



世界卫生组织

执行委员会
第一〇三届会议
临时议程项目 7

EB103/20
1998年12月9日

确认《职员细则》修订款

秘书处的报告

1. 根据《职员条例》第 12.2 条，现将总干事对《职员细则》的修订款提交给执委会确认。
2. 这些修订款产生于联合国大会在国际公务员制度委员会 (ICSC) 建议的基础上根据联合国共同系统的安排预计将作出的决定。任何进一步的发展情况将通过对本文件的一篇补遗提请执委会注意。
3. 修订款贯彻了委员会根据既定的方法学定期作出修订的结果，概况归纳于下述表格。修订款内容列于附件。
4. 修订款对 1998 - 1999 双年度的预算影响包括少许增加了正常预算费用，这笔费用需由为每一区域和全球及区域间活动分配的相应款项中支付。

《职员细则》修订款一览

主题	行动	《职员细则》修订款	说明
基薪/底薪表 (a) 专业以上职类	从 1999 年 3 月 1 日起, 通过在“不盈不亏”的基础上将工作地点差价调整数并入基本工资而对基薪/底薪表进行 2.48% 的调整。随之调整工作人员薪金税率。	《职员细则》330.1.1 和 330.2 (见附件))))
(b) 不叙级职类(区域主任和高级顾问)	鉴于上述情况, 总干事根据《职员条例》第 3.1 条建议执行委员会向第五十二届世界卫生大会提出修订下述年净薪金: 从 93 671 美元调至 95 995 美元(有受抚养者), 从 84 821 美元调至 86 926 美元(单身者)。) 无需产生费用: 所有调整) 均基于工作地点差价调整) 数(生活费)向净基本工资) 的转移。
(c) 总干事	对总干事的薪金作出相似的调整, 同时铭记其现行合同第 II 段的条款。))
抚养津贴 (专业以上职类)	从 1999 年 1 月 1 日起, 按如下标准增加年度抚养津贴: • 子女: 从 1 510 美元增至 1 730 美元; • 残疾子女: 从 3 020 美元增至 3 460 美元; • 二级受抚养人: 从 540 美元增至 619 美元。	《职员细则》340.1, 340.2 和 340.3 (见附件)	
教育补助金	由于建议改变对教育机构不提供住宿条件的情况下寄宿费额外偿还款的计算方法, 委员会建议修订《职员细则》中规定的美元数额, 并规定某些其它货币的数额。	《职员细则》350.1 和 350.2.2 (见附件)	

执行委员会的行动

5. 请执行委员会考虑下述决议草案，这项决议草案将：(1) 确认作为本文件附件的《职员细则》修订款，(2) 建议卫生大会修订不叙级官员和总干事的薪酬。

决议 1

执行委员会

确认根据《职员条例》12.2 条，总干事对《职员细则》所作的如下修订：从 1999 年 1 月 1 日起修订专业以上职类有受抚养者津贴；从 1999 年 1 月 1 日学年起修订教育补助金；以及从 1999 年 3 月 1 日起修订专业类和司长职位职员毛工资使用的薪金表和工作人员薪金税率。

决议 2

执行委员会

建议第五十二届世界卫生大会通过下列关于不叙级职位职员和总干事薪金的决议：

第五十二届世界卫生大会，

注意到执行委员会关于不叙级职位职员和总干事薪酬的建议，

1. 确定不叙级职位在扣除薪金税以前的年薪为 137 683 美元，因而修订的净工资为 95 995 美元(有受抚养者)或 86 926 美元(单身者)；
2. 确定总干事在扣除薪金税以前的年薪为 186 094 美元，因而修订的净工资为 126 494 美元(有受抚养者)或 112 488 美元(单身者)；
3. 决定这些薪酬的调整从 1999 年 3 月 1 日起生效。

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	
	Rates with dependants* (*as defined in Rules 310.5.1 and 310.5.2)	Rates without dependants*
First US\$ 15 000	9.0	11.8
Next US\$ 5000	18.1	24.4
Next US\$ 5000	21.5	26.9
Next US\$ 5000	24.9	31.4
Next US\$ 5000	27.9	33.4
Next US\$ 10 000	30.1	35.6
Next US\$ 10 000	31.8	38.2
Next US\$ 10 000	33.5	38.8
Next US\$ 10 000	34.4	39.7
Next US\$ 15 000	35.3	40.7
Next US\$ 20 000	36.1	43.9
Remaining assessable payments	37.0	47.2

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330.2 The following schedule of annual gross and net base salaries shall apply to all professional category and directors' posts with effect from 1 March 1999:

¹ With effect from 1 March 1999.

Level		STEPS														
		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	36 422	37 791	39 157	40 525	41 891	43 258	44 627	46 018	47 418	48 820					
	Net D	30 044	31 001	31 956	32 912	33 867	34 822	35 779	36 734	37 689	38 645					
	Net S	28 341	29 222	30 102	30 983	31 863	32 743	33 625	34 494	35 359	36 226					
P.2	Gross	47 805	49 265	50 721	52 180	53 636	55 098	56 594	58 087	59 585	61 080	62 573	64 071			
	Net D	37 953	38 949	39 942	40 937	41 930	42 925	43 920	44 913	45 909	46 903	47 896	48 892			
	Net S	35 598	36 501	37 401	38 302	39 202	40 105	41 021	41 934	42 851	43 766	44 680	45 596			
P.3	Gross	59 386	61 057	62 731	64 400	66 088	67 782	69 477	71 174	72 867	74 564	76 275	77 994	79 711	81 430	83 148
	Net D	45 777	46 888	48 001	49 111	50 224	51 335	52 447	53 560	54 671	55 784	56 895	58 007	59 118	60 230	61 342
	Net S	42 730	43 752	44 776	45 798	46 821	47 843	48 865	49 888	50 909	51 932	52 951	53 970	54 989	56 008	57 027
P.4	Gross	72 631	74 438	76 257	78 085	79 917	81 743	83 573	85 403	87 232	89 060	90 898	92 756	94 606	96 459	98 311
	Net D	54 516	55 701	56 883	58 066	59 251	60 433	61 617	62 801	63 984	65 167	66 349	67 536	68 718	69 902	71 986
	Net S	50 767	51 856	52 940	54 024	55 111	56 194	57 279	58 364	59 448	60 533	61 594	62 636	63 674	64 713	65 753
P.5	Gross	88 099	89 975	91 875	93 775	95 674	97 571	99 471	101 371	103 269	105 169	107 067	108 966	110 878		
	Net D	64 545	65 759	66 973	68 187	69 401	70 613	71 827	73 041	74 254	75 468	76 681	77 894	79 108		
	Net S	59 963	61 075	62 142	63 208	64 273	65 337	66 403	67 469	68 534	69 600	70 665	71 730	72 773		
P.6/ D.1	Gross	99 848	101 948	104 047	106 142	108 243	110 346	112 476	114 605	116 732						
	Net D	72 068	73 410	74 751	76 090	77 432	78 773	80 115	81 456	82 796						
	Net S	66 615	67 793	68 970	70 146	71 324	72 493	73 617	74 741	75 864						
D.2	Gross	112 824	115 311	117 797	120 283	122 768	125 256									
	Net D	80 334	81 901	83 467	85 033	86 599	88 166									
	Net S	73 801	75 114	76 427	77 739	79 052	80 365									

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

340. DEPENDANTS' ALLOWANCES

A staff member in a post of professional or higher grade, except for short-term staff members appointed under Rule 1320 or consultants appointed under Rule 1330, is entitled to a dependant's allowance for dependants as defined in Rule 310.5, to be paid as follows:

- 340.1 **US\$ 1730** per annum for a child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.
- 340.2 **US\$ 3460** per annum for a child who is physically or mentally incapacitated subject to the conditions defined in Rule 340.1 except that if the staff member has no dependent spouse and receives the "with dependant" rate of net salary by virtue of such a child, an allowance of **US\$ 1730** shall be payable.
- 340.3 **US\$ 619** per year for a father, mother, brother or sister.

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350. EDUCATION GRANT

350.1 An internationally recruited staff member shall be entitled to an education grant, except as indicated in Rule 350.3. The amount of the grant payable under this Rule shall be 75% of the education expenses actually incurred and admissible under Rule 350.2. The maximum grant per child per year shall not exceed a total payment of US\$ 9750 or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations, the amount of the grant in respect of primary and secondary education shall be increased by an additional amount corresponding to 100% of boarding costs up to **US\$ 4746 per child per year or, for expenses incurred in certain local currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.**

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350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of board if provided by the institution. Where board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be **US\$ 3164** or, for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations the flat amount in respect of primary and secondary education is **US\$ 4746, or for expenses incurred in certain currencies as determined by the Director-General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.**