



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
107th Session
Provisional agenda item 6.1

EB107/15 Add.1
12 December 2000

Human resources: policy development

Confirmation of amendments to the Staff Rules¹

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. The effective date of these changes would be 1 January 2001.
2. The amendments flow from recommendations made in the strategic framework for management of human resources,² in relation to WHO's work-life policy, which reflects the "work/family" policy agenda adopted in 1995 by the executive heads of the organizations of the United Nations system. The proposals include such subjects as special leave related to adoption, parenting and family emergencies. The text of the current and proposed Staff Rules is contained in the Annex.
3. Staff Rule 650 has been amended expressly to provide more flexibility within the current special leave provisions to allow staff members to request special leave in the event of death of a close relative or adoption of a child. Adoption leave is a practice in the United Nations common system, and compassionate leave is granted by most organizations of the system.
4. Staff Rule 740 has been amended to enable staff members to use the current seven days of uncertified sick leave to attend to serious family-related emergencies. This aligns WHO with the practice of the United Nations and a number of other organizations of the system, based on a recommendation made by CCAQ in 1997.
5. Staff Rule 760 has been amended to introduce the entitlement of paternity leave for staff members for a period of up to five days, in order to support the participation of fathers in family care. It is also proposed that when both parents are staff members of WHO, any unused portion of maternity leave to which the mother would have been entitled may be used by the father of the child. Shared maternity leave recognizes the dual and complementary roles of both parents at work and in the family and is current practice in the United Nations system.
6. Staff Rule 820 has been amended to provide greater flexibility to the Director-General regarding reasons for authorizing travel. The intent is to give nursing mothers the option of taking breastfeeding

¹ Copies of the Staff Rules and Staff Regulations dated March 2000 are available in the meeting room for Board members.

² See document EB107/15.

infants with them on duty travel at the Organization's expense, provided the infant is less than two years of age. This Staff Rule change aligns WHO with United Nations Staff Rules and the current practice of UNICEF, with which WHO has launched a joint breastfeeding policy.

BUDGETARY REQUIREMENTS

7. The financial requirements of these Staff Rule changes in the biennium 2000-2001 under the regular budget are minimal and will be met from the appropriate allocations established for each of the regions and for global and interregional activities.

ACTION BY THE EXECUTIVE BOARD

8. The Executive Board may wish to consider the following draft resolution, which would confirm the amendments to the Staff Rules as reproduced in the Annex:

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 2001 in respect of special leave, sick leave, and maternity and paternity leave, as well as travel of a staff member with a nursing infant.

ANNEX

CONFIRMATION OF AMENDMENTS TO THE STAFF RULES

Staff Rule/Subject	Existing text	Proposed text
Section 6 – Attendance and Leave		
650. Special leave	Special leave with full, partial or no pay may be granted for training or research in the interests of the Organization or for other valid reasons. Normally such leave shall not be granted until all accrued annual leave has been exhausted and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.	Special leave with full, partial or no pay may be granted for training or research in the interest of the Organization or for other valid reasons, including the death of a close relative or the adoption of a child under conditions determined by the Director-General. Normally, such leave shall not be granted until all accrued annual leave has been exhausted and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.
Section 7 – Social Security		
740. Sick leave	740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged as sick leave.	740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged to sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies, other than in the event of the death of a close relative, in which case the certification requirement in respect of three consecutive working days shall not apply.
760. Maternity leave and paternity leave	760. Maternity leave	760. Maternity leave and paternity leave
760.1	760.1 Staff members appointed for periods of one year or more shall be entitled to maternity leave with full salary and allowances.	760.1 Staff members appointed for periods of one year or more shall be entitled to maternity leave and paternity leave with full salary and allowances.

Staff Rule/Subject	Existing text	Proposed text
760.2	<p>760.2 Any such staff member, on presentation of a certificate from a duly recognized medical practitioner stating that her confinement will probably take place within six weeks, shall be allowed to absent herself from her duties until her confinement. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected date of confinement. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of confinement.</p> <p>760.3 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.</p>	<p>760.2 Maternity leave. On presentation of a certificate from a duly recognized medical practitioner stating that her confinement will probably take place within six weeks, a staff member shall be entitled to maternity leave. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected date of confinement. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of her confinement.</p> <p>760.3 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.</p> <p>760.4 Where both parents of a newborn child are staff members of the World Health Organization, any unused portion of maternity leave to which the mother would otherwise have been entitled under Rule 760.2 may be used by the father of the child, under conditions established by the Director-General.</p> <p>760.5 Paternity leave. A staff member shall be entitled to paternity leave for up to five days upon presentation of satisfactory evidence of the birth of his child.</p>
Section 8 – Travel and Transportation		
820. Travel of staff member with nursing infant	<p>820.2 Except for staff referred to in Rules 1320 and 1330, the Organization shall pay the travel expenses of a staff member's spouse and dependent children as defined in Rule 820.1 under the following circumstances:</p> <p>...</p>	<p>820.2 Except for staff referred to in Rules 1320 and 1330, the Organization shall pay the travel expenses of a staff member's spouse and dependent children as defined in Rule 820.1 under the following circumstances:</p> <p>...</p> <p>820.2.9 in other appropriate cases, when, in the opinion of the Director-General, there are compelling reasons for paying such expenses.</p>