



# 世界卫生组织

执行委员会  
第一一五届会议  
临时议程项目 8.1

EB115/38 Add.1  
2005 年 1 月 12 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<sup>2</sup>，现将总干事对《职员细则》的修订款提交执行委员会确认。
2. 继文件 EB115/38 中描述的修订款之后，本文件提出一项修订款，它源自管理部门以及总部和常设办事处职工协会代表组成的全球职工/管理理事会上进行的广泛讨论。现将《职员细则》经修订的文本作为附件附后。

### 升级

3. 由职务改叙产生的升级在《职员细则》第 560.2 条中处理。鉴此，该职位在职职工只要具备必要的资格和令人满意的工作表现，他或她应有权获得此类升级。已决定，为了对所有职工公平和透明，如果已任职位从一般事务类改叙为专业类或在一个职类内改叙超过一个职等，应将该职位向全体职工公布并应在竞争基础上对该职位进行甄选，但须遵从总干事确定的条件。因此，已对《职员细则》第 560 条进行修订以反映这些新的规定。

### 执行委员会的行动

4. 执委会拟可审议如下决议草案：

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<sup>1</sup> 执委会委员可在会议室索取《职员细则》和《人事条例》。

<sup>2</sup> 《基本文件》，第四十四版，日内瓦，世界卫生组织，2003 年。

执行委员会，

**确认**总干事根据《人事条例》第 12.2 条就关于职位改叙产生的升级的政策对《职员细则》所作的修订，自 2005 年 1 月 1 日起生效。

## AMENDMENTS TO THE STAFF RULES

Former Text		New Text	
560.	PROMOTION (see Staff Regulation 4.4)	560.	PROMOTION (see Staff Regulation 4.4)
560.1	Promotion is the advancement of a staff member to a post of higher grade, as a result either of the reclassification of the post he occupies or of reassignment to a different post.	560.1	[no change]
560.2	A staff member shall be entitled to the promotion resulting from a reclassification of the post he occupies if he has the necessary qualifications and his performance has been satisfactory. A staff member whose performance has been satisfactory may at any time be considered for reassignment to a post of higher grade for which he has the qualifications.	560.2	<b>Subject to Rule 560.3, a</b> A staff member shall be entitled to the promotion resulting from a reclassification of the post he <b>or she</b> occupies if he <b>or she</b> has the necessary qualifications and his <b>or her</b> performance has been satisfactory.  [New Rule]
		<b>560.3</b>	<b>If an occupied post is reclassified from the general service category to the professional category or by more than one grade within a category, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General.</b>
		<b>560.4</b>	A staff member whose performance has been satisfactory may at any time be considered for reassignment to a post of higher grade for which he <b>or she</b> has the qualifications.