

## **Amendments to the Staff Regulations and Staff Rules**

### **Report by the Director-General**

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>1</sup>
2. The amendments described in section I of this document stem from decisions taken by the United Nations General Assembly at its seventy-third session,<sup>2</sup> on the basis of recommendations made by the International Civil Service Commission (hereinafter the “Commission”) in its annual report for 2018.<sup>3</sup>
3. The financial implications of the amendments for the biennium 2018–2019 involve additional costs under the Programme budget 2018–2019. They are set out in the report on financial and administrative implications for the Secretariat of resolutions proposed for adoption by the Executive Board, along with the financial implications beyond the biennium 2018–2019,<sup>4</sup> and in the paragraphs below.
4. The amended Staff Rules are set out in the annexes to the present document.

#### **I. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SEVENTY-THIRD SESSION ON THE BASIS OF RECOMMENDATIONS BY THE COMMISSION**

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

5. The Commission recommended to the General Assembly, and the General Assembly approved, that the new unified base/floor salary scale for the professional and higher categories should be increased by 1.83% through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points, resulting in no change in net take-home pay, with effect from 1 January 2019.

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<sup>1</sup> The Staff Regulations and Staff Rules are available at <http://www.who.int/careers/what-we-offer/en/> (accessed 6 November 2018).

<sup>2</sup> See <http://www.un.org/en/ga/73/resolutions.shtml> (accessed 30 October 2018).

<sup>3</sup> See <https://icsc.un.org/library/default.asp?list=AnnualRep> (accessed 12 November 2018).

<sup>4</sup> Document EB144/49 Rev.1 Add.1.

6. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and are set out in Annex 2 to the present document.

### **Remuneration of staff in ungraded positions and the Director-General**

7. Consistent with the decision of the General Assembly in respect of the recommendations above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board recommend to the Seventy-second World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2019, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 179 948 per annum, with a corresponding net salary of US\$ 134 266.

8. Based on the adjustments to salaries described above, the salary modification to be authorized by the Health Assembly for the Deputy Directors-General would entail, as from 1 January 2019, a gross salary of US\$ 198 315 per annum, with a corresponding net salary of US\$ 146 388.

9. The salary adjustments above would also affect the salary of the Director-General. The gross salary to be authorized by the World Health Assembly, as from 1 January 2019, would be US\$ 244 571 per annum, with a corresponding net salary of US\$ 176 917.

### **Common scale of staff assessment**

10. The Commission recommended to the General Assembly, and the General Assembly approved, the introduction of a common scale of staff assessment, which requires an amendment to Staff Rule 330.1.2 as set out in Annex 1 to the present document.

## **ACTION BY THE EXECUTIVE BOARD**

11. In the light of these amendments, the Executive Board may wish to consider the following draft resolutions.<sup>1</sup>

### **Draft resolution 1 (Salaries for staff in the professional and higher categories)**

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,<sup>2</sup>

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 2019 concerning the remuneration of staff in the professional and higher categories and concerning a common scale of staff assessment.

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<sup>1</sup> See document EB144/49 Rev.1 Add.1 for the financial and administrative implications for the Secretariat of these resolutions.

<sup>2</sup> Document EB144/49 Rev.1.

**Draft resolution 2 (Remuneration of staff in ungraded positions and the Director-General)**

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,<sup>1</sup>

RECOMMENDS to the Seventy-second World Health Assembly the adoption of the following resolution:

The Seventy-second 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\$ 179 948 gross per annum with a corresponding net salary of US\$ 134 266;
2. ESTABLISHES the salary of the Deputy Directors-General at US\$ 198 315 gross per annum with a corresponding net salary of US\$ 146 388;
3. ESTABLISHES the salary of the Director-General at US\$ 244 571 gross per annum with a corresponding net salary of US\$ 176 917; and
4. DECIDES that those adjustments in remuneration shall take effect from 1 January 2019.

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<sup>1</sup> Document EB144/49 Rev.1.

## ANNEX 1

**AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS  
TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS  
SEVENTY-THIRD SESSION ON THE BASIS OF THE  
RECOMMENDATIONS OF THE COMMISSION**

Former text	New text
330. SALARIES ... 330.1.2 For the general service category: Amounts per year      Assessment US\$                      per cent Up to US\$ 20 000              19 Next US\$ 20 000              23 Next US\$ 20 000              26  Remaining assessable payments                      31	330. SALARIES ... 330.1.2 For the general service category: Amounts per year      Assessment US\$                      per cent <del>Up to US\$ 20 000</del> <b>First 20 000</b> 19 <del>Next US\$ 20 000</del> 23 <del>Next US\$ 20 000</del> 26 <b>Next 20 000</b> <b>28</b>  Remaining assessable <del>payments</del> <b>amount</b> <del>31</del> <b>29</b>

## ANNEX 2

### APPENDIX 1 TO THE STAFF RULES

#### A. SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT (IN UNITED STATES DOLLARS) (effective 1 January 2019)<sup>a</sup>

<i>Level</i>		<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>
<b>D-2</b>	<b>Gross</b>	<b>143 813</b>	<b>146 943</b>	<b>150 079</b>	<b>153 402</b>	<b>156 726</b>	<b>160 048</b>	<b>163 368</b>	<b>166 691</b>	<b>170 012</b>	<b>173 332</b>	–	–	–
	Net	110 169	112 360	114 552	116 745	118 939	121 132	123 323	125 516	127 708	129 899	–	–	–
<b>D-1</b>	<b>Gross</b>	<b>128 707</b>	<b>131 457</b>	<b>134 210</b>	<b>136 963</b>	<b>139 706</b>	<b>142 459</b>	<b>145 209</b>	<b>147 956</b>	<b>150 753</b>	<b>153 667</b>	<b>156 583</b>	<b>159 497</b>	<b>162 415</b>
	Net	99 595	101 520	103 447	105 374	107 294	109 221	111 146	113 069	114 997	116 920	118 845	120 768	122 694
<b>P-5</b>	<b>Gross</b>	<b>110 869</b>	<b>113 209</b>	<b>115 550</b>	<b>117 887</b>	<b>120 229</b>	<b>122 566</b>	<b>124 909</b>	<b>127 246</b>	<b>129 586</b>	<b>131 924</b>	<b>134 266</b>	<b>136 601</b>	<b>138 944</b>
	Net	87 108	88 746	90 385	92 021	93 660	95 296	96 936	98 572	100 210	101 847	103 486	105 121	106 761
<b>P-4</b>	<b>Gross</b>	<b>90 970</b>	<b>93 050</b>	<b>95 129</b>	<b>97 209</b>	<b>99 288</b>	<b>101 483</b>	<b>103 744</b>	<b>106 001</b>	<b>108 259</b>	<b>110 514</b>	<b>112 776</b>	<b>115 029</b>	<b>117 287</b>
	Net	72 637	74 218	75 798	77 379	78 959	80 538	82 121	83 701	85 281	86 860	88 443	90 020	91 601
<b>P-3</b>	<b>Gross</b>	<b>74 649</b>	<b>76 574</b>	<b>78 499</b>	<b>80 421</b>	<b>82 347</b>	<b>84 271</b>	<b>86 195</b>	<b>88 122</b>	<b>90 046</b>	<b>91 970</b>	<b>93 897</b>	<b>95 821</b>	<b>97 747</b>
	Net	60 233	61 696	63 159	64 620	66 084	67 546	69 008	70 473	71 935	73 397	74 862	76 324	77 788
<b>P-2</b>	<b>Gross</b>	<b>57 661</b>	<b>59 383</b>	<b>61 103</b>	<b>62 824</b>	<b>64 546</b>	<b>66 270</b>	<b>67 993</b>	<b>69 711</b>	<b>71 434</b>	<b>73 154</b>	<b>74 875</b>	<b>76 599</b>	<b>78 318</b>
	Net	47 322	48 631	49 938	51 246	52 555	53 865	55 175	56 480	57 790	59 097	60 405	61 715	63 022
<b>P-1</b>	<b>Gross</b>	<b>44 593</b>	<b>45 931</b>	<b>47 269</b>	<b>48 607</b>	<b>49 943</b>	<b>51 401</b>	<b>52 862</b>	<b>54 324</b>	<b>55 784</b>	<b>57 246</b>	<b>58 707</b>	<b>60 166</b>	<b>61 628</b>
	Net	37 012	38 123	39 233	40 344	41 453	42 565	43 675	44 786	45 896	47 007	48 117	49 226	50 337

<sup>a</sup> The normal qualifying period for in-grade movement between consecutive steps is one year. The shaded steps in each grade require two years of qualifying service at the preceding step.

**B. PAY PROTECTION POINTS FOR STAFF WHOSE SALARIES ARE HIGHER  
THAN THE MAXIMUM SALARIES ON THE UNIFIED SALARY SCALE  
(IN UNITED STATES DOLLARS)  
(effective 1 January 2019)**

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
<b>P-4</b>	<b>Gross</b>	<b>119 547</b>	<b>121 806</b>
	Net	93 183	94 764
<b>P-3</b>	<b>Gross</b>	<b>99 670</b>	<b>101 730</b>
	Net	79 249	<b>80 711</b>
<b>P-2</b>	<b>Gross</b>	<b>80 041</b>	—
	Net	64 331	—
<b>P-1</b>	<b>Gross</b>	<b>63 088</b>	—
	Net	51 447	—

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