

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

1. Resolution: Amendments to the Staff Regulations and Staff Rules

**2. Linkage to the Programme budget 2012–2013 (see document A64/7
http://apps.who.int/gb/ebwha/pdf_files/WHA64/A64_7-en.pdf)**

Strategic objective(s): 13

Organization-wide expected result(s): 13.3

How would this resolution contribute to the achievement of the Organization-wide expected result(s)?

The amendments outlined in the Secretariat's report¹ represent the implementation of recommendations contained in the report of the International Civil Service Commission (ICSC), which has been submitted to the United Nations General Assembly for consideration at its sixty-seventh session. These amendments aim to ensure that WHO's compensation system complies with the decisions that are expected to be taken by the General Assembly.

Does the programme budget already include the products or services requested in this resolution? (Yes/no)
Yes.

3. Estimated cost and staffing implications in relation to the Programme budget

(a) Total cost

Indicate (i) the lifespan of the resolution during which the Secretariat's activities would be required for implementation and (ii) the cost of those activities (estimated to the nearest US\$ 10 000).

(i) two years (covering the period 2012–2013)

(ii) Total: US\$ 830 000

US\$ 133 000 – Education grant (ICSC system-wide estimate: US\$ 1.9 million/annum)

US\$ 4200 – Base/floor salary increase (ICSC system-wide estimate: US\$ 60 000/annum)

US\$ 693 000 – Danger pay (the financial impact for the United Nations common system of the ICSC decision to increase the level of danger pay for locally recruited staff from 25% to 30% of the net mid-point of the applicable salary scale, effective 1 January 2013, is estimated at US\$ 9.9 million per annum).

¹ Document EB132/40.

(b) Cost for the biennium 2012–2013

Indicate how much of the cost indicated in 3 (a) is for the biennium 2012–2013 (estimated to the nearest US\$ 10 000).

Total US\$ 830 000 (staff: US\$ nil; activities: US\$ nil).

Indicate at which levels of the Organization the costs would be incurred, identifying specific regions where relevant.

All levels of the Organization, except for Hardship and Danger Pay that do not apply in all locations.

Is the estimated cost fully included within the approved Programme budget 2012–2013? (Yes/no)

Yes.

If “no”, indicate how much is not included.

(c) Staffing implications

Could the resolution be implemented by existing staff? (Yes/no)

Yes.

If “no” indicate how many additional staff – full-time equivalents – would be required, identifying specific regions and noting the necessary skills profile(s), where relevant.

4. Funding

Is the estimated cost for the biennium 2012–2013 indicated in 3 (b) fully funded? (Yes/no)

Yes.

If “no”, indicate the funding gap and how the funds would be mobilized (provide details of expected source(s) of funds).

US\$ n/a; source(s) of funds: n/a.

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