



Confirmation of amendments to the Staff Rules¹

Report by the Director-General

Amendments to the Staff Rules to be made by the Director-General are submitted for confirmation by the Board in accordance with Staff Regulation 12.2.²

The amendments in section I result from decisions that it is expected will be taken by the United Nations General Assembly at its fifty-second session on the basis of recommendations made by the International Civil Service Commission; the amendment in section II results from decisions taken by the General Assembly at its fifty-first session; and the amendments in section III are made in the light of experience and in the interest of good personnel management. Should the General Assembly not be in agreement with the recommendations of the Commission resulting in the amendments under section I an addendum to this document will be issued.

The text of the amended Staff Rules is given in the Annex to this document. The effective dates of these changes would be 1 January 1997, 1 January 1998 and 1 March 1998, as appropriate.

The budgetary implications of the amendments in the 1998-1999 biennium (section IV) include a minimum additional cost under the regular budget, which will have to be met from the appropriate allocations established for each of the regions and for global and interregional activities.

The Board is invited to consider two draft resolutions. The first confirms the amendments contained in sections I, II and III; the second recommends to the Fifty-first World Health Assembly the modification of remuneration of staff in ungraded posts and of the Director-General.

¹ Copies of the complete Staff Rules hitherto in effect are available on request.

² *WHO Basic Documents*, 41st ed., 1996, p. 97.

I. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS TO BE TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS FIFTY-SECOND SESSION ON THE BASIS OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Schedule of salaries for the professional category and directors' posts

1. If the United Nations General Assembly approves, with effect from 1 March 1998, the revised base/floor salary scale for the professional and higher categories incorporating an increase of 3.1% through the consolidation of post adjustment classes into net base salary, on the basis of the "no loss - no gain" formula, adjustments will have to be made in the post adjustment indices and multipliers at all duty stations with effect from 1 March 1998; changes will also be required to the schedule of staff assessment rates for professional and higher-graded staff without dependants. Amendments to Staff Rules 330.1.1 and 330.2 have been prepared accordingly (see Annex).

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

2. Further, subject to the above decision of the United Nations General Assembly, the Director-General proposes in accordance with Staff Regulation 3.1¹ that the Executive Board should recommend to the Fifty-first World Health Assembly modifications in the salaries of Deputy Director-General, Assistant Directors-General and Regional Directors. Thus the net salary of Deputy Director-General would be revised from US\$ 99 059 to US\$ 102 130 per annum with dependants, and from US\$ 89 069 to US\$ 91 883 per annum without dependants; and the net salaries for Assistant Directors-General and Regional Directors would be revised from US\$ 90 855 to US\$ 93 671 per annum with dependants, and from US\$ 82 245 to US\$ 84 821 per annum without dependants.

3. The adjustments to salaries described in paragraph 1 above would call for similar adjustments to the salary of the Director-General, bearing in mind the terms of paragraph III of his present contract.² The modification in net salary to be authorized by the Health Assembly would be from US\$ 119 722 to US\$ 123 433 per annum with dependants, and from US\$ 106 255 to US\$ 109 670 per annum without dependants. The above changes are also based on the "no loss - no gain" formula.

II. AMENDMENT CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS FIFTY-FIRST SESSION ON THE BASIS OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Staff assessment rate for staff in the general service category

4. The United Nations General Assembly approved with effect from 1 January 1997 a revision to the staff assessment rates to be used in conjunction with gross salaries of the general service category. The rates are also used for determining the pensionable remuneration for this category of staff. Rule 330.1.2 has been amended accordingly.

¹ *WHO Basic Documents*, 41st ed., 1996, p. 94.

² Document WHA46/1993/REC/1, p. 52.

III. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE INTEREST OF GOOD PERSONNEL MANAGEMENT

Recruitment policies - appointment of close relatives

5. It will be recalled that the Executive Board, in response to a request from the International Civil Service Commission (ICSC) to allow spouses to compete for positions in organizations of the United Nations system while ensuring that preference is not given by virtue of the relationship to a staff member, confirmed in resolution EB96.R2 in May 1995 an amendment to Rule 410.3. The amendment was intended to describe more fully the provisions under which close relatives and/or spouses may be appointed in the Organization.

6. Rule 410.3 is clear concerning the appointment of spouses of staff members; however, the amendment has, at the same time, been interpreted as having removed the restrictions that existed and should still exist concerning the appointment of other close relatives not mentioned in the amended rule. Consequently, Rule 410.3 has been amended to remove this ambiguity. It is intended to give examples of who are considered to be close relatives in the WHO Manual. Rule 410.3 has been amended accordingly.

National Professional Officers

7. It will be recalled that the Executive Board confirmed at its ninety-fifth session an amendment to the Staff Rules creating the National Professional Officer (NPO) category for a trial period of three years with effect from 1 March 1995.

8. After two and a half years of experience with the NPO category the Director-General proposes to confirm the use of NPO's who provide added flexibility to the current range of contractual arrangements and meet particular needs of the Organization in certain of its country operations. An amendment to Rule 1340 has accordingly been prepared, removing the footnote that referred to the provisional nature.

IV. BUDGETARY IMPLICATIONS

9. The budgetary implications of the above changes, which are minimal for all sources, will be met, in the regular budget for 1998-1999, from the allocations established for each of the regions and for global and interregional activities.

V. ACTION BY THE EXECUTIVE BOARD

10. In the light of these revisions the Board may wish to consider the following draft resolutions, which would (1) confirm the amendments to the Staff Rules as contained in the Annex to this document; and (2) recommend to the Health Assembly a modification in the gross and net salaries for ungraded posts and for the Director-General.

Resolution 1

The Executive Board

CONFIRMS in accordance with Staff Regulation 12.2 the amendments to the Staff Rules that have been made by the Director-General with effect from 1 January 1997 concerning the staff assessment rates for the general service category; from 1 January 1998 concerning the appointment of close relatives and the National Professional Officer category; and with effect from 1 March 1998 the salary scale applicable to staff in the professional category and directors' posts, the rates of staff assessment for the professional and higher-graded staff without dependants.

Resolution 2

The Executive Board

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

The Fifty-first World Health Assembly,

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

1. ESTABLISHES the salary for the posts of Assistant Directors-General and Regional Directors at US\$ 133 994 per annum before staff assessment, resulting in a modified net salary of US\$ 93 671 (dependency rate) or US\$ 84 821 (single rate);
2. ESTABLISHES the salary for the post of Deputy Director-General at US\$ 147 420 per annum before staff assessment, resulting in a modified salary of US\$ 102 130 (dependency rate) or US\$ 91 883 (single rate);
3. ESTABLISHES the salary for the Director-General at US\$ 181 235 per annum before staff assessment, resulting in a modified net salary of US\$ 123 433 (dependency rate) or US\$ 109 670 (single rate);
4. DECIDES that those adjustments in remuneration shall come into effect on 1 March 1998.

ANNEX

TEXTS OF AMENDED STAFF RULES

330. SALARIES

330.1 Gross base salaries shall be subject to the following assessments:

330.1.1 For professional and higher-graded staff:¹

Amounts per year	Assessment per cent	
	Rate with dependants*	Rate without dependants*
	(*as defined in Rules 310.5.1 and 310.5.2)	
First US\$ 15 000	9.0	11.8
Next US\$ 5 000	18.1	24.5
Next US\$ 5 000	21.5	27.0
Next US\$ 5 000	24.9	31.5
Next US\$ 5 000	27.5	33.4
Next US\$ 10 000	30.1	35.7
Next US\$ 10 000	31.8	38.2
Next US\$ 10 000	33.5	38.8
Next US\$ 10 000	34.4	39.8
Next US\$ 15 000	35.3	40.8
Next US\$ 20 000	36.1	44.2
Remaining assessable payments	37.0	47.4

330.1.2 For the general service category:²

Amounts per year	Assessment per cent
Up to US\$ 20 000	19
Next US\$ 20 000	23
Next US\$ 20 000	26
Remaining assessable payments	31

330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply to all professional category and directors' posts with effect from 1 March 1998:

¹ With effect from 1 March 1998.

² With effect from 1 January 1997.

STEPS

Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$	US \$
P.1	Gross	35 382	36 718	38 051	39 386	40 719	42 052	43 388	44 722	46 081	47 449				
	Net D	29 317	30 251	31 183	32 116	33 048	33 979	34 914	35 845	36 777	37 710				
	Net S	27 655	28 515	29 372	30 230	31 087	31 944	32 804	33 661	34 508	35 353				
P.2	Gross	46 458	47 883	49 305	50 728	52 149	53 572	54 996	56 453	57 915	59 372	60 830	62 291		
	Net D	37 035	38 006	38 976	39 946	40 916	41 886	42 857	43 826	44 798	45 768	46 737	47 709		
	Net S	34 741	35 622	36 500	37 380	38 258	39 138	40 017	40 909	41 804	42 696	43 588	44 482		
P.3	Gross	57 720	59 351	60 984	62 613	64 246	65 889	67 542	69 197	70 851	72 506	74 159	75 824	77 500	79 176
	Net D	44 669	45 754	46 839	47 923	49 008	50 093	51 178	52 263	53 348	54 434	55 518	56 603	57 687	58 772
	Net S	41 685	42 683	43 682	44 679	45 678	46 675	47 670	48 667	49 662	50 658	51 654	52 648	53 640	54 632
P.4	Gross	70 619	72 382	74 141	75 913	77 700	79 483	81 269	83 054	84 839	86 623	88 406	90 197	92 003	93 811
	Net D	53 196	54 353	55 507	56 660	57 817	58 971	60 126	61 281	62 436	63 590	64 744	65 901	67 055	68 210
	Net S	49 523	50 584	51 643	52 700	53 758	54 814	55 871	56 928	57 985	59 041	60 096	61 150	62 158	63 166
P.5	Gross	85 685	87 516	89 347	91 192	93 046	94 898	96 751	98 605	100 457	102 310	104 164	106 016	107 869	
	Net D	62 983	64 168	65 352	66 537	67 721	68 905	70 089	71 274	72 457	73 641	74 826	76 009	77 194	
	Net S	58 486	59 570	60 653	61 705	62 740	63 773	64 807	65 842	66 875	67 909	68 944	69 977	71 011	
P.6/	Gross	97 119	99 168	101 216	103 261	105 310	107 358	109 407	111 476	113 552					
D.1	Net D	70 324	71 633	72 942	74 249	75 558	76 867	78 176	79 485	80 793					
	Net S	65 012	66 156	67 299	68 440	69 583	70 726	71 869	72 976	74 068					
D.2	Gross	109 741	112 164	114 591	117 016	119 442	121 869								
	Net D	78 390	79 919	81 447	82 975	84 504	86 032								
	Net S	72 056	73 338	74 615	75 890	77 167	78 443								

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

410. RECRUITMENT POLICIES

410.3 Subject to Staff Rule 410.3.1, persons closely related by blood or by marriage to a staff member, as defined by the Director-General, shall not normally be appointed if another equally qualified person is available.

1340. NATIONAL PROFESSIONAL OFFICERS

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