOSED FRAMEWORK OF CONTRACTUAL ARRANGEMENTS: BACKGROUND TO GOALS AND OBJECTIVES

6. In order to bolster its capacity to respond to ever-increasing needs in a complex health and development environment, the Organization has identified and implemented reform initiatives in key areas of programmes and operations, including the introduction of results-based management. Furthermore, reform strategies in management functions that facilitate technical programmes, such as

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

² *Basic documents*, 45th ed., Geneva, World Health Organization, 2005.

³ Document A/60/30.

⁴ See document EB118/11 Add.1.

human resources, finance and information technology, have been designed to improve support for programme delivery.

7. The call for effective reform is being heeded across the United Nations common system, particularly in the area of human resources management. Improved and more responsive contractual arrangements and conditions of service are central to the successful delivery of WHO's programmes. The Organization's current challenges call for contractual arrangements that make it possible to recruit and retain talented staff at all levels who are capable of handling large and complex programmes and of performing both as specialists in their fields and as multi-skilled, versatile and mobile individuals whose activities may span occupational groups and geographical regions. The present contract forms – which are bureaucratic and lacking in coherence – are not adapted to WHO's needs; they therefore represent an impediment to the Organization's ability to respond to changing needs and requirements.

8. Consequently, the goal of contract reform efforts is to ensure that contractual arrangements serve WHO's programme and operational needs by maintaining and developing a strong workforce of the highest quality through the introduction of greater fairness and equity among staff with regard to the administration of conditions of service. With this in mind, the proposed framework of contractual arrangements has targeted an overall increase in effectiveness, productivity and performance for both the Organization and its staff, together with lower administrative and transactional costs, balancing these improvements against the potential direct costs associated with greater equity in pay and benefits.

9. The objectives of the proposed reform of contractual arrangements are to: (a) ensure that contractual arrangements respond better to the Organization's programmatic and operational needs; (b) ensure that contractual arrangements facilitate performance, competency development and accountability for the Organization and its staff; (c) ensure that contractual arrangements encourage staff mobility and career development; (d) align contract types closely with the resources foreseen in human resources plans, as approved, and with the nature and duration of the functions concerned; (e) de-link conditions of service, entitlements and benefits from the nature of the post and base these – more appropriately – on length of service, staff performance and duration of the assignment; (f) ensure that contracts are streamlined and easy to administer; and (g) put in place contracts and related conditions of service that are fair and transparent, rooted in the principle of equal pay for equal work, and that, as a result, recognize equally and equitably the value of the work and contributions of all staff, be they on contracts of a continuing, fixed-term or temporary nature.

10. The proposed framework for contractual arrangements has made use of the experience gained and lessons learnt from the reforms introduced in 2002. It has also taken into consideration the contract reform recommendations made by the International Civil Service Commission to the United Nations General Assembly, and the United Nations Secretary-General's report of 7 March 2006 "Investing in the United Nations: for a stronger Organization worldwide".¹ It is the result of an Organization-wide process of consultation that culminated in an extraordinary meeting of the WHO Global Staff/Management Council on 3 and 4 April 2006.

11. At present, large numbers of fixed-term staff remain whose appointment status does not reflect their contribution to the Organization over time – a situation that represents a significant barrier to succession management, mobility, rotation and career development. As a result, the Organization's

¹ Document A/60/692.

efforts to attract, retain and further develop competent and motivated international civil servants will also be hampered.

12. Staff members holding the two existing types of temporary contracts (short-term and term-limited) face similar difficulties. Planning and monitoring of the need for temporary staff have been less than adequate, leading to high levels of dissatisfaction on the part of managers and staff alike. Although intended to bring simplicity and ease of administration, the implementation of temporary contracts has proven to be highly cumbersome and time consuming. In addition, although temporary staff are expected to meet the same high standards of performance as colleagues with long-term contracts, and despite the fact that they are increasingly serving in difficult, high-risk and hardship locations in proportionally higher numbers than longer-term staff, such temporary staff do not enjoy the same conditions of service as fixed-term staff. This is in contrast with the conditions of service offered by other organizations in the United Nations common system, particularly those with high numbers of field staff.

13. In line with the goals and objectives mentioned above, the proposed framework of contractual arrangements comprises three types of appointments:

(i) **Continuing appointment:** this is an appointment without a time limit, which will be granted after a minimum of five years' uninterrupted, active service on fixed-term appointments and certified satisfactory performance. The continuation of service on such appointments will be subject to such factors as continuing need for the function and availability of funding.

(ii) **Fixed-term appointment:** this is a time-limited appointment of one year or more. It 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. During that time, the staff member's performance and competencies will be assessed with a view to conversion to a continuing appointment.

(iii) **Temporary appointment:** this is a time-limited appointment of up to two years to meet short-term needs, such as peak workloads and other specific time-limited requirements. 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 duration 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/her separation from service.

14. The introduction of the fixed-term appointment leading to conversion to a continuing appointment will bring about greater fairness and equity in appointment status among long-term staff. It will also allow for greater transparency, openness, and accountability in the management of the performance of staff members. Further improvements in the performance management system will promote objectivity and fairness in decisions related to conversions of fixed-term appointments into continuing appointments. Extensions of fixed-term appointments will remain subject to availability of funding, the needs of the Organization and certification of satisfactory performance.

15. Planning and monitoring of temporary needs and functions will be significantly strengthened under the proposed temporary appointment. In accordance with the principles of managerial accountability and responsibility for programme delivery, managers are expected to take considered, informed decisions with regard to both the duration and the nature of the functions required to meet the Organization's needs. Contracts will be simpler to administer and the efficiency of programme

delivery will be improved by no longer requiring a break in service irrespective of programme need. Staff members will benefit from reliable information on available temporary opportunities as indicated in plans for the management of human resources, as well as increased certainty regarding the duration of their employment. This will allow staff members both to manage their personal and professional lives better, and enjoy increased fairness and equity in conditions of service. At the same time, the Organization's competitiveness and its capacity to attract competent and experienced staff members to meet temporary needs will be significantly increased, particularly at the field level, where other agencies offer more attractive and secure contractual arrangements.

16. The proposed framework of contractual arrangements has a number of significant features.

(i) The nature and duration of contracts will be directly linked to plans for the management of human resources.

(ii) Entitlements that will vary according to the duration of the assignment and the length of continuous service, rather than the nature of the contract.

(iii) Conditions of service that have been reviewed with the aim of bringing about greater equity and fairness, simplicity and ease of administration, and the adoption of best human resources practices, including in the area of supportive work environment.

(iv) The discontinuation of career/service appointments and their replacement by continuing appointments.

(v) The first year on a fixed-term appointment will continue to be probationary.

(vi) The maximum duration of any temporary function will be a continuous period of two years. If the function is required beyond this period the manager must request that it should be created as a fixed-term position through the established processes for planning and budgeting to meet programme needs. This must be carried out prior to the expiration of the two-year period.

(vii) The maximum duration of a temporary appointment will be an uninterrupted period of two years.

(viii) Consultants will no longer have the status of staff members.

AMENDMENTS TO THE STAFF RULES

Introductory section

Application

17. Staff Rule 030 has been amended to provide that the Director-General may make temporary appointments of 60 days or less with terms of service different from those provided in the Staff Rules; the aim was also to align it with amended Staff Rule 1320 on conference service and other short-term staff members.

Effective date

18. Staff Rule 040 has been amended to reflect the effective date of implementation of the amended Staff Rules.

Section 3 – Salary, post adjustment, allowances and grants

Salary determination

19. Staff Rule 320.1 has been amended to apply equal conditions to all staff members in relation to salary determination.
20. Staff Rules 320.2, 320.2.1 and 320.2.2 have been deleted to reflect the fact that Staff Rule 320.1 now covers the salary determination of temporary staff. As a result, Staff Rules 320.3, 320.4, 320.4.1, 320.4.2 and 320.5 have been renumbered.

Net base salary on promotion to a higher grade

21. Staff Rule 320.3 has been further amended to indicate that it is only applicable to staff holding continuing or fixed-term appointments.

Net base salary on reduction in grade

22. Staff Rule 320.4 has been further amended to indicate that it is only applicable to staff holding continuing or fixed-term appointments.

Temporary assumption of responsibilities of a post of a higher grade

23. Staff Rule 320.5 has been further amended to indicate that it is only applicable to staff holding continuing or fixed-term appointments.

Payment of net base salary to temporary staff in the professional and higher categories

24. Staff Rule 330.3 has been deleted in light of the equal conditions to be applied to staff members holding continuing, fixed-term or temporary appointments.

Dependants' allowances

25. Staff Rule 340 has been amended to apply equal conditions for the granting of dependants' allowances to all staff in the professional and higher categories.

Special education grant for disabled children

26. Staff Rule 355.1 has been amended to apply equal conditions to all staff for eligibility for such a grant. The reference to consultants has also been removed.

Mobility and hardship allowance

27. Staff Rule 360.1 has been amended and reworked text from this Rule has been used to create Staff Rules 360.1.1 and 360.2.2. Former Staff Rules 360.1.1, 360.1.2, 360.1.3, 360.1.4, and 360.2 have been deleted. In addition, new Staff Rule 360.1.2 has been introduced to reflect the applicability of the mobility and hardship allowance to both staff who are assigned or transferred to an official station for a period of one year or longer, and staff 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.

28. The above-mentioned amendments have also been made to reflect the recommendations of the International Civil Service Commission to the United Nations General Assembly on the revised mobility and hardship scheme. Furthermore, the provisions concerned have been considerably edited in the interests of simplicity and clarity, and in order to ensure that the content is focused on normative rather than procedural requirements.

29. The last sentence of Staff Rule 360.3, on the categorization of official stations, was previously found in Staff Rule 360.1.

Assignment grant

30. Staff Rule 365.1 has been slightly amended and text transferred to Staff Rule 365.1.1; new Staff Rule 365.1.2 has also been introduced. The aim of these changes is to indicate that the assignment grant will be paid upon appointment or reassignment to an official station for a period of at least one year, or 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.

31. Text previously found in Staff Rule 365.1 on the amounts of the assignment grant has been used to create Staff Rule 365.2 and Staff Rules 365.1.1 and 365.1.2 have been renumbered accordingly.

32. Staff Rule 365.3 has been deleted and new Staff Rule 365.3 introduced to reflect the recommendations of the International Civil Service Commission to the United Nations General Assembly on the assignment grant. These amendments have also been made in the interests of simplification and clarity. New Staff Rule 365.3 sets out the normative criteria and requirements applying to the increase of the assignment grant by one or more lump sums.

33. Following the above-mentioned amendments, Staff Rules 365.2, 365.4 and 365.5 have been renumbered.

Service allowance

34. Staff Rule 367 providing for the payment of a service allowance for staff holding temporary appointments has been deleted as such an allowance is no longer appropriate in the light of the greater equity in benefits and entitlements and other emoluments being granted to staff holding temporary appointments under the amended Staff Rules.

Section 4 – Recruitment and appointment

Appointment policies

35. Staff Rule 420 has been amended to reflect the new appointment system.
36. New Staff Rule 420.1 has been added listing the new types of appointment.
37. Staff Rules 420.1, 420.2 and 420.3 have been renumbered and amended to reflect the definitions of continuing, fixed-term and temporary appointments, respectively.
38. Staff Rules 420.4 and 420.5 have been renumbered, and the cross-references in Staff Rule 420.5 to Staff Rules 420.2 and 420.3 corrected to indicate Staff Rules 420.3 and 420.4, respectively.
39. Staff Rule 420.6 has been renumbered and amended to indicate that it applies to fixed-term staff only.

Reinstatement upon re-employment

40. Staff Rule 470 has been amended in the interests of clarity by adding the term “reinstatement”, as this Rule deals with reinstatement upon re-employment. In addition, the cross-reference to Staff Rule 420.3 has been corrected to indicate Staff Rule 420.4. The reference to consultants has also been deleted.

Interorganization transfers

41. Staff Rule 480.1.3 has been amended to correct the cross-reference to Staff Rule 420.5, which has been renumbered as Staff Rule 420.6.

Section 5 – Performance and change of status

End of probation

42. Staff Rule 540.1 has been amended to correct the cross-reference to Staff Rule 420.6, which has been renumbered 420.7.

Within-grade increase

43. Staff Rule 550.1 has been amended to reflect that it applies to all staff, and to clarify that the sentence indicating that the “date of entitlement shall not be earlier than the date of confirmation of the appointment” applies only to staff members holding fixed-term appointments subject to a probationary period. Staff Rule 550.3 has been amended to replace the words “linguistic staff” with a reference to “conference and other short-term service staff” appointed under amended Staff Rule 1320.

Promotion

44. Staff Rules 560.1, 560.2, 560.3 and 560.4 have been amended to indicate that they apply to staff members holding continuing and fixed-term appointments only. In addition, the cross-reference in Staff Rule 560.3 to Staff Rule 320.5 has been corrected to indicate Staff Rule 320.4.

Reassignment

45. Staff Rules 565.1, 565.2, 565.3 and 565.4 have been amended to indicate that the term “reassignment” as defined in Staff Rule 565.1 applies to staff holding continuing and fixed-term appointments only. In addition, the cross-reference in Staff Rule 565.4 to Staff Rule 320.5 has been corrected to indicate Staff Rule 320.4.

Section 6 – Attendance and leave

Annual leave

46. Staff Rule 630.3.1 has been amended to delete the reference to staff employed on a “when actually employed” basis as these arrangements have been discontinued in light of the reform of contractual arrangements.

47. Staff Rule 630.3.2 has been renumbered and further amended to delete the reference to staff holding temporary appointments. This Staff Rule has been further amended to introduce a reference to conference and other short-term service staff appointed under amended Staff Rule 1320.

48. Staff Rule 630.3.3 has been deleted to remove the reference to consultants.

49. As a result of these amendments, Staff Rules 630.3.4 and 630.3.5 have been renumbered.

Home leave

50. Staff Rule 640.3.3 has been amended to indicate that home leave applies to temporary staff and to specify that it does not apply to national professional officers appointed under Staff Rule 1330.

Leave for military training or service

51. Staff Rule 660.1 has been amended to correct the reference to Staff Rule 420.3, which has been renumbered Staff Rule 420.4, and to remove the reference to consultants.

Section 7 – Social security

Accident and illness insurance

52. Staff Rule 720.1.1 on staff health insurance and Staff Rule 720.2.1 on accident and illness insurance have been amended so that they apply equally to all staff. Staff Rule 720.2.2 has been deleted accordingly.

Sick leave

53. Staff Rule 740.1 has been amended to remove the reference to staff engaged on a “when actually employed” basis as this form of employment has been discontinued under the proposed framework of contractual arrangements. The reference to Staff Rule 1330 on consultants has also been removed.

Maternity and paternity leave

54. Staff Rule 760.1 has been amended to reflect that staff members are entitled to maternity and paternity leave, subject to conditions established by the Director-General.
55. Staff Rule 760.2 has been amended and Staff Rule 760.3 deleted to indicate that maternity leave applies equally to all staff members (not including those appointed under Staff Rule 1320). Staff Rules 760.4, 760.5 and 760.6 have been renumbered accordingly.
56. Staff Rule 760.6 has been amended to indicate that paternity leave applies equally to all staff members.

Grant in case of death

57. Staff Rule 770.1 has been amended to apply the right to a grant in case of death equally to all staff members, and to remove the reference to Staff Rule 1330 on consultants.

Section 8 – Travel and transportation

Travel of spouse and children

58. Staff Rules 820.2 and 820.2.1 have been amended to grant the right to reimbursement for travel expenses of a spouse and children equally to all staff members upon appointment for a period of not less than one year as well as upon the extension of an initial appointment of less than one year resulting in an uninterrupted period of service of one year or longer.

Special education grant travel

59. Staff Rule 825 on special education grant travel has been amended so that it may apply to staff holding temporary appointments. It has been further amended to indicate that it does not apply to national professional officers under Staff Rule 1330, as renumbered. The reference to consultants has also been removed.

Section 10 – Separation from service

Termination for reasons of health

60. Staff Rule 1030.2.2 has been amended to indicate that reassignment possibilities prior to termination for reasons of health will only be explored for staff holding continuing and fixed-term appointments.
61. Staff Rule 1030.3.1 has been amended to specify that in the case of termination for reasons of health, staff members holding continuing and fixed-term appointments will receive three months' notice, and staff members holding temporary appointments will receive one month's notice.

Completion of appointments

62. Staff Rule 1040 has been amended to add the requirement that, 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. The Staff Rule has been further amended to specify that no such notice will 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.

Termination of temporary appointments

63. New Staff Rule 1045 has been introduced to specify that a temporary appointment may be terminated on the grounds specified in Staff Rule 1030 (termination for reasons of health), Staff Rule 1075 (termination for misconduct) and Staff Rule 1080 (termination for abandonment of post). It has also been introduced to specify the requirements, including notice and termination indemnity, applying to the termination of temporary appointments for the following reasons: because the temporary function is discontinued, because the staff member's performance is considered unsatisfactory or because the staff member proves unsuited to his/her work or to international civil service.

Abolition of post

64. Staff Rule 1050.2 has been amended so that it refers to "continuing appointments" rather than "service appointments".

65. Staff Rule 1050.3 has been amended so that it refers to "continuing appointments" rather than "service appointments".

Terminal remuneration

66. Staff Rule 1050.4 has been amended so that it may accommodate the payment of indemnities to staff holding temporary appointments, and whose function is discontinued under new Staff Rule 1045.

Unsatisfactory performance or unsuitability for international civil service

67. Staff Rules 1070.1, 1070.2, 1070.3, and 1070.4 have been amended to specify that these Staff Rules apply only to staff members holding continuing and fixed-term appointments.

Notice of termination

68. Staff Rule 1083 has been amended to indicate that notice of termination under new Staff Rule 1045 may not be served to a staff member on maternity leave.

Section 13 – Special employment conditions

Mobility and hardship allowance for staff in posts subject to local recruitment

69. Staff Rule 1310.5 has been amended to add the words "in the United Nations common system" after the reference to "international organizations" in relation to staff recruited outside the area for posts subject to local recruitment.

Conference and other short-term service staff

70. Staff Rule 1320 has been re-titled “Conference and other short-term service staff”, thus removing the reference to “temporary appointments”. The Rule has been further amended to align it with the amendments made to Staff Rule 030.

Consultants

71. Staff Rule 1330 on consultants has been deleted.

National professional officers

72. Staff Rule 1340.1 has been renumbered and the term “posts” replaced by the term “appointments”. Staff Rule 1340.2 has also been renumbered and the cross-reference to Staff Rule 1340.1 corrected to Staff Rule 1330.1, as renumbered.

ACTION BY THE EXECUTIVE BOARD

73. In the light of these revisions, the Board may wish 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 January 2007 concerning the application of the Staff Rules, effective date, salary determination, net base salary on promotion to a higher grade, net base salary or reduction in grade, temporary assumption of responsibilities of a post of a higher grade, payment of net base salary to temporary staff in the professional and higher categories, dependants’ allowances, special education grant for disabled children, mobility and hardship allowance, assignment grant, service allowance, appointment policies, reinstatement upon re-employment, interorganization transfers, end of probation, within-grade increase, promotion, reassignment, annual leave, home leave, leave for military training or service, accident and illness insurance, sick leave, maternity and paternity leave, grant in case of death, travel of spouse and children, special education grant travel, termination for reasons of health, completion of appointments, termination of temporary appointments, abolition of post, terminal remuneration, unsatisfactory performance or unsuitability for international civil service, notice of termination, mobility and hardship allowance for staff in posts subject to local recruitment, conference and other short-term service staff, consultants, and national professional officers; amendments that shall be subject to transitional measures determined by the Director-General.

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 2006¹ 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 60 days or 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 1 January 2007 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 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 or function to be occupied; however, 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 or function.</p>

¹ 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].¹</p> <p>320.32 On promotion of a staff member with a continuing or fixed-term appointment 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 of a staff member with a continuing or fixed-term appointment:</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>

¹ 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 with a continuing or fixed-term appointment 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 appointed to in the professional or higher categoryies, 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>[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, 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>[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 The following staff members 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. in accordance with conditions established by the Director-General:</p> <p>360.1.1 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, and</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>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.</p> <p>360.1.1 to 360.2 [deleted]</p> <p>360.2 The allowance is composed of three elements: 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.</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="250 485 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%	
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%																																																	
<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 On authorized travel upon appointment or upon reassignment to an official station for a period of at least one year, a staff member whose travel is authorized shall be paid an assignment grant:</p> <p>365.1.1 upon appointment or upon reassignment to an official station for a period of at least one year; or</p> <p>[New Rule]</p> <p>365.1.2 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>365.2 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>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.</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 POLICIES¹</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 POLICIES¹</p> <p>[New Rule]</p> <p>420.1 Staff members may be granted continuing, fixed-term or temporary appointments as defined below:</p> <p>420.42 A “service appointment” “continuing appointment” is an appointment without specified time-limit. A service appointment continuing appointment may shall be granted after a minimum of five years’ uninterrupted, active certified satisfactory, service on fixed-term appointments and certified satisfactory performance. fulfilment of such other requirements as the Director-General may determine.</p>

¹ 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 for of one year or more. 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.
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 an time-limited appointment for a period not exceeding 11 months. 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. 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.
420.4 Appointments may be on a full-time, part-time or when-actually-employed basis.	420.45 Appointments may be on a full-time or part-time or when-actually-employed 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 fixed-term appointment of one year or more shall be subject to a period of probation, which shall be at least one year and may be extended up to two years when necessary for adequate evaluation of the staff member’s performance, conduct and suitability to international service.

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. REINSTATEMENT UPON RE-EMPLOYMENT</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, 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. For staff members holding fixed-term appointments subject to a period of probation, the date of entitlement shall not be earlier than the date of confirmation of the appointment except as provided in Rule 480. The effective date for a within-grade increase shall be the first of the month nearest the date of satisfactory completion of the service requirement. Increases may be granted up to the maximum for the staff member's grade except that, if either Rule 555.2 or Rule 1310.9 applies, the normal maximum may be exceeded accordingly.</p> <p>550.2 [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 those holding temporary appointments as defined in Rule 420.3 and linguistic staff, conference and other short-term service staff appointed under Rule 1320, i.e. e.g., 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 with a continuing or fixed-term appointment 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 with a continuing or fixed-term appointment 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 with a continuing or fixed-term appointment 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 320.54.</p> <p>560.4 A staff member with a continuing or fixed-term appointment 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 an individual a staff member with a continuing or fixed-term appointment 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 with a continuing or fixed-term appointment may be reassigned whenever it is in the interest of the Organization to do so. A staff member with a continuing or fixed-term appointment 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 with continuing or fixed-term appointments between the different activities and offices of the Organization in the interest of developing a versatile career staff. In accepting appointment, a staff member with a continuing or fixed-term appointment accepts the applicability of this policy to himself.</p> <p>565.4 A staff member with a continuing or fixed-term appointment may be required, without formal reassignment and in the interests of the Organization, to perform duties of a post other than his own, due regard being given to the provisions of Rule 320.54. 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>630.3.1 to those appointed on a “when-actually-employed” basis;</p> <p>630.3.21 to holders of temporary appointments as defined in Rule 420.3 to conference and other short-term service staff appointed under Rule 1320 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>630.3.42 to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p>630.3.53 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 and 1330 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>[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 420.34 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>[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 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 [deleted]</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 [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 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 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 other than consultants appointed under Rule 1330 shall be entitled to maternity leave and paternity leave, subject to the conditions established by the Director-General 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 [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, 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>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, 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 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 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, or upon extension of an initial appointment of less than one year resulting in an uninterrupted period of service of one year or longer, 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 are expected to 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 Rules 1310 and 1330, nor to staff holding temporary appointments as defined in Rule 420.3 nor to consultants appointed under Rule 1330.</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 for staff members holding continuing or fixed-term appointments 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 if serving on a continuing or fixed-term appointment, and one month's notice if serving on a temporary appointment;</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. 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 staff members who does not wish to be considered for reappointment shall also give that period of notice of histheir intention.</p>
	<p>1045. TERMINATION OF TEMPORARY APPOINTMENTS [New Rule]</p> <p>1045.1 In addition to the grounds for termination set out in Rules 1030, 1075, and 1080, a temporary appointment may be terminated prior to its expiration date if:</p> <p style="padding-left: 40px;">1045.1.1 the function the staff member performs is discontinued,</p> <p>or;</p> <p>[New Rule]</p> <p style="padding-left: 40px;">1045.1.2 the staff member's performance is deemed to be unsatisfactory, or if the staff member proves unsuited to his work or to international service. It shall be considered unsatisfactory performance if the staff member does not or cannot perform the temporary functions to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.</p>

Former text	New text
	<p>[New Rule]</p> <p>1045.2 When a temporary appointment is terminated due to discontinuation of the function, the staff member will be given at least one month's notice and will be paid a termination indemnity in accordance with the schedule set out in Rule 1050.4.</p> <p>[New Rule]</p> <p>1045.3 When a temporary appointment is terminated for unsatisfactory performance or because the staff member proves unsuited to his work or to international civil service, the staff member shall normally be given at least one month's notice. In addition, the staff member may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if his appointment had been terminated under Rule 1045.2.</p>
<p>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,¹ 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 continuing service 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:</p> <p>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 service continuing 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>

¹ 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 continuing service appointments	Staff holding other types of fixed-term appointments
Less than 1	)	)	Less than 1))
1	)	)	1))
2	) Not applicable	)	2	) Not applicable)
3	)	)	3))
4	)	)	4))
5	)	)	5))
6	) 6 months	) 5 months	6	) 6 months	) 5 months
7	) 7 months	) 6 months	7	) 7 months	) 6 months
8	) 8 months	) 7 months	8	) 8 months	) 7 months
9	) 9 months	) 9 months	9	) 9 months	) 9 months
10	) 9.5 months	) 9.5 months	10	) 9.5 months	) 9.5 months
11	) 10 months	) 10 months	11	) 10 months	) 10 months
12	) 10.5 months	) 10.5 months	12	) 10.5 months	) 10.5 months
13	) 11 months	) 11 months	13	) 11 months	) 11 months
14	) 11.5 months	) 11.5 months	14	) 11.5 months	) 11.5 months
15 or more	) 12 months	) 12 months	15 or more	) 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 continuing or fixed-term appointment may be terminated if his performance is unsatisfactory or if he proves unsuited to his work or to international service. It shall be considered unsatisfactory performance if the staff member with a continuing or fixed-term appointment does not or cannot perform the functions of the post to which he is assigned, and unsuitability for international service if he fails to establish satisfactory working relationships with other staff members or with nationals of other nations with whom he is working.</p> <p>1070.2 Prior to termination action, a staff member with a continuing or fixed-term appointment 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 with a continuing or fixed-term appointment whose appointment is terminated under this Rule shall be entitled to a notice period equivalent to that specified in Rule 1050.3.</p> <p>1070.4 A staff member whose continuing or fixed-term appointment is terminated under this Rule may, at the discretion of the Director-General, be paid an indemnity not exceeding one-half of the amount to which he would have been entitled if terminated under Rule 1050.</p>
<p>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, 1045, 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 in the United Nations common system concerned, 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. CONFERENCE AND OTHER SHORT-TERM SERVICE STAFF</p> <p>The Director-General may establish conditions of service for temporary staff holding temporary appointments of 60 days or less without regard to the provisions of other sections of the Staff Rules, including Staff Rules 340, 640, 710, 760, 770, 820, and 825.</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>134030.NATIONAL PROFESSIONAL OFFICERS</p> <p>134030.1The 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 appointments in the National Professional Officer category are subject to local recruitment.</p> <p>134030.2With respect to Rule 134030.1 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>