

Report on financial and administrative implications for the Secretariat of resolutions proposed for adoption by the Executive Board or Health Assembly

1. Resolution Confirmation of amendments to Staff Regulations and Staff Rules	
2. Linkage to programme budget	
Strategic objective:	Organization-wide expected result:
13. To develop and sustain WHO as a flexible, learning organization, enabling it to carry out its mandate more efficiently and effectively.	13.3 Human resource policies and practices in place to attract and retain top talent, promote learning and professional development, manage performance, and foster ethical behaviour.
(Briefly indicate the linkage with expected results, indicators, targets, baseline)	
The amendments outlined in the report ¹ represent the implementation of recommendations contained in the report of the International Civil Service Commission, which has been submitted to the United Nations General Assembly for consideration at its sixty-fifth session. ² These amendments aim to ensure that WHO's compensation system complies with the decisions that are expected to be taken by the General Assembly.	
3. Budgetary implications	
(a) Total estimated cost for implementation over the life-cycle of the Secretariat's activities requested in the resolution (estimated to the nearest US\$ 10 000, including staff and activities).	
(i) Remuneration of staff in the professional and higher categories	
Base/floor salary scale	
The financial implications of increasing the base/floor salary scale as shown in document EB128/36 are estimated at approximately US\$ 46 900 per annum.	
(ii) Education grant levels	
The financial implications associated with the recommendations regarding the education grant are estimated at US\$ 197 400 per annum.	
(iii) Children's and secondary dependants' allowances	
The financial implications associated with the recommendations regarding the children's and secondary dependants' allowances are estimated at US\$ 273 000 per annum.	

¹ Document EB128/36.

² Report of the International Civil Service Commission for 2010. *General Assembly Official Records, Sixty-fifth session, Supplement No. 30* (document A/65/30; copies available in the Board room).

- (b) Estimated cost for the biennium 2010–2011 (estimated to the nearest US\$ 10 000 including staff and activities, and indicating at which levels of the Organization the costs will be incurred, identifying specific regions where relevant)**

As implementation takes place as of 1 January 2011, the costs referred to above apply to the biennium 2010–2011. They will be incurred at all levels of the Organization.

- (c) Is the estimated cost noted in (b), included within the existing approved Programme budget for the biennium 2010–2011?**

All of the costs are included in the existing approved programme budget.

4. Financial implications

How will the estimated cost noted in 3(b) be financed (indicate potential sources of funds)?

Extrabudgetary sources of funding will be mobilized where required.

5. Administrative implications

- (a) Implementation locales (indicate the levels of the Organization at which the work will be undertaken, identifying specific regions where relevant).**

All levels of the Organization will be involved.

- (b) Can the resolution be implemented by existing staff? If not, please specify in (c) below.**

Yes.

- (c) Additional staffing requirements (indicate additional required staff – full-time equivalents – by levels of the Organization, identifying specific regions where relevant and noting necessary skills profile).**

The amendments do not require additional staffing.

- (d) Time frames (indicate broad time frames for implementation of activities).**

Implementation will take place from 1 January 2011.

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