



世界卫生组织

执行委员会
第一〇八届会议
临时议程项目 5

EB108/8
2001年5月9

确认《职员细则》修订款¹

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。《职员细则》的原文本和修订文本列于附件。

工作人员行为标准

2. 为履行其职权，世界卫生组织必须独立和客观。因此，至关重要的是，其工作人员作为国际公务员履行其职能，只考虑本组织的利益。促进工作人员独立性和客观性的一个办法是要求工作人员披露与可能要求他们代表世界卫生组织进行正式交往、或与世界卫生组织工作存在商业利益或与世界卫生组织有着共同活动领域的实体的利害关系。修订《职员细则》第110.7条的目的是明确这一披露要求，并对指定的就业职类强化报告要求。

教育补助金

3. 国际公务员制度委员会2000年报告²包括调整寄宿学校的膳宿费用定额以及在补助金最高数额之外报销膳宿费用的额外定额。这些调整造成膳宿费用和额外膳宿费用美元数额的增加，于2001年1月1日从该学年起适用。

¹ 应要求可提供2000年3月的《职员细则》和《人事条例》。

² 联大正式记录，第五十五届会议：补编第30号（A/55/30）。

4. 2001年1月向执行委员会第一〇七届会议报告了这一修订的实质¹，并且有关的额外费用已由2000-2001年预算的相应拨款吸收。但是，后来注意到这一调整需要修订《职员细则》，并因此对《职员细则》第350.1和350.2条作了相应修订。请执行委员会确认这些修订款。

执行委员会的行动

5. 请执行委员会考虑下列决议草案。

执行委员会

确认根据《人事条例》第12.2条，总干事对《职员细则》所作的如下修订：自2001年6月1日起修订行为标准，以及从2001年1月1日所处的学年起修订教育补助金应享权利。

¹ 文件EB107/16。

ANNEX

CONFIRMATION OF AMENDMENTS TO THE STAFF RULES

Staff Rule/subject	Previous text	Text submitted for confirmation by Executive Board
Section 3 – Duties, Obligations and Privileges		
110.7 Standards of Conduct for Staff Members	110.7 A staff member who has any financial interest in any business concern with which he may be required, directly or indirectly, to have official dealings on behalf of the Organization, shall report such interest to the Director-General, who shall decide on the applicability of Staff Regulation 1.4.	<p>110.7 The Director-General shall decide on the compatibility of any interests declared by staff members with Article I of the Staff Regulations, and on any action to be taken under this Rule:</p> <p>110.7.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization, or which has a commercial interest in the work of WHO, or a common area of activity with WHO, shall report the interest to the Director-General.</p> <p>110.7.2 As determined by the Director-General, staff members in designated employment categories shall be required, upon appointment and at prescribed intervals, to file in respect of themselves, their spouses and dependent children, a declaration in a prescribed form disclosing designated types of interests.</p>
Section 3 – Salary, Post Adjustment, Allowances and Grants		
350. Education Grant	<p>350.1 [.....] 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.</p> <p>[.....]</p> <p>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.</p>	<p>350.1 [.....] 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\$ 5060 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.</p> <p>[.....]</p> <p>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\$ 3373 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\$ 5060, 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.</p>

Note: Amendments made in boldface type.