

Confirmation of amendments to the Staff Regulations and 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. The amendments described in this document reflect decisions expected to be taken by the United Nations General Assembly at its sixty-fourth session on the basis of recommendations made by the International Civil Service Commission in its annual report for 2009.³ Should the United Nations General Assembly not approve the Commission's recommendations, an addendum to this document will be issued.
3. The financial implications of the amendments for the biennium 2009–2010 include negligible additional costs under the regular budget, which will be met from the appropriate allocations established for each of the WHO regions and for global and interregional activities, and from extrabudgetary sources of funds.
4. The amended Staff Rules are set out at Annex.

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

Remuneration of staff in the professional and higher categories

5. 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 3.04%

¹ Copies of the Staff Rules and Staff Regulations are available in the Executive Board Room.

² *Basic documents*, 47th ed., Geneva, World Health Organization, 2009.

³ *Report of the International Civil Service Commission for 2009. General Assembly Official Records, Sixty-fourth session, Supplement No. 30* (documents A/64/30, A/64/30 Corr.1 (in French only) and A/64/30 Corr.2 (copies available in the Board room)).

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 2010.

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

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

7. Subject to the decision of the United Nations General Assembly in respect of the recommendation in paragraph 5 above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board should recommend to the Sixty-third World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2010, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 183 022 per annum, and the net salary US\$ 131 964 (dependency rate) or US\$ 119 499 (single rate).

8. 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 2010, a gross salary of US\$ 201 351 per annum with a corresponding net salary of US\$ 143 878 (dependency rate) or US\$ 129 483 (single rate).

9. The salary adjustments described above would imply similar modifications to the salary of the Director-General. The salary to be authorized by the World Health Assembly, as of 1 January 2010 would therefore be US\$ 247 523 per annum gross, US\$ 173 890 net (dependency rate) or US\$ 154 641 net (single rate).

ACTION BY THE EXECUTIVE BOARD

10. In the light of these revisions, the Executive Board may wish to consider the following draft resolutions.¹

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 2010 concerning the remuneration of staff in the professional and higher categories.

¹ See document EB126/39 Add.1 for the financial and administrative implications for the Secretariat of these resolutions.

Resolution 2

The Executive Board,

Having considered the report on confirmation of amendments to the Staff Regulations and Staff Rules,¹

RECOMMENDS to the Sixty-third World Health Assembly the adoption of the following resolution:

The Sixty-third 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\$ 183 022 gross per annum before staff assessment, resulting in a modified net salary of US\$ 131 964 (dependency rate) or US\$ 119 499 (single rate);
2. ESTABLISHES the salary of the Deputy Director-General at US\$ 201 351 gross per annum before staff assessment, resulting in a modified net salary of US\$ 143 878 (dependency rate) or US\$ 129 483 (single rate);
3. ESTABLISHES the salary of the Director-General at US\$ 247 523 gross per annum before staff assessment, resulting in a modified net salary of US\$ 173 890 (dependency rate) or US\$ 154 641 (single rate);
4. DECIDES that those adjustments in remuneration shall take effect from 1 January 2010.

¹ Document EB126/39.

ANNEX
Appendix 1 to the Staff Rules
Salary scale for staff in the professional and higher graded categories: annual gross base salaries and net equivalents after application of staff assessment (in US dollars)¹
(effective 1 January 2010)

	STEP														
Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
		*	*	*	*	*	*	*	*	*	*	*	*	*	*
D-2 Gross	149 903	153 214	156 529	159 846	163 160	166 475									
Net D	110 434	112 589	114 744	116 900	119 054	121 209									
Net S	101 454	103 273	105 085	106 891	108 693	110 485									
		*	*	*	*	*	*	*	*	*	*	*	*	*	*
P-6/D-1 Gross	137 021	139 804	142 581	145 365	148 149	150 972	153 885	156 794	159 703						
Net D	101 674	103 567	105 455	107 348	109 241	111 132	113 025	114 916	116 807						
Net S	93 979	95 623	97 264	98 900	100 534	102 164	103 787	105 410	107 028						
		*	*	*	*	*	*	*	*	*	*	*	*	*	*
P-5 Gross	113 404	115 771	118 140	120 504	122 874	125 238	127 607	129 974	132 341	134 707	137 075	139 441	141 810		
Net D	85 615	87 224	88 835	90 443	92 054	93 662	95 273	96 882	98 492	100 101	101 711	103 320	104 931		
Net S	79 537	80 967	82 393	83 818	85 241	86 659	88 077	89 491	90 904	92 314	93 721	95 124	96 528		
		*	*	*	*	*	*	*	*	*	*	*	*	*	*
P-4 Gross	92 907	95 064	97 221	99 378	101 626	103 909	106 196	108 478	110 763	113 044	115 331	117 612	119 897	122 182	124 468
Net D	71 393	72 946	74 499	76 052	77 606	79 158	80 713	82 265	83 819	85 370	86 925	88 476	90 030	91 584	93 138
Net S	66 482	67 897	69 311	70 720	72 130	73 539	74 946	76 351	77 754	79 157	80 558	81 958	83 357	84 755	86 151
		*	*	*	*	*	*	*	*	*	*	*	*	*	*
P-3 Gross	75 972	77 968	79 967	81 961	83 960	85 956	87 951	89 951	91 947	93 943	95 943	97 936	99 936	102 044	104 157
Net D	59 200	60 637	62 076	63 512	64 951	66 388	67 825	69 265	70 702	72 139	73 579	75 014	76 454	77 890	79 327
Net S	55 259	56 581	57 906	59 227	60 551	61 871	63 192	64 517	65 837	67 159	68 477	69 796	71 112	72 431	73 749
		*	*	*	*	*	*	*	*	*	*	*	*	*	*
P-2 Gross	61 919	63 707	65 492	67 279	69 065	70 850	72 638	74 419	76 208	77 996	79 779	81 568			
Net D	49 082	50 369	51 654	52 941	54 227	55 512	56 799	58 082	59 370	60 657	61 941	63 229			
Net S	46 037	47 205	48 368	49 534	50 698	51 864	53 049	54 230	55 417	56 600	57 781	58 967			
		*	*	*	*	*	*	*	*	*	*	*	*	*	*
P-1 Gross	47 968	49 496	51 146	52 867	54 579	56 296	58 014	59 732	61 444	63 161					
Net D	38 854	40 092	41 325	42 564	43 797	45 033	46 270	47 507	48 740	49 976					
Net S	36 651	37 790	38 927	40 068	41 207	42 344	43 484	44 609	45 728	46 848					

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).