



# WORLD HEALTH ORGANIZATION

**EXECUTIVE BOARD**  
**103rd Session**  
**Provisional agenda item 7**

**EB103/20**  
**9 December 1998**

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## **Confirmation of amendments to the Staff Rules**

### **Report by the Secretariat**

1. Amendments to the Staff Rules to be made by the Director-General are presented to the Executive Board for confirmation in accordance with Staff Regulation 12.2.
2. These amendments flow from decisions expected to be taken by the United Nations General Assembly on the basis of recommendations by the International Civil Service Commission in accordance with United Nations common system arrangements. Any further developments will be brought to the Board's attention by way of an addendum to this document.
3. The amendments implement the results of periodic updates by the Commission, based on established methodologies, as summarized in the table below. The texts of the amendments are presented in the Annex.
4. The budgetary implications of the amendments in the 1998-1999 biennium include a small 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.



## **ACTION BY THE EXECUTIVE BOARD**

5. The Executive Board is invited to consider the following draft resolutions which would (1) confirm the amendments to the Staff Rules as annexed to this document and (2) recommend to the Health Assembly a modification in the salaries for ungraded officials and 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 1999 concerning dependency allowances for the professional and higher graded categories; with effect from the school year in force on 1 January 1999 concerning the education grant; and with effect from 1 March 1999 concerning the salary scale and staff assessment rates for use in conjunction with gross base salaries applicable to staff in the professional category and directors' posts.

### **Resolution 2**

The Executive Board

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

The Fifty-second World Health Assembly,

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

1. ESTABLISHES the salary for ungraded posts at US\$ 137 683 per annum before staff assessment, resulting in a modified net salary of US\$ 95 995 (dependency rate) or US\$ 86 926 (single rate);
2. ESTABLISHES the salary for the Director-General at US\$ 186 094 per annum before staff assessment, resulting in a modified net salary of US\$ 126 494 (dependency rate) or US\$ 112 488 (single rate);
3. DECIDES that those adjustments in remuneration shall take effect on 1 March 1999.

## 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:<sup>1</sup>

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:

<sup>1</sup> 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.**