



# WORLD HEALTH ORGANIZATION

**EXECUTIVE BOARD**  
**113th Session**  
**Provisional agenda item 6.1**

**EB113/19**  
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## **Human resources**

### **Report of the International Civil Service Commission**

#### **Report by the Secretariat**

1. Under Article 17 of its Statute,<sup>1</sup> the International Civil Service Commission (ICSC) is required to submit an annual report to the United Nations General Assembly which is transmitted to the governing bodies of the organizations of the United Nations system through their executive heads.
2. The Director-General submits to the Executive Board herewith the twenty-ninth annual report of the International Civil Service Commission.<sup>2</sup> At the time of preparation of this document, the report was under consideration by the United Nations General Assembly at its fifty-eighth session. Any developments in connection with the Commission's recommendations will be reported separately to the Executive Board in an addendum to this document.
3. The Commission's discussions during 2003 were focused on its continuing review of the pay and benefits system. Progress on that and other major topics covered in the report is summarized below.

#### **SUMMARY OF RECOMMENDATIONS AND DECISIONS OF THE COMMISSION**

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

4. The review of the pay and benefits system is being undertaken by the Commission with a view to making the compensation package of the United Nations common system more responsive to and supportive of Member States' and organizations' current needs. Work is being pursued in a number of priority areas; details are given in the paragraphs that follow.

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<sup>1</sup> WHO Official Records, No. 226, 1975.

<sup>2</sup> General Assembly Official Records, Fifty-eighth session: Supplement No. 30 (A/58/30) (copies available in the meeting room).

### **Job evaluation system**

5. A revised and simplified job evaluation system for professional and higher category posts has been designed to work in conjunction with broad-banding and pay-for-performance systems. This new system of job evaluation, comprising the Master Standard, grade-level descriptors and a new job description format is likely to be promulgated as from 1 January 2004. Implementation of the new standards in organizations will be monitored, and a comprehensive assessment will be undertaken after 18 months; parallel reforms for the general service and related categories will also be pursued.
6. WHO (in conjunction with the Commission) is organizing training to facilitate the introduction of the new Master Standard, which has been designed to function from an automated platform, and which will also develop WHO-specific grade-level descriptors.

### **Broad banding/performance pay**

7. The Commission has decided to pilot broad-banded salary systems in several volunteer organizations with a starting date of July 2004. In these systems, current grades are grouped into broad salary bands; there are no steps within the salary bands and staff move according to their competency development and performance. This approach provides for career development streams and enables organizations to use jobs and deploy staff in a manner that is more in line with programme needs.
8. A comprehensive project plan is being developed by the Commission and the organizations to guide the preparation and conduct of the pilot study. The plan should include a communication strategy addressing the needs of all interested parties.
9. The Commission decided that the pilot broad-banding system and related pay-for-performance system should be designed to be cost neutral. The appropriation of any additional resources would have to be decided by the United Nations General Assembly and other legislative bodies on the basis of the effectiveness of the new system, gains in efficiency, greater recognition of performance or some other criterion.

### **Senior management service**

10. Developmental work on the establishment of a senior management service is continuing under the auspices of the United Nations system Chief Executives' Board. Progress will be reported to the Commission in 2004.

### **Other issues**

#### **Hazard pay**

11. In 2002 the Commission decided to increase the level of hazard pay for locally recruited staff from 20% to 30% of the mid-point of local base salary scales. The General Assembly requested the Commission to reconsider this decision. Following further consideration, the Commission has decided to uphold its prior decision that the level of hazard pay granted to locally recruited staff be increased to 30% of the mid-point of the local salary scales, to take effect from 1 January 2004.

### **Paternity leave**

12. The Commission has scheduled a review of paternity leave for 2004. In this context, it is recalled that in January 2001, the Executive Board confirmed the introduction of five days' paternity leave on a trial basis for two years, with effect from January 2001,<sup>1</sup> to be reviewed in the light of developments in the common system. The trial period was extended until January 2004,<sup>2</sup> in the expectation that the review to be undertaken by the Commission would have been completed by that time. Since the Commission's review is now scheduled for 2004, the Director-General has decided, subject to confirmation by the Executive Board, to extend the trial period for paternity leave for a further year.

### **Base/floor salary scale: conditions of service in the professional and higher categories**

13. The Commission is recommending to the United Nations General Assembly that the United States federal civil service's nationwide General Schedule scale (excluding locality pay) be used as a reference point for the United Nations base/floor salary scale. As a result of this recommendation, the base/floor salary scale would be maintained at its current level for the time being. Consequently, allowances that are pegged to the base/floor (e.g., the mobility and hardship allowance, and certain separation payments) would also remain unchanged.

### **ACTION BY THE EXECUTIVE BOARD**

14. The Executive Board is invited to consider the following draft resolution:

The Executive Board

1. NOTES the twenty-ninth annual report of the International Civil Service Commission;
2. CONFIRMS in accordance with Staff Regulation 12.2 the decision of the Director-General to extend the trial period concerning paternity leave until January 2005.

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<sup>1</sup> Resolution EB107.R7.

<sup>2</sup> Resolution EB111.R8.