



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²，现将代理总干事对《职员细则》的修订款提交执委会确认。
2. 本文件第 I 部分中叙述的修订出自联合国大会第六十一届会议根据国际公务员制度委员会的建议预期将做出的决定。如联合国大会不批准造成第 I 部分所含修订款的建议，将发行本文件的补编。
3. 本文件第 II 部分所叙述的修订系根据经验和为了良好的人力资源管理所做出。
4. 这些修订对 2006 – 2007 双年度的财政影响包括正常预算下微不足道的额外费用，可通过为每个区域和为全球与区域间活动设立的有关拨款以及预算外资金来源支付。
5. 经修订的《职员细则》刊于附件。

¹ 执委会委员可在会议室索取《职员细则》和《人事条例》副本。

² 《基本文件》第 45 版，日内瓦，世界卫生组织，2005 年。

I. 鉴于联合国大会根据国际公务员制度委员会的建议预期将在其第六十一届会议上做出的决定认为必要的修订

专业及以上职类薪酬

6. 委员会告知联合国大会，委员会现在的建议取代大会尚未采取行动的委员会 2005 年基薪/底薪建议，现在的建议反映了参照国 2005-2006 两年期薪资净额的变动情况。

7. 在这方面，委员会建议联合国大会：

(a) 采用标准合并程序，按照降低工作地点差价调整数乘数点和上调基薪（即不亏不盈）的标准方法，将目前专业及以上职类基薪/底薪表上调 4.57%，自 2007 年 1 月 1 日起生效；

(b) 在调整基薪/底薪表的同时，即自 2007 年 1 月 1 日起，实行在委员会 2005 年报告¹中向大会建议的新的流动和艰苦条件津贴安排²。

8. 据此对《职员细则》附录 1 进行了修订。

不叙级职位职员和总干事的薪金

9. 按照联合国大会对上文第 7 段的建议的决定，总干事提议，根据《人事条例》第 3.1 条，执行委员会应建议第六十届世界卫生大会调整助理总干事和区域主任的薪金。因此，助理总干事和区域主任的年薪毛额自 2007 年 1 月 1 日起为 168 826 美元，从而薪金净额为 122 737 美元（有受抚养者）或 111 142 美元（单身者）。

10. 根据上述薪金调整，卫生大会为副总干事批准的薪金将为：(i)自 2006 年 1 月 1 日起，年薪毛额为 181 778 美元，相应的薪金净额为 131 156 美元（有受抚养者）或 118 034 美元（单身者）；以及(ii)自 2007 年 1 月 1 日起，年薪毛额为 185 874 美元，相应的薪金净额为 133 818 美元（有受抚养者）或 120 429 美元（单身者）。

¹ 《大会正式记录，第六十届会议，补编第 30 号和更正》（A/60/30 和 Corr.1），附件二。

² 建议的流动和艰苦条件津贴新安排产生的《职员细则》修订款已于 2006 年 5 月提交执委会进行确认（文件 EB118/11）。

11. 上述薪金调整将意味着对总干事的薪金作出相似的调整。因此，将由卫生大会批准的薪金调整将使薪金毛额自 2007 年 1 月 1 日起为 228 818 美元，薪金净额为 161 732 美元（有受抚养者）或 143 829 美元（单身者）。

教育补助金

12. 委员会向联合国大会建议：

(a) 在丹麦、爱尔兰、意大利、瑞典、美利坚合众国和美国境外美元区，可受理费用上限和教育补助金最高限额应该按照委员会 2006 年报告附件二表 1 所列数额设定¹；

(b) 对于奥地利、比利时、芬兰、法国（以下文(d)分段为限）、德国、日本、荷兰、西班牙、瑞士和联合王国，可受理费用上限和教育补助金最高限额应保持现有水平，具体数额见委员会 2006 年报告附件二表 2；

(c) 挪威作为一个区单列的情况应该终止，该国教育补助申请列入美国境外美元区；

(d) 针对法国的下列学校应该按照等同于美国适用的数额确定单独的可受理费用上限：

巴黎美利坚学校；巴黎不列颠学校；巴黎国际学校；巴黎美利坚大学；巴黎玛丽蒙特学校；里昂欧洲管理学校；

(e) 在可受理教育费用最高限额范围内拟考虑的膳宿统一费率，以及指定工作地点工作人员可领取的超出补助金最高限额的膳宿费用额外报销数额，应按委员会 2006 年报告附件二表 3 所列数额修订；

(f) 对于每名伤残子女，可领取的特别教育补助金数额应等于正常补助金可受理支出最高限额订正数额的 100%；

¹ 《大会正式记录，第六十一届会议，补编第 30 号》（A/61/30）（可在执委会会议室索取副本）。

(g) 对中国、印度尼西亚和俄罗斯联邦，应继续采取特别措施，允许各组织报销实际费用的 75%，最高为美利坚合众国美元区现行的可受理支出最高限额，但不得超过这一限额。在讨论过程中，委员会一致认为对罗马尼亚可停止采取特别措施。

13. 委员会进一步建议，上述各项措施应从 2007 年 1 月 1 日所在学年开始施行。
14. 委员会还向联合国大会建议，即使工作人员子女在三年后获得学位，教育补助金标准的覆盖年限应该持续到该子女完成四年高中后教育的学年末，但继续适用 25 岁的年龄限制。
15. 据此对《职员细则》第 350.1.1 和《职员细则》附录 2 进行了修订。

II. 根据经验和为了良好的人力资源管理认为必要的修订

回籍假

(a) 回籍假目的地

16. 已对《职员细则》第 640.1 条作出修订，使工作人员及其家庭能够在工作人员认可的居住地之外的一个国家享受回籍假。其意图是为了承认工作人员及其家庭具备多文化的背景以及在其职业生涯期间与其国籍国/认可的居住地之外的其它地方已建立文化/家庭联系的情况。已对《职员细则》第 640.1 条作文字上的修改以澄清回籍假使用的时间从工作人员应享有的年假中扣除。

17. 已对《职员细则》第 640.5 条作出修订以反映《职员细则》第 640.1 条的变动并澄清在工作人员认可的居住地之外的一个国家享受回籍假时本组织的财政义务。已对《职员细则》第 640.5.1 条和第 640.5.2 条作出修订以反映对《职员细则》第 640.1 条的修订。

18. 上述变动使世卫组织《职员细则》和政策与联合国最近采用以及联合国共同制度内其它组织已实行的《职员细则》和政策相一致。

(b) 回籍假的频率

19. 已对《职员细则》第 640.3.2 条和第 640.6.4 条作出修订，对在 12 个月工作地点服务的工作人员，将回籍假之后要求的 service 时间减少到 3 个月。已删除《职员细则》第

640.6.3 条，以取消有资格的家庭成员必须与工作人员同时享受回籍假旅行的要求。已对《职员细则》第 640.6.4 条和第 640.6.5 条相应地重新编号。

20. 上述变动使世卫组织《职员细则》和政策与联合国及联合国共同制度内其它组织的《职员细则》和政策相一致，并承认工作队伍的流动性和国际性质以及在艰苦工作地点服务的工作人员的困难工作和生活条件。

特别假

21. 已对《职员细则》第 650 条作出修订，使总干事能够决定根据该条给予特别假的条件，其中包括期限。为清楚了起见，还对该条进行了编辑，并做了进一步修订以特别提及请假照护子女和患重病的家庭成员作为可给予特别假的重要原因，还规定在此类特殊情况中（包括直系亲属死亡），不一定要休完年假才能请特别假。

22. 这些变动使世卫组织《职员细则》与联合国及联合国共同制度内其它组织的《职员细则》相一致。

无薪假

23. 《职员细则》新的第 655.3 条已经实行，使总干事能够出于养恤金的目的为两年之内将达到 55 岁和 25 年交款服务或已超过该年龄并在两年内将达到 25 年交款服务的职员批准无薪假。已对《职员细则》关于无薪假的第 655.1 条作出修订以反映《职员细则》新的第 655.3 条。

24. 这些变动使世卫组织《职员细则》与联合国及联合国共同制度内其它组织的《职员细则》相一致。

军事训练或服兵役假

25. 已对《职员细则》第 660.1 条作出修订，规定军事训练或服兵役的整个时期可请特别假。

病假（家庭突发情况假）

26. 已对《职员细则》第 740.2 条作出修订，使工作人员在直系亲属死亡的情况下能够部分或全部利用应享有的家庭突发情况假（7 个工作日的无证明病假）。

27. 这一变动使世卫组织《职员细则》与联合国及联合国共同制度内其它组织的《职员细则》相一致。

产假

28. 已对《职员细则》第 760.2 条作出修订，规定在双胞胎的情况下增加 4 周的产假。在其它组织没有这种政策，但作为卫生方面的领导组织，世卫组织充分考虑到工作人员的福祉和良好的人力资源管理，在这种特殊情况下制定卫生标准是很重要的。已对《职员细则》第 760.4 条作出文字修改以便使之更加明确。

陪产假和收养假

29. 由于陪产假和收养假是独特形式的全薪假，实行了关于陪产假的新《职员细则》第 763 条和关于收养假的新《职员细则》第 765 条。据此，已对《职员细则》关于产假的第 760 条和第 760.1 条作出修订以删除提及陪产假的文字。已对《职员细则》关于陪产假的第 760.5 条重新编号，体现为《职员细则》新的第 763 条，并作了文字修订以使之更加明确。

30. 已对《职员细则》关于特别假的第 650 条作出修订以删除提及收养假的文字。

工作人员的旅行

31. 已对《职员细则》第 810.5.2 条作出修订，以便针对在 12 个月工作地点服务的职员的情况，缩短探亲旅行之后要求的 service 时间。此外，已把《职员细则》第 810.5.4 条中提及的《职员细则》第 640.6.5 条改为重新编号的《职员细则》第 640.6.4 条。

32. 这一变动对在艰苦工作地点服务的工作人员的艰苦工作和生活条件给予承认。

子女在教育补助金之下的旅行

33. 已对《职员细则》第 820.2.5.2 条作出修订，使在教育补助金之下享有旅行待遇的子女能够与工作人员在工作人员工作地点或子女就学地点之外的另一地点团聚。

34. 这一变动使世卫组织《职员细则》和政策与联合国及联合国共同制度其它组织的《职员细则》和政策相一致。

辞职

35. 已对《职员细则》第 1010.3 条作出修订并已实行《职员细则》新的第 1010.4 条以反映对《职员细则》第 640.3.2 条、第 640.6.4 条和第 810.5.2 条的修订。

完成任用

36. 已实行《职员细则》新的第 1040.2 条，规定当任用期在产假、陪产假或收养假期间期满时，应延长任用。延长任用的期限将根据总干事规定的条件由其决定。已对《职员细则》第 1040 条相应地重新编号，并为清楚明了起见，已作出文字修改。

37. 这些变动使世卫组织《职员细则》与联合国及联合国共同制度其它组织的《职员细则》相一致。

解雇通知

38. 已对《职员细则》第 1083 条作出修订，规定在产假、陪产假或收养假期间可发出《职员细则》第 1030 条、第 1045 条、第 1050 条、第 1060 条、第 1070 条和第 1080 条之下的解雇通知。解雇有效日期将是休假期满之日或《职员细则》有关条款规定的通知期限结束之时，以较晚者为准。

解雇有效日期

39. 已对《职员细则》第 1090 条作出修订，并已实行《职员细则》新的第 1090.1 条和第 1090.2 条以反映对《职员细则》第 1083 条的修订。

执行委员会的行动

40. 根据这些修订，执委会拟可考虑下述决议草案。

决议 1

执行委员会，

确认代理总干事根据《人事条例》第 12.2 条就以下方面对《职员细则》所作的修订：(a)自 2007 年 1 月 1 日起生效，有关专业及以上职类工作人员薪酬；(b)自

2007年1月1日所在的学年生效，有关教育补助金；以及(c)自2007年7月1日起生效，有关回籍假、特别假、无薪假、军事训练或服兵役假、病假（家庭突发情况假）、产假、陪产假、收养假、工作人员的旅行、子女在教育补助金之下的旅行、辞职、完成任用、解雇通知以及解雇有效日期。

决议 2

执行委员会，

建议第六十届世界卫生大会通过下述决议：

第六十届世界卫生大会，

注意到执行委员会关于不叙级职位职员和总干事薪酬的建议，

1. **确定**自2007年1月1日起，助理总干事和区域主任在扣除薪金税以前的年薪为168 826美元，因而修订的薪金净额为122 737美元（有受抚养者）或111 142美元（单身者）；
2. **确定**自2006年1月1日起，副总干事在扣除薪金税以前的年薪为181 778美元，因而薪金净额为131 156美元（有受抚养者）或118 034美元（单身者）；以及自2007年1月1日起，在扣除薪金税以前的年薪为185 874美元，因而薪金净额为133 818美元（有受抚养者）或120 429美元（单身者）；
3. **确定**自2007年1月1日起，总干事在扣除薪金税以前的年薪为228 818美元，因而修订的薪金净额为161 732美元（有受抚养者）或143 829美元（单身者）。

ANNEX

AMENDMENTS TO THE STAFF RULES

Former Text	New Text
<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3, under the conditions which follow:</p> <p>350.1.1 the grant is payable for each child as defined under Rule 310.5.2, except that the entitlement in respect of such a child shall extend up to the end of the school year in which the child reaches the age of 25, completes four years of post-secondary studies or is awarded the first recognized degree, whichever is earlier;</p>	<p>350. EDUCATION GRANT</p> <p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3, under the conditions which follow:</p> <p>350.1.1 the grant is payable for each child as defined under Rule 310.5.2, except that the entitlement in respect of such a child shall extend up to the end of the school year in which the child reaches the age of 25, or completes four years of post-secondary studies or is awarded the first recognized degree, whichever is earlier;</p> <p>[no further changes]</p>
<p>640. HOME LEAVE</p> <p>640.1 Home leave is provided so that a staff member who is serving and residing outside the country of his recognized place of residence may spend a reasonable period of leave in his home country (or in another country, as provided for in Rule 640.5.2) with a view to maintaining effective association with its culture, with his family, and with his national, professional or other interests.</p> <p>640.2 ...</p>	<p>640. HOME LEAVE</p> <p>640.1 Home leave is provided so that a staff member who is serving and residing outside the country of his recognized place of residence may spend a reasonable period of annual leave in his home country (or in another country, as provided for in Rule 640.5.2) with a view to maintaining effective association with its his culture, with his family, and with his national, professional or other interests. Staff members may exercise home leave travel in a country other than that of their recognized place of residence under conditions established by the Director-General.</p> <p>640.2 [No change]</p>

Former Text	New Text
<p>640.3 Staff members are eligible for home leave when:</p> <p>640.3.1 they are serving and residing outside the country of their recognized place of residence as established under Rule 460; and</p> <p>640.3.2 their service is expected to continue at least six months beyond the date of return from home leave or six months beyond the date of eligibility for home leave, whichever is later; and</p> <p>640.3.3 they are not locally recruited under Rules 1310 and 1330; and</p> <p>640.3.4 they have met the requirements for qualifying service under Rule 640.4.</p>	<p>640.3 Staff members are eligible for home leave when:</p> <p>640.3.1 they are serving and residing outside the country of their recognized place of residence as established under Rule 460; and</p> <p>640.3.2 if the staff member is assigned to a 24-month official station, their service is expected to continue at least six months beyond the date of return from home leave or six months beyond the date of eligibility for home leave, whichever is later, or, if the staff member is assigned to a 12-month official station, their service is expected to continue at least three months beyond the date of return from home leave or three months beyond the date of eligibility for home leave, whichever is later; and</p> <p>640.3.3–640.3.4[No change]</p>
<p>640.4 Qualifying service under Rule 640.2 consists of continuous service for the Organization at official stations outside the country of the staff member's recognized place of residence, but does not include periods of sick leave under insurance cover in excess of 30 days or leave without pay in excess of 30 days.</p>	<p>640.4 [No change]</p>
<p>640.5 Home leave consists of travel time without charge to the staff member's annual leave with return transportation paid by the Organization for the staff member, his spouse and eligible children, up to the cost of travel between the official station and the staff member's recognized place of residence. Travel shall be authorized as follows:</p>	<p>640.5 Home leave consists of travel time without not charged to the staff member's annual leave with return transportation paid by the Organization for the staff member, his the spouse and eligible children, up to the cost of travel between the official station and the staff member's recognized place of residence or the actual destination, whichever is less. Travel shall be authorized as follows:</p>

Former Text	New Text						
<p>640.5.1 at 24-month stations, travel shall be between the official station and the staff member's recognized place of residence or another place in the same country; as a condition for the payment of travel the staff member, his spouse and eligible children must spend a reasonable period of time in that country;</p> <p>640.5.2 at 12-month stations, travel shall be as under Rule 640.5.1, except that every second travel may be between the official station and a country other than that of the recognized place of residence, in which case a reasonable period of time must be spent away from the official station.</p>	<p>640.5.1 at 24-month stations, travel shall be between the official station and the staff member's recognized place of residence or another place as provided for in Rule 640.1 in the same country; as a condition for the payment of travel the staff member, his spouse and eligible children must spend a reasonable period of time in that country;</p> <p>640.5.2 at 12-month stations, travel shall be as under Rule 640.5.1, except that every second travel may be between the official station and a country other than that of the recognized place of residence, in which case a reasonable period of time must be spent away from the official station as a condition for the payment of travel the staff member, the spouse and eligible children must spend a reasonable period of time in the country where the leave is exercised.</p>						
<p>640.6 Home leave may be granted subject to the following conditions:</p> <p>640.6.1 the date of departure on home leave may be at any time during the eligibility period specified below:</p> <table data-bbox="443 943 1099 1043"> <thead> <tr> <th>Official station</th> <th>Eligibility period</th> </tr> </thead> <tbody> <tr> <td>24-month</td> <td>6 months before and after eligibility date</td> </tr> <tr> <td>12-month</td> <td>3 months before and after eligibility date</td> </tr> </tbody> </table> <p>When the date of departure is after the end of the eligibility period, qualifying service towards the next home leave shall accrue from the date of departure, unless the leave has been postponed at the request of the Organization;</p> <p>640.6.2 in exceptional circumstances, home leave may be advanced, provided there has been a minimum period of qualifying service as defined by the Director-General;</p>	Official station	Eligibility period	24-month	6 months before and after eligibility date	12-month	3 months before and after eligibility date	<p>640.6 [no change]</p> <p>640.6.1 [no change]</p> <p>640.6.2 [no change]</p>
Official station	Eligibility period						
24-month	6 months before and after eligibility date						
12-month	3 months before and after eligibility date						

Former Text	New Text
<p>640.6.3 travel of the spouse and eligible children on home leave shall normally take place at the same time as the travel of the staff member;</p> <p>640.6.4 the spouse and eligible children must remain at the official station for at least six months after return from home leave;</p> <p>640.6.5 the timing of the home leave must be reasonable in relation to other authorized travel of the staff member, spouse or children, and in relation to the exigencies of the service.</p>	<p>640.6.3 [Deleted]</p> <p>640.6.43 the spouse and eligible children must remain at the official station for at least six months after return from home leave if the staff member is assigned to a 24-month official station, or for at least three months if the staff member is assigned to a 12-month official station;</p> <p>640.6.54 the timing of the home leave must be reasonable in relation to other authorized travel of the staff member, spouse or children, and in relation to the exigencies of the service.</p> <p>[No further changes]</p>
<p>650. SPECIAL LEAVE</p> <p>Special leave with full, partial or no pay may be granted for training or research in the interest of the Organization or for other valid reasons, including the death of an immediate family member or the adoption of a child under conditions determined by the Director-General. The Director-General may, at his or her initiative, place a staff member on special leave with full pay if he or she considers such leave to be in the interest of the Organization. Normally, such leave shall not be granted until all accrued annual leave has been exhausted and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.</p>	<p>650. SPECIAL LEAVE</p> <p>Special leave with full, partial or no pay may be granted at the request of a staff member for such period and under such conditions as the Director-General may prescribe. This special leave may be granted for training or research in the interest of the Organization or for other valid important reasons, including but not limited to child care, serious illness of a family member, or the death of an immediate family member. or the adoption of a child under conditions determined by the Director-General. The Director-General may, at his or her initiative, place a staff member on special leave with full pay if he or she considers such leave to be in the interest of the Organization. Normally, such leave shall not be granted until all accrued annual leave has been exhausted, except in the cases of special leave to care for a child, serious illness of a family member or death of an immediate family member. and normally shall not exceed one year in duration. Continuity of service shall not be broken during Pperiods of special leave, which shall be credited for all purposes except as otherwise specified in the Rules.</p>

Former Text	New Text
<p>655. LEAVE WITHOUT PAY</p> <p>655.1 Leave without pay may be granted, for a period normally not in excess of one year, for purposes normally covered by sick or annual leave when that leave has been exhausted.</p> <p>655.2 ...</p>	<p>655. LEAVE WITHOUT PAY</p> <p>655.1 Leave without pay may be granted, for a period normally not in excess of one year, except as indicated in Rule 655.3 below, for purposes normally covered by sick or annual leave when that leave has been exhausted.</p> <p>655.2 [no change]</p> <p>655.3 The Director-General may authorize leave without pay for pension purposes for staff who are within two years of reaching age 55 and 25 years of contributory service, or who are over that age and within two years of reaching 25 years of contributory service.</p> <p>[no further changes]</p>
<p>660. LEAVE FOR MILITARY TRAINING OR SERVICE</p> <p>660.1 Upon application, staff members, except those holding temporary appointments as defined in Rule 420.4, may be granted leave of absence for military training or service required by their government for a period not exceeding one year in the first instance but subject to extension on request. At the staff members' option, such absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose the provisions of Rule 655.2 shall apply.</p>	<p>660. LEAVE FOR MILITARY TRAINING OR SERVICE</p> <p>660.1 Upon application, staff members, except those holding temporary appointments as defined in Rule 420.4, may be granted leave of absence for a period of up to the full duration of the for military training or service required by their government. for a period not exceeding one year in the first instance but subject to extension on request. At the staff members' option, such absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose the provisions of Rule 655.2 shall apply.</p> <p>[no further changes]</p>

Former Text	New Text
<p>740. SICK LEAVE</p> <p>...</p> <p>740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged to sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies, other than in the event of the death of an immediate family member, in which case the certification requirement in respect of three consecutive working days shall not apply.</p>	<p>740. SICK LEAVE</p> <p>740.1 to 740.1.4 [no change]</p> <p>740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged to sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies, other than in the event of the death of an immediate family member, in which case the certification requirement in respect of three consecutive working days shall not apply.</p>
<p>760. MATERNITY AND PATERNITY LEAVE</p> <p>760.1 Staff members shall be entitled to maternity leave and paternity leave, subject to conditions established by the Director-General.</p> <p>760.2 Maternity leave shall commence six weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected due date. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.</p>	<p>760. MATERNITY AND PATERNITY LEAVE</p> <p>760.1 Staff members shall be entitled to maternity leave and paternity leave, subject to conditions established by the Director-General.</p> <p>760.2 Maternity leave shall commence six weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected due date. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in the case of multiple births, maternity leave shall extend for a period of 20 weeks from the time it is granted. However, in no case shall maternity leave terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.</p>

Former Text	New Text
<p>760.3 ...</p> <p>760.4 Where both parents of a new-born child are staff members of the World Health Organization, any unused portion of maternity leave to which the mother would otherwise have been entitled under Rule 760.2 may be used by the father of the child, under conditions established by the Director-General.</p> <p>760.5 Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the birth of his child, a staff member shall be entitled to paternity leave for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p> <p>No previous separate Staff Rule - was included under Staff Rule 650.</p>	<p>760.3 [no change]</p> <p>760.4 Where both parents of a new-born newborn child are staff members of the World Health Organization, any unused portion of maternity leave to which the mother would otherwise have been entitled under Rule 760.2 may be used by the other parent father of the child, under conditions established by the Director-General.</p> <p>763760.5 PATERNITY LEAVE</p> <p>A staff member shall be entitled to paternity leave sSubject to conditions established by the Director-General, and Upon presentation of satisfactory evidence of the birth of the staff member's his child, a the staff member shall be entitled to paternity leave for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p> <p>[no further changes]</p> <p>765. ADOPTION LEAVE [new Rule]</p> <p>Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the adoption of a child, a staff member shall be entitled to adoption leave for a total period of eight weeks.</p>

Former Text	New Text
<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff member as follows:</p> <p>...</p> <p>810.5 once in each interval between home leave eligibility dates (or once during an appointment of equivalent duration) from the official station to the place where the staff member's spouse and children, as defined in Rule 820.1, are residing, and return to the official station, provided that:</p> <p>810.5.1 the staff member has waived his entitlements to the travel of his spouse and children under Rules 820 and 825, except for education grant travel under Rules 820.2.5.2 and 820.2.5.3;</p> <p>810.5.2 his assignment is to continue for at least six months after his return;</p> <p>810.5.3 the cost to the Organization shall not in any case exceed that of travel from the official station to the staff member's recognized place of residence;</p> <p>810.5.4 there is a reasonable interval between this travel and travel on home leave (see also Rule 640.6.5);</p>	<p>810. TRAVEL OF STAFF MEMBERS</p> <p>The Organization shall pay the travel expenses of a staff member as follows:</p> <p>...</p> <p>810.5 [no change]</p> <p>810.5.1 [no change]</p> <p>810.5.2 his assignment is to continue for at least six months after his return if the staff member is assigned to a 24-month official station or for at least three months if the staff member is assigned to a 12-month official station;</p> <p>810.5.3 [no change]</p> <p>810.5.4 there is a reasonable interval between this travel and travel on home leave (see also Rule 640.6.54);</p>

Former Text	New Text
<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>...</p> <p>820.2.5 for a child for whom there is an entitlement to an education grant under Rule 350 for study outside the commuting distance of the official station, provided Rule 655.2.4 does not apply:</p> <p>820.2.5.1 one-way passage from the official station or elsewhere to the place of study to enter school for the first time; where the child has been resident with the staff member at the official station, the cost to the Organization is limited to that of travel from the official station to the staff member's recognized place of residence; where the child has not joined the staff member at his official station, the cost to the Organization is limited to that of travel from the staff member's recognized place of residence to the official station;</p> <p>820.2.5.2 one round trip each scholastic year between the place of study and the official station if:</p> <p>(1) the duration of the child's visit to the parents is reasonable in relation to the amount of travel expenses borne by the Organization;</p> <p>(2) the travel expenses to be borne by the Organization do not exceed the cost of round-trip travel between the official station and the staff member's recognized place of residence;</p> <p>(3) the timing of the child's journey is reasonable in relation to other authorized travel of the staff member, spouse, or children;</p>	<p>820. TRAVEL OF SPOUSE AND CHILDREN</p> <p>...</p> <p>820.2.5 – 820.2.5.1 [No change]</p> <p>820.2.5.2 one round trip each scholastic year between the place of study and the official station or other place, if:</p> <p>(1) the duration of the child's visit to the parents is reasonable in relation to the amount of travel expenses borne by the Organization;</p> <p>(2) the travel expenses to be borne by the Organization do not exceed the cost of round-trip travel between the official station and the staff member's recognized place of residence, or the destination of the travel, whichever is less;</p> <p>(3) the timing of the child's journey is reasonable in relation to other authorized travel of the staff member, spouse, or children;</p>

Former Text	New Text
<p>1010. RESIGNATION</p> <p>1010.1–1010.2 [No change]</p> <p>1010.3 A staff member resigning within six months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization’s expense for himself and family members who accompanied him on such travel. In case the staff member exercises his entitlement under Rule 820.2.6 and resigns within six months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization’s expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p>	<p>1010. RESIGNATION</p> <p>1010.1–1010.2 [No change]</p> <p>1010.3 A staff member assigned to a 24-month official station who resigning within six months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization’s expense for himself and family members who accompanied him on such travel. In case the staff member exercises his entitlement under Rule 820.2.6 and resigns within six months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization’s expense. Exceptions may be granted by the Director-General in case of resignation compelled by exceptional circumstances.</p> <p>1010.4 A staff member assigned to a 12-month official station who resigns within three months from the date of return from travel on home leave or from the date of qualifying for it, whichever is the later, or from travel under Rule 810.5, forfeits entitlement to repatriation travel at the Organization’s expense for himself and family members who accompanied him on such travel. In the event that the staff member exercises his entitlement under Rule 820.2.6 and resigns within three months from the starting date of such travel, he forfeits entitlement to his repatriation travel at the Organization’s expense.</p>

Former Text	New Text
<p>1040. COMPLETION OF APPOINTMENTS</p> <p>In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall terminate automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment. Where it has been decided not to offer an extension of appointment to a staff member holding a temporary appointment, the staff member shall be notified thereof normally no less than one month before the expiry of the appointment. Such notice shall not be required in the case of a staff member holding a temporary appointment who has reached the maximum duration of uninterrupted service under consecutive temporary appointments, as defined in Rule 420.4. Eligible staff members who do not wish to be considered for reappointment shall also give that period of notice of their intention.</p>	<p>1040. COMPLETION OF APPOINTMENTS</p> <p>1040.1 In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall expire terminate expire automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment. Where it has been decided not to offer an extension of appointment to a staff member holding a temporary appointment, the staff member shall be notified thereof normally no less than one month before the expiry of the appointment. Such notice shall not be required in the case of a staff member holding a temporary appointment who has reached the maximum duration of uninterrupted service under consecutive temporary appointments, as defined in Rule 420.4. Eligible staff members who do not wish to be considered for reappointment shall also give that period of notice of their intention.</p> <p>1040. 2 When a fixed-term or temporary appointment is due to expire during a period of maternity leave, paternity leave or adoption leave, the appointment may be extended for a period determined, and under conditions established, by the Director-General.</p>

Former Text	New Text
<p>1083. NOTICE OF TERMINATION</p> <p>Notice of termination under Staff Rules 1030, 1045, 1050, 1060, 1070 and 1080 shall not be served to a staff member on maternity leave.</p>	<p>1083. NOTICE OF TERMINATION</p> <p>Notice of termination under Staff Rules 1030, 1045, 1050, 1060, 1070 and 1080 may be served during periods of shall not be served to a staff member on maternity leave, paternity leave or adoption leave. The effective date of separation shall be either the expiry date of the leave, or the end of the notice period under the relevant Rule, whichever is later.</p>
<p>1090. EFFECTIVE DATE OF TERMINATION</p> <p>For staff locally recruited and those to whom Rules 1010.2 and 1010.3 apply, the effective date of termination shall be the last day of duty. For all other staff the effective date shall be that day on which it is calculated that the staff member, by departing promptly after completion of his duties, is able to reach his recognized place of residence by a route and means of transport designated by the Organization.</p>	<p>1090. EFFECTIVE DATE OF TERMINATION</p> <p>Subject to Rule 1083 on notice of termination during maternity leave, paternity leave and adoption leave, the effective date of termination shall be as follows:</p> <p>1090.1 For staff locally recruited and those to whom Rules 1010.2 and 1010.3 apply, the effective date of termination shall be the last day of duty;</p> <p>1090.2 For all other staff, the effective date shall be that day on which it is calculated that the staff member, by departing promptly after completion of his duties, is able to reach his recognized place of residence by a route and means of transport designated by the Organization.</p>

Appendix 1

Salary scale for staff in the professional and higher categories: annual gross base salaries and net equivalents after application of staff assessment (in US dollars)¹
(effective 1 January 2007)

<i>Level</i>		<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>	<i>XIV</i>	<i>XV</i>
D-2	Gross		*	*	*	*	*									
	Net D	138 549	141 494	144 443	147 391	150 354	153 437									
	Net S	102 713	104 716	106 721	108 726	110 730	112 734									
P-6/D-1	Gross					*	*	*								
	Net D	126 565	129 153	131 738	134 326	136 915	139 501	142 090	144 678	147 265						
	Net S	94 564	96 324	98 082	99 842	101 602	103 361	105 121	106 881	108 640						
P-5	Gross										*	*	*			
	Net D	104 600	106 803	109 004	111 204	113 407	115 607	117 810	120 012	122 213	124 415	126 615	128 818	131 019		
	Net S	79 628	81 126	82 623	84 119	85 617	87 113	88 611	90 108	91 605	93 102	94 598	96 096	97 593		
P-4	Gross													*	*	*
	Net D	85 974	87 979	89 986	91 992	93 999	96 006	98 013	100 019	102 144	104 266	106 391	108 515	110 640	112 765	114 890
	Net S	66 401	67 845	69 290	70 734	72 179	73 624	75 069	76 513	77 958	79 401	80 846	82 290	83 735	85 180	86 625
P-3	Gross														*	*
	Net D	70 222	72 079	73 939	75 793	77 653	79 508	81 364	83 224	85 082	86 938	88 797	90 651	92 511	94 367	96 224
	Net S	55 060	56 397	57 736	59 071	60 410	61 746	63 082	64 421	65 759	67 095	68 434	69 769	71 108	72 444	73 781
P-2	Gross												*			
	Net D	57 153	58 815	60 476	62 138	63 799	65 458	67 121	68 779	70 442	72 106	73 764	75 428			
	Net S	45 650	46 847	48 043	49 239	50 435	51 630	52 827	54 021	55 218	56 416	57 610	58 808			
P-1	Gross															
	Net D	44 614	46 035	47 452	48 873	50 326	51 922	53 521	55 118	56 711	58 308					
	Net S	36 137	37 288	38 436	39 587	40 735	41 884	43 035	44 185	45 332	46 482					

¹

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

* = The normal qualifying period for a within-grade increase between consecutive steps is one year, except at those steps marked with an asterisk, for which a two year period at the preceding step is required (Staff Rule 550.2).

Appendix 2

**EDUCATION GRANT ENTITLEMENTS APPLICABLE IN CASES
WHERE EDUCATIONAL EXPENSES ARE INCURRED IN SPECIFIED
CURRENCIES AND COUNTRIES**

(effective school year in progress 1 January 2007)

<i>Country/ currency area</i>	(1) Maximum admissible educational expenses and maximum grant for disabled children	(2) Maximum education grant	(3) Flat rate when boarding not provided	(4) Additional flat rate for boarding (for staff serving at designated duty stations)	(5) Maximum grant for staff members serving at designated duty stations	(6) Maximum admissible educational expenses for attendance (only when flat rate for boarding is paid)
Part A						
Euro						
Austria	15 198	11 399	3 564	5 346	16 745	10 447
Belgium	14 446	10 835	3 366	5 049	15 884	9 959
Finland	9 082	6 812	2 543	3 815	10 627	5 692
France*	10 263	7 697	2 921	4 381	12 078	6 368
Germany	18 993	14 245	4 090	6 134	20 379	13 540
Ireland	17 045	12 784	2 945	4 417	17 201	13 119
Italy	17 215	12 911	2 965	4 447	17 358	13 261
Luxembourg	12 898	9 673	3 147	4 720	14 393	8 701
Monaco	9 330	6 997	2 672	4 008	11 005	5 767
Netherlands	15 440	11 580	3 814	5 721	17 301	10 355
Spain	13 762	10 322	2 992	4 488	14 810	9 773
Denmark (krone)	108 147	81 110	24 715	37 072	118 182	75 193
Japan yen (yen)	2 324 131	1 743 098	534 345	801 517	2 544 615	1 611 167
Norway (deleted see USD outside USA)	-	-	-	-	-	-
Sweden (krona)	141 026	105 770	23 490	35 235	141 005	109 707
Switzerland (Swiss franc)	26 868	20 151	5 331	7 997	28 148	19 760
United Kingdom of Great Britain and Northern Ireland (pound sterling)	18 285	13 714	3 326	4 989	18 703	13 851
Part B						
United States dollar (outside the United States of America)**	18 048	13 536	3 490	5 235	18 771	13 395
Part C						
United States dollar (in the United States) ¹	34 598	25 949	5 406	8 109	34 058	27 391

* Except for the following schools where the US\$ in the US levels will be applied:

1. American School of Paris
2. American University of Paris
3. British School of Paris
4. European Management School of Lyon
5. International School of Paris
6. Marymount School of Paris

** includes Norway, which will no longer be tracked as a separate zone

¹Also applies, as a special measure, for China, Indonesia, and the Russian Federation.

Where educational expenses are incurred in any of the currencies set out in the table above, the maximum applicable amounts are set out in columns (1) to (6) against those currencies. Where educational expenses are incurred in the United States of America, the maximum applicable amounts are set out in columns (1) to (6) against part C above. Where educational expenses are not incurred in any of the currencies set out in part A above or in the United States, the maximum applicable amounts are set out in columns (1) to (6) against part B above.

Attendance at an educational institution outside the duty station

- (i) Where the educational institution provides board, the amount shall be 75% of the admissible costs of attendance and the costs of board up to the maximum indicated in column (1), with a maximum grant indicated in column (2) per year.
- (ii) Where the educational institution does not provide board, the amount shall be a flat sum as indicated in column (3), plus 75% of the admissible costs of attendance up to a maximum grant as indicated in column (2) per year.

Attendance at an educational institution at the duty station

- (iii) The amount shall be 75% of the admissible costs of attendance up to the maximum indicated in column (1), with a maximum grant as indicated in column (2) per year.
- (iv) Where the grant is payable for the cost of boarding for attendance at an educational institution in the country of the official station but beyond commuting distance from the official station, and when no suitable education facility exists in that area, the amount of the grant shall be calculated at the same rates as specified in (i) or (ii) above.

Staff serving at designated duty stations with inadequate or no education facilities with attendance at an educational institution at the primary or secondary level outside the duty station

- (v) Where the educational institution provides board, the amount shall be:
 - a. 100% of the costs of board up to the maximum indicated in column (4); and
 - b. 75% of the admissible costs of attendance and of any part of the costs of board in excess of the amount indicated in column (4), with a maximum reimbursable amount as indicated in column (5).
- (vi) Where the educational institution does not provide board, the amount shall be:
 - a. A flat sum for board as indicated in column (4); and
 - b. 75% of the admissible costs of attendance, with a maximum reimbursable amount as indicated in column (5).

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