

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 below and set out in the Annex are made in the light of experience and in the interest of good human resources management.
3. Transitional measures, including those designed to provide for the application of the amended Staff Rules to processes under way on the effective date of the amendments, may be decided by the Director-General, as necessary.

Appointment policies

4. Staff Rule 420.2 has been amended in response to the request of the Executive Board in resolution EB128.R4.³ The Board requested the Director-General to submit, for its consideration, revisions to Staff Rule 420.2 which would make the criteria more rigorous for granting continuing appointments and to include in the submission a proposed envelope for continuing appointments based on WHO's core staffing needs.
5. Staff Rule 420.3 has been amended to clarify the length of possible extensions of fixed-term appointments.

¹ Staff Regulations and Staff Rules (copies available in the Executive Board room).

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

³ See document EB128/2011/REC/1 for the resolution, and for the financial and administrative implications for the Secretariat of the adoption of the resolution.

ACTION BY THE EXECUTIVE BOARD

6. In the light of these revisions, the Executive Board may wish to consider the following draft 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 2012 concerning continuing and fixed-term appointments.

¹ See document EB129/9 Add.1 for the financial and administrative implications of this resolution.

ANNEX

Former text		New text	
420.	APPOINTMENT POLICIES	420.	APPOINTMENT POLICIES
420.2	A “continuing appointment” is an appointment without specified time-limit. A continuing appointment shall be granted after a minimum of five years’ uninterrupted, active service on fixed-term appointments and certified satisfactory performance.	420.2	A “continuing appointment” is an appointment without a specified time-limit. A continuing appointment shall be granted after subject to a minimum of five years’ uninterrupted, active service on fixed-term appointments, and certified satisfactory performance and such other conditions as the Director-General may determine.
420.3	A “fixed-term appointment” is a time-limited appointment of one year or more. A fixed-term appointment may be extended, provided that the total duration of service under consecutive fixed-term appointments does not exceed five years. Exceptionally, service on such appointments may be further extended, for up to one additional year, in accordance with conditions determined by the Director-General.	420.3	A “fixed-term appointment” is a time-limited appointment of one year or more. A fixed-term appointment may be extended for periods of any length up to five years at a time. , provided that the total duration of service under consecutive fixed-term appointments does not exceed five years. Exceptionally, service on such appointments may be further extended, for up to one additional year, in accordance with conditions determined by the Director-General.

||
||
||