

## **Confirmation of amendments to the Staff Regulations and Staff Rules<sup>1</sup>**

### **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.<sup>2</sup>
2. The amendments described in section I of this document stem from decisions expected to be taken by the United Nations General Assembly at its sixty-second session on the basis of recommendations made by the International Civil Service Commission in its annual report for 2007.<sup>3</sup> Should the United Nations General Assembly not approve the Commission's recommendations, an addendum to this document will be issued.
3. The amendments described in section II have been made in the light of experience and in the interests of good human resources management.
4. The amendments have no financial implications in respect of the biennium 2008–2009.
5. The amended Staff Rules are set out in Annex 1.

#### **I. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS EXPECTED TO BE TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SIXTY-SECOND SESSION ON THE BASIS OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION**

##### **Remuneration of staff in the professional and higher categories**

6. The Commission recommended to the United Nations General Assembly that the current base/floor salary scale for the professional and higher categories should be increased by 1.97% through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points (i.e. on a “no loss, no gain” basis) with effect from 1 January 2008.

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<sup>1</sup> Copies of the Staff Rules and Staff Regulations are available in the meeting room.

<sup>2</sup> *Basic documents*, 46th ed., Geneva, World Health Organization, 2007.

<sup>3</sup> Document A/62/30.

7. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and are attached at Annex 2

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

8. Subject to the decision of the United Nations General Assembly in respect of the recommendation in paragraph 6 above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board should recommend to the Sixty-first World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2008, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 172 546 per annum, and the net salary US\$ 125 155 (dependency rate) or US\$ 113 332 (single rate).

9. Based on the adjustments to salaries described above, the salary modification to be authorized by the Health Assembly for the Deputy Director-General would entail, as from 1 January 2008, a gross salary of US\$ 189 929 per annum with a corresponding net salary of US\$ 136 454 (dependency rate) or US\$ 122 802 (single rate).

10. The salary adjustments described above would imply similar modifications to the salary of the Director-General. The salary to be authorized by the Health Assembly, as from January 2008, would therefore be US\$ 233 720 per annum gross, US\$ 164 918 net (dependency rate) or US\$ 146 662 net (single rate).

## **II. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE INTERESTS OF GOOD HUMAN RESOURCES MANAGEMENT**

### **Mobility and hardship scheme**

11. Editorial changes have been made to Staff Rules 360, 360.1 and 360.2 in order to indicate that the mobility and hardship scheme is composed of three separate allowances, namely those for: mobility, hardship and non-removal. This change also serves to reflect more appropriately the amendments to the mobility and hardship scheme that the United Nations General Assembly approved at its sixty-first session and decided to implement with effect from 1 January 2007.<sup>1</sup>

### **Resignation**

12. Staff Rules 1010.1 and 1010.2 have been amended in order to specify, respectively, the notice period for and implications of resignation, according to the types of appointment.

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<sup>1</sup> Resolution 61/239.

## **ACTION BY THE EXECUTIVE BOARD**

13. In the light of these revisions, the Executive 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 January 2008 concerning the remuneration of staff in the professional and higher categories, the mobility and hardship scheme and resignation.

### **Resolution 2**

The Executive Board

RECOMMENDS to the Sixty-first World Health Assembly the adoption of the following resolution:<sup>1</sup>

The Sixty-first 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 salaries of Assistant Directors-General and Regional Directors at US\$ 172 546 per annum before staff assessment, resulting in a modified net salary of US\$ 125 155 (dependency rate) or US\$ 113 332 (single rate);
2. ESTABLISHES the salary of the Deputy Director-General at US\$ 189 929 per annum before staff assessment, resulting in a modified net salary of US\$ 136 454 (dependency rate) or US\$ 122 802 (single rate);
3. ESTABLISHES the salary of the Director-General at US\$ 233 720 per annum before staff assessment, resulting in a modified net salary of US\$ 164 918 (dependency rate) or US\$ 146 662 (single rate);
4. DECIDES that those adjustments in remuneration shall take effect from 1 January 2008.

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<sup>1</sup> See document EB122/30 Add.1 for the financial and administrative implications for the Secretariat of this resolution.



# ANNEX 1

## AMENDMENTS TO THE STAFF RULES

Former text	New text
<p>360. MOBILITY AND HARDSHIP ALLOWANCE</p> <p>360.1 The following staff members shall receive a non-pensionable mobility and hardship allowance designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, in accordance with conditions established by the Director-General:</p> <p>360.1.1 staff members, except those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for a period of one year or longer; and</p> <p>360.1.2 staff members, except those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for an initial period of less than one year, and whose appointment or transfer is subsequently extended so that the uninterrupted period of service at that official station is one year or longer.</p> <p>360.2 The allowance is composed of three elements: mobility, hardship and non-removal, and shall be paid as determined by the Director-General on the basis of conditions and procedures agreed among the international organizations in the United Nations common system.</p> <p>...</p>	<p>360. MOBILITY AND HARDSHIP ALLOWANCE <del>SCHEME</del></p> <p>360.1 The following staff members shall receive <del>a</del> non-pensionable <del>mobility and hardship</del> allowances designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, in accordance with conditions established by the Director-General:</p> <p>360.1.1 staff members, except those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for a period of one year or longer; and</p> <p>360.1.2 [No change]</p> <p>360.2 The <b>mobility and hardship scheme allowance</b> is composed of three <b>allowances elements</b>: mobility, hardship and non-removal, and shall be paid as determined by the Director-General on the basis of conditions and procedures agreed among the international organizations in the United Nations common system.</p> <p>[No further changes]</p>

Former text	New text
<p>1010. RESIGNATION</p> <p>1010.1 Subject to the conditions stated in Rule 1010.2, a staff member appointed for one year or more may resign on giving three months' notice. A staff member appointed for a shorter period shall give the notice specified in his appointment. The Director-General may shorten or waive the required notice period at her discretion.</p> <p>1010.2 A staff member holding an appointment of one year or more who resigns before completing a year of service forfeits all entitlement to repatriation transportation at the Organization's expense for himself, his spouse and dependent children and their possessions.</p> <p>...</p>	<p>1010. RESIGNATION</p> <p>1010.1 Subject to the conditions stated in Rule 1010.2, <del>a</del> staff members <b>holding continuing or fixed-term appointments</b> <del>appointed for one year or more</del> may resign on giving three months' notice. <b>Staff members holding temporary appointments of more than 60 days may resign on giving one month's notice.</b> <del>A Temporary S</del>staff members appointed for a shorter period shall give the notice specified in <del>his</del> <b>their</b> appointment. The Director-General may shorten or waive the required notice period at his discretion.</p> <p>1010.2 A staff member holding an appointment of one year or more <b>or an appointment of less than one year which is subsequently extended resulting in an uninterrupted period of service of one year or more,</b> who resigns before completing a year of service forfeits all entitlement to repatriation transportation at the Organization's expense for himself, his spouse and dependent children and their possessions.</p> <p>[No further changes]</p>

## ANNEX 2

### Appendix 1 to the Staff Rules

#### Salary scale for staff in the professional and higher categories: annual gross base salaries and net equivalent after application of staff assessment (in US dollars)<sup>1</sup> (effective 1 January 2008)

	Step														
Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
		*	*	*	*	*									
D-2 Gross	141 524	144 528	147 534	150 566	153 709	156 854									
Net D	104 736	106 779	108 823	110 868	112 911	114 955									
Net S	96 219	97 944	99 663	101 375	103 084	104 784									
					*	*	*	*	*						
P6/D-1 Gross	129 304	131 944	134 579	137 219	139 859	142 496	145 135	147 775	150 431						
Net D	96 427	98 222	100 014	101 809	103 604	105 397	107 192	108 987	110 780						
Net S	89 129	90 689	92 245	93 797	95 346	96 892	98 432	99 971	101 505						
											*	*	*		
P-5 Gross	106 907	109 153	111 399	113 641	115 888	118 131	120 378	122 622	124 868	127 112	129 356	131 601	133 847		
Net D	81 197	82 724	84 251	85 776	87 304	88 829	90 357	91 883	93 410	94 936	96 462	97 989	99 516		
Net S	75 432	76 789	78 141	79 493	80 842	82 187	83 532	84 873	86 213	87 550	88 885	90 216	91 547		
													*	*	*
P-4 Gross	87 790	89 836	91 882	93 926	95 974	98 019	100 071	102 235	104 403	106 566	108 734	110 899	113 066	115 232	117 400
Net D	67 709	69 182	70 655	72 127	73 601	75 074	76 548	78 020	79 494	80 965	82 439	83 911	85 385	86 858	88 332
Net S	63 052	64 394	65 734	67 071	68 408	69 744	71 079	72 411	73 742	75 073	76 401	77 729	79 056	80 381	81 705
													*	*	*
P-3 Gross	71 729	73 622	75 518	77 410	79 306	81 197	83 090	84 986	86 881	88 774	90 669	92 560	94 457	96 349	98 242
Net D	56 145	57 508	58 873	60 235	61 600	62 962	64 325	65 690	67 054	68 417	69 782	71 143	72 509	73 871	75 234
Net S	52 408	53 662	54 918	56 171	57 427	58 679	59 932	61 188	62 440	63 694	64 944	66 195	67 443	68 693	69 943
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P-2 Gross	58 401	60 097	61 790	63 485	65 179	66 871	68 567	70 257	71 953	73 649	75 340	77 038			
Net D	46 549	47 770	48 989	50 209	51 429	52 647	53 868	55 085	56 306	57 527	58 745	59 967			
Net S	43 662	44 769	45 872	46 978	48 082	49 188	50 312	51 432	52 557	53 679	54 799	55 924			
P-1 Gross	45 493	46 942	48 386	49 836	51 440	53 068	54 699	56 326	57 951	59 581					
Net D	36 849	38 023	39 193	40 367	41 537	42 709	43 883	45 055	46 225	47 398					
Net S	34 760	35 840	36 921	38 001	39 080	40 159	41 240	42 307	43 369	44 431					

<sup>1</sup> 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).