



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
105th Session
Provisional agenda item 7.4

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Report of the International Civil Service Commission and confirmation of amendments to the Staff Rules

Report by the Secretariat

1. In accordance with Staff Regulation 12.2, amendments to the Staff Rules made by the Director-General are submitted to the Executive Board for confirmation.
2. These amendments result from decisions taken by the United Nations General Assembly on the basis of recommendations by the International Civil Service Commission in accordance with established common system arrangements. Details are provided in document EB105/26. The text of the amendments is contained in the Annex to the present document.

ACTION BY THE EXECUTIVE BOARD

3. The Executive Board is invited to consider the following draft resolutions.

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 March 2000 concerning the salary scale and staff assessment rates for use in conjunction with gross base salaries applicable to professional category and directors' posts.

Resolution 2

The Executive Board

RECOMMENDS to the Fifty-third World Health Assembly the adoption of the following resolution:

The Fifty-third 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\$ 143 674 per annum before staff assessment, resulting in a modified net salary of US\$ 99 278 (dependency rate) or US\$ 89 899 (single rate);
2. ESTABLISHES the salary for the Director-General at US\$ 194 548 per annum before staff assessment, resulting in a modified net salary of US\$ 130 820 (dependency rate) or US\$ 116 334 (single rate);
3. DECIDES that those adjustments in remuneration shall take effect on 1 March 2000.

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

Assessable income US \$	Staff assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2) %
First 30 000	18
Next 30 000	28
Next 30 000	34
Remaining assessable payments	38

Amounts of staff assessment for those with neither a dependent spouse nor a dependent child would be equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.

330.2 The following schedule of annual gross and annual net base salaries shall apply to all professional category and directors' posts with effect from 1 March 2000:

¹ With effect from 1 March 2000.

Salary scale for the professional and higher graded categories showing annual gross salaries and net equivalents after application of staff assessment¹
(US dollars)

Level		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D-2	Gross	117 550	120 165	122 777	125 389	128 002	130 615									
	Net D	83 081	84 702	86 322	87 941	89 561	91 181									
	Net S	76 325	77 683	79 041	80 398	81 756	83 113									
D-1	Gross	103 763	106 000	108 239	110 471	112 710	114 947	117 185	119 423	121 658						
	Net D	74 533	75 920	77 308	78 692	80 080	81 467	82 855	84 242	85 628						
	Net S	68 893	70 112	71 329	72 545	73 763	74 972	76 135	77 297	78 459						
P-5	Gross	91 215	93 239	95 265	97 289	99 313	101 335	103 361	105 385	107 408	109 434	111 458	113 481	115 505		
	Net D	66 753	68 008	69 264	70 519	71 774	73 028	74 284	75 539	76 793	78 049	79 304	80 558	81 813		
	Net S	62 014	63 164	64 267	65 370	66 471	67 572	68 674	69 776	70 878	71 980	73 082	74 183	75 262		
P-4	Gross	75 424	77 282	79 135	80 986	82 844	84 697	86 552	88 406	90 279	92 252	94 224	96 202	98 174	100 148	102 124
	Net D	56 380	57 606	58 829	60 051	61 277	62 500	63 724	64 948	66 173	67 396	68 619	69 845	71 068	72 292	73 517
	Net S	52 503	53 629	54 751	55 872	56 996	58 116	59 238	60 360	61 481	62 603	63 701	64 778	65 852	66 926	68 002
P-3	Gross	61 730	63 473	65 217	66 956	68 700	70 441	72 182	73 926	75 668	77 411	79 153	80 894	82 636	84 377	86 121
	Net D	47 342	48 492	49 643	50 791	51 942	53 091	54 240	55 391	56 541	57 691	58 841	59 990	61 140	62 289	63 440
	Net S	44 191	45 248	46 307	47 364	48 422	49 479	50 536	51 594	52 650	53 708	54 762	55 816	56 870	57 923	58 977
P-2	Gross	50 349	51 779	53 206	54 635	56 063	57 490	58 919	60 377	61 938	63 495	65 052	66 612			
	Net D	39 251	40 281	41 308	42 337	43 365	44 393	45 422	46 449	47 479	48 507	49 534	50 564			
	Net S	36 815	37 749	38 680	39 612	40 543	41 477	42 424	43 368	44 317	45 263	46 208	47 155			
P-1	Gross	38 988	40 363	41 735	43 108	44 479	45 851	47 226	48 599	49 969	51 343					
	Net D	31 071	32 061	33 049	34 038	35 025	36 013	37 003	37 991	38 978	39 967					
	Net S	29 310	30 221	31 131	32 043	32 953	33 863	34 775	35 674	36 568	37 465					

¹ This scale will be implemented in conjunction with a consolidation of 3.42% of post adjustment. Post adjustment indices and multipliers at all duty stations will be modified, effective 1 March 2000. Thereafter, changes in post adjustment classifications will be implemented on the basis of the movements of the consolidated post adjustment indices.

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