



# WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD  
109th Session  
Provisional agenda item 6.3

EB109/27  
3 December 2001

## Confirmation of amendments to the Staff Rules

### Report by the Secretariat

1. This report deals with (a) amendments to the Staff Rules resulting from decisions taken by the United Nations General Assembly on the basis of recommendations made by the International Civil Service Commission (ICSC)<sup>1</sup> and (b) highlights of the annual report of the Commission being considered by the Fifty-sixth session of the United Nations General Assembly and submitted to the Executive Board in accordance with Article 17 of the ICSC Statute.<sup>2</sup>

#### AMENDMENTS TO THE STAFF RULES RESULTING FROM DECISIONS TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY ON THE BASIS OF ICSC RECOMMENDATIONS

2. Amendments to the Staff Rules resulting from decisions expected to be taken by the United Nations General Assembly on the Commission's report are submitted for confirmation by the Executive Board in accordance with Staff Regulation 12.2.<sup>1</sup> Should the General Assembly not be in agreement with the recommendations, an addendum to this document will be issued.

#### Schedule of salaries for the professional and higher category staff

3. The Commission has recommended to the General Assembly an upward adjustment of 3.87% of the common system base/floor salary scale, to take effect from 1 March 2002.<sup>3</sup> This adjustment is a routine annual exercise designed to bring the base/floor salary scale of the United Nations system into line with the salaries of the comparator civil service (the United States federal civil service in Washington, D.C.).<sup>4</sup> The adjustment consists in a consolidation of post adjustment (the cost-of-living element) into base net salary on a "no loss – no gain" basis. This ensures *inter alia*, that allowances that are linked to the base/floor salary scale (the mobility and hardship allowance and certain separation payments) keep pace with inflation. The staff assessment scale to be used in conjunction

---

<sup>1</sup> Copies of the latest edition of the Staff Rules and Staff Regulations (January 2001) are available in the meeting room.

<sup>2</sup> General Assembly Official Records, Fifty-sixth session: Supplement No. 30 (A/56/30) (copies available in the meeting room).

<sup>3</sup> The base/floor salary scale was introduced in 1990; adjustments have been made every year since.

<sup>4</sup> See Statute of the International Civil Service Commission, Article 17. *WHO Official Records*, No. 226 (1975), Annex 5.

with the establishment of gross base salaries effective 1 March 2002 remains unchanged. Amendments to Staff Rules 330.1.1 and 330.2 have been prepared accordingly and are contained in the Annex.

### **Salaries of staff in ungraded posts and of the Director-General**

4. Subject to the above decision of the United Nations General Assembly, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board should recommend to the Fifty-fifth World Health Assembly modifications in the salaries of ungraded posts. Thus the net salary for ungraded posts would be US\$ 108 379 (dependency rate) or US\$ 98 141 (single rate). Similar adjustments to the salary of the Director-General result in a modified net salary of US\$ 142 813 (dependency rate) or US\$ 127 000 (single rate). These changes are also based on the “no loss – no gain” formula.

### **HIGHLIGHTS OF THE REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION**

5. Highlights of the twenty-seventh annual report of the International Civil Service Commission (ICSC) are detailed below.

#### **Review of the pay and benefits system**

6. Reform of the pay and benefits system is one of the principal elements of the Framework for Human Resources Management adopted by the Commission in 2000. In line with the principles set out in the Framework, the review aims for a modernized compensation system that will (a) reward staff in a competitive and equitable manner, on the basis of merit, competence, responsibility and accountability; (b) motivate and encourage staff to develop skills and competencies and provide opportunities for career advancement; (c) be flexible, transparent and administratively simple; and (d) meet organizations’ needs to attract, develop and retain high-quality staff. At its 2001 session, the Commission decided to submit an interim report to the General Assembly. Work will continue in 2002 with the aim of providing a definitive report to the General Assembly. Areas of work that will be integrated with the review of the pay and benefits system include mobility and contractual arrangements (which are key elements of WHO’s reform of human resources management).

#### **Standards of Conduct for the international civil service**

7. For the past three years, the Commission has been working closely with organizations and staff representatives to reach consensus on a revised text of the 1954 Standards of Conduct that will serve the needs of the international civil service in the twenty-first century. A revised text has now been adopted by the Commission (contained in Annex II of its Report) and is being recommended to the organizations. The Executive Board is invited to note the revised Standards, which will be issued to all staff in conjunction with the staff ethics framework being developed under the strategy for reform of human resources.<sup>1</sup>

---

<sup>1</sup> Document EB109/25.

## **Introduction of the euro**

8. The Commission has recommended to the General Assembly and organizations that as of 1 January 2002 the euro should be used as the official currency for those emoluments which are currently set in the national currencies of the 12 euro-zone countries which have adopted the euro as official currency. The national currency amounts would be converted by applying the respective fixed conversion rates and then rounded up or down to the nearest euro. This change will have an impact on the converted values of the education grant for nine currency areas and of the children's and secondary dependants' allowances for nine locations. It is also recommended that, where applicable, organizations convert into euros as of 1 January 2002 their respective general service salary scales and allowances on the basis of the above approach. WHO has taken the necessary administrative action to ensure a smooth transition to the euro.

## **ACTION BY THE EXECUTIVE BOARD**

9. The Board may wish 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 2002 concerning the salary scale applicable to staff in professional and higher category posts and the rates of staff assessment for professional and higher category posts.

### **Resolution 2**

The Executive Board

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

The Fifty-fifth World Health Assembly,

Noting the recommendations 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\$ 158 353 per annum before staff assessment, resulting in a modified net salary of US\$ 108 379 (dependency rate) or US\$ 98 141 (single rate);
2. ESTABLISHES the salary for the Director-General at US\$ 213 892 per annum before staff assessment, resulting in a modified net salary of US\$ 142 813 (dependency rate) or US\$ 127 000 (single rate);
3. DECIDES that those adjustments in remuneration shall take effect on 1 March 2002.

ANNEX

**TEXT 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 category staff<sup>1</sup>

<b>Assessable income</b>	<b>Staff assessment rates for those with dependants (as defined in Rules 310.5.1 and 310.5.2)</b>
US \$	%
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 base salaries and of annual net base salaries shall apply to all professional and higher category posts:

---

<sup>1</sup> With effect from 1 March 2002.

**Salary scale for the professional and higher graded categories: annual gross salaries and net equivalents after application of staff assessment  
(effective 1 March 2002)  
(US dollars)**

Level		Step														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D-2	Gross	129 834	132 689	135 540	138 392	141 245	144 097									
	Net D	90 697	92 467	94 235	96 003	97 772	99 540									
	Net S	83 322	84 805	86 286	87 768	89 250	90 733									
P-6/D-1	Gross	114 784	117 226	119 669	122 106	124 550	126 994	129 437	131 877	134 319						
	Net D	81 366	82 880	84 395	85 906	87 421	88 936	90 451	91 964	93 478						
	Net S	75 209	76 539	77 868	79 195	80 526	81 845	83 115	84 384	85 652						
P-5	Gross	101 084	103 294	105 505	107 715	109 924	112 132	114 344	116 553	118 761	120 974	123 185	125 392	127 602		
	Net D	72 872	74 242	75 613	76 983	78 353	79 722	81 093	82 463	83 832	85 204	86 575	87 943	89 313		
	Net S	67 698	68 955	70 159	71 362	72 565	73 767	74 970	76 173	77 376	78 579	79 781	80 983	82 162		
P-4	Gross	83 255	85 283	87 306	89 329	91 442	93 597	95 752	97 906	100 065	102 216	104 371	106 529	108 682	110 837	112 994
	Net D	61 548	62 887	64 222	65 557	66 894	68 230	69 566	70 902	72 240	73 574	74 910	76 284	77 583	78 919	80 256
	Net S	57 316	58 546	59 770	60 994	62 220	63 443	64 669	65 894	67 118	68 342	69 540	70 717	71 888	73 062	74 235
P-3	Gross	68 306	70 208	72 112	74 011	75 915	77 815	79 715	81 620	83 523	85 423	87 326	89 226	91 202	93 226	95 250
	Net D	51 682	52 937	54 194	55 447	56 704	57 958	59 212	60 469	61 725	62 979	64 235	65 489	66 745	68 000	69 255
	Net S	48 242	49 396	50 553	51 706	52 862	54 015	55 169	56 324	57 477	58 632	59 782	60 933	62 083	63 233	64 384
P-2	Gross	55 346	56 907	58 465	60 027	61 729	63 429	65 130	66 829	68 532	70 233	71 932	73 636			
	Net D	42 849	43 973	45 095	46 218	47 341	48 463	49 586	50 707	51 831	52 954	54 075	55 200			
	Net S	40 191	41 210	42 226	43 244	44 260	45 279	46 313	47 344	48 379	49 412	50 444	51 479			
P-1	Gross	42 944	44 444	45 942	47 442	48 939	50 438	51 938	53 436	54 932	56 432					
	Net D	33 920	35 000	36 078	37 158	38 236	39 315	40 395	41 474	42 551	43 631					
	Net S	31 997	32 992	33 986	34 980	35 974	36 967	37 962	38 944	39 921	40 899					

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