



# 世界卫生组织

执行委员会  
第一〇七届会议  
临时议程项目6.1

EB107/17  
2000年12月7日

## 确认《职员细则》修订款<sup>1</sup>

### 秘书处的报告

1. 根据《人事条例》第12.2条，现将总干事提出的《职员细则》修订款提交执行委员会确认<sup>2</sup>。这些修订的生效日期为2001年1月1日。
2. 根据经验和为了有利于人力资源的合理管理，这些修订被认为是必要的。修订的《职员细则》文本列于附件<sup>3</sup>。

### 安家津贴

3. 对职员细则第365条作文字修改以反映实际作法，从而消除可能的含糊不清。

### 支付和扣除

4. 修订的目的在于能执行《人事条例》第一条（责任、义务与特权），特别是1.9条。预定为第三方受惠所作的扣除将涉及家庭义务，以此表明世界卫生组织职工忽视家庭和子女扶养义务是不能接受的。这一修订符合联合国规定和惯例，自1998年以来对不遵守家庭和子女扶养义务的职工从其工资中作出扣除。对职员细则第380条作了相应修订。

<sup>1</sup> 在执委会会议厅备有若干份日期为2000年3月的《职员细则》和《人事条例》供利用。

<sup>2</sup> 其它修订款列于文件EB107/15 Add.1和EB107/16 Add.1。

<sup>3</sup> 只有英文、法文。

## 法定假日

5. 联合国共同系统每年的法定假日从9天至11天不等。1998年，联合国将法定假日从9天增加至10天。建议世界卫生组织与联合国保持一致。除总干事另有决定外，8天应尽可能实际地按当地最普遍庆祝的假日确定，另2天应由职工个人酌情决定，但须服从工作需要。可自由支配的假日使不同文化背景的职工能庆祝在他们所服务的工作地点并不普遍庆祝的宗教或国家节日。因而对职员细则第620条作了相应修订。

## 申诉委员会

6. 总干事有权任命2名委员和4名候补委员供职于总部申诉委员会。经验表明，增加成员有助于迅速处理申诉案件。经与职工委员会协商，由总干事任命的委员名单已从2名增加至4名，候补委员从4名增加至8名。因此，对职员细则第1230条作了修订以反映目前做法。

## 预算需要

7. 2000-2001双年度正常预算下的资金需要极少，并将为各区域及全球和区域间活动确定的有关拨款中支付。

## 执行委员会的行动

8. 执委会拟可审议下述决议草案：

### 执行委员会

**确认**总干事根据《人事条例》第12.2条就安家津贴、支付和扣除、法定假日以及申诉委员会对《职员细则》所作的修订，自2001年1月1日起生效。

ANNEX

**CONFIRMATION OF AMENDMENTS TO THE STAFF RULES**

Staff Rule/Subject	Existing text	Proposed text
<b>Section 3 – Salary, Post Adjustment, Allowances and Grants</b>		
365. Assignment Grant	365.4 If a staff member resigns from the Organization within six months of the date of his appointment, any assignment grant paid under Rules 365.1 and 365.3 is recoverable proportionately under conditions established by the Director-General.	365.4 If a staff member resigns from the Organization within six months of the date of appointment <b>or reassignment</b> , any assignment grant paid under Rules 365.1 and 365.3 is recoverable proportionately under conditions established by the Director-General.
380. Payments and Deductions	<p>380.5 Salaries are subject only to the following deductions:</p> <p>380.5.1 for the staff member’s contributions to the Staff Pension Fund and for health insurance;</p> <p>380.5.2 for indebtedness to the Organization;</p> <p>380.5.3 appropriate charges for staff members officially provided with lodging at no cost or at nominal rent;</p> <p>380.5.4 as otherwise authorized by the staff member and agreed by the Organization.</p>	<p>380.5 <b>Deductions, from salaries, wages and other emoluments, including terminal entitlements, may be made only in the following cases:</b></p> <p>380.5.1 for the staff member’s contributions to the Staff Pension Fund and for health insurance;</p> <p>380.5.2 for indebtedness to the Organization;</p> <p>380.5.3 appropriate charges for staff members officially provided with lodging at no cost or at nominal rent;</p> <p>380.5.4 as otherwise authorized by the staff member and agreed by the Organization;</p> <p><b>380.5.5 for indebtedness to third parties when any deduction for this purpose is authorized by the Director-General.</b></p>

Staff Rule/Subject	Existing text	Proposed text
<b>Section 6 – Attendance and Leave</b>		
620. Official Holidays	Nine holidays are observed per year, the dates being fixed following, as far as practicable, the nine most commonly observed holidays in the locality.	<b>Ten</b> holidays are observed per year, <b>and except as otherwise decided by the Director-General, eight of the ten days shall be fixed following, as far as practicable, the most commonly observed holidays in the locality, and two days to be taken at the discretion of individual staff members, the timing of which shall be subject to the requirements of the service.</b>
<b>Section 12 – Appeals</b>		
1230. Boards of Appeal	<p>1230.4 The headquarters Board of Appeal shall consist of five members having equal votes as follows:</p> <p style="padding-left: 40px;">1230.4.1 a chairman and two alternate chairmen appointed by the Director-General after consultation with the representatives of the staff;</p> <p style="padding-left: 40px;">1230.4.2 two members and four alternates appointed by the Director-General;</p> <p style="padding-left: 40px;">1230.4.3 two members representing the staff, drawn from a panel organized in three groups</p>	<p>1230.4 The headquarters Board of Appeal shall consist of five members having equal votes as follows:</p> <p style="padding-left: 40px;">1230.4.1 a chairman and <b>three</b> alternate chairmen appointed by the Director-General after consultation with the representatives of the staff;</p> <p style="padding-left: 40px;">1230.4.2 two members <b>drawn from a list of four members and eight</b> alternates appointed by the Director-General;</p> <p style="padding-left: 40px;">1230.4.3 two members representing the staff, drawn from a panel organized in three groups</p>

**Note:** Amendments shown in boldface type.