



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
115th Session
Provisional agenda item 8.1

EB115/38 Add.1
12 January 2005

Confirmation of amendments to the Staff Rules¹

Report by the Secretariat

1. Amendments to the Staff Rules made by the Director-General are submitted for confirmation by the Executive Board in accordance with Staff Regulation 12.2.²
2. Further to the amendments described in document EB115/38, this document presents an amendment which stems from extensive discussions at the Global Staff/Management Council, comprising representatives of administration and staff associations from headquarters and established offices. The text of the amended Staff Rule is annexed.

PROMOTION

3. Promotion resulting from a reclassification of a post is dealt with in Staff Rule 560.2, by which the staff member occupying the post shall be entitled to such a promotion provided that he or she has the necessary qualifications and his or her performance has been satisfactory. It has been decided that, in the interest of equity and transparency for all staff, 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. Consequently, Staff Rule 560 has been amended to reflect these new provisions.

ACTION BY THE EXECUTIVE BOARD

4. The Board may wish to consider the following draft resolution.

The Executive Board,

CONFIRMS, in accordance with Staff Regulation 12.2, the amendment to the Staff Rules that has been made by the Director-General with effect from 1 January 2005 concerning the policy on promotion resulting from reclassification of a post.

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

² Basic documents, 44th ed., Geneva, World Health Organization, 2003.

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	<p>Subject to Rule 560.3, a A staff member shall be entitled to the promotion resulting from a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance has been satisfactory.</p> <p>[New Rule]</p>
		560.3	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.
		560.4	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 or she has the qualifications.