



《人事条例》和《职员细则》修订款

总干事的报告

1. 根据《人事条例》第 12.2 条，现将总干事对《职员细则》的修订款提交执行委员会确认¹。
2. 本文件所述修订系根据经验作出并有利于良好的人力资源管理。
3. 下文阐述对《职员细则》的必要修订。修订款见本文件附件。

生效日期

4. 修订了第 040 条，确定这些修订款的生效日期为 2019 年 7 月 1 日。

定义

5. 修订了第 310.7 条，使《职员细则》中的“单亲”定义与《世卫组织电子手册》中的“单亲”定义保持一致；《世卫组织电子手册》中的“单亲”定义是根据联合国秘书处 ST/AI/2016/08 号行政指示确定的。

付款和扣款

6. 修订了第 380.5.1 条，规定从职员薪水中强制扣除事故和疾病保险金缴款。

¹ 《人事条例》和《职员细则》可自 <http://www.who.int/careers/what-we-offer/en/> 获取（2019 年 4 月 25 日访问）。

年假

7. 修订了第 630.7 条，使其与《联合国工作人员细则》保持一致。修订款规定，在休年假（包括回籍假）期间生病或住院的工作人员只有在年假（包括回籍假）的很大一部分时间（任何七天期间至少有五个工作日）受到影响的情况下，才能申请有证明的病假。这项修订更好地反映了第 740 条（病假）的意图，减轻了行政负担。

退休

8. 修订了第 1020.1.4 条，使世卫组织条款与联合国秘书处以及联合国系统其他组织的现行规定保持一致。

执行委员会的行动

9. 根据这些修订，执行委员会拟可考虑下述决议草案：

执行委员会，

审议了关于《人事条例》和《职员细则》修订款的报告¹，

确认总干事根据《人事条例》第 12.2 条对《职员细则》的修订，即关于《职员细则》修订款的生效日期、定义、付款和扣款、年假以及退休的修订，自 2019 年 7 月 1 日起生效。

¹ 文件 EB145/13。

附件¹

**AMENDMENTS TO THE STAFF RULES CONSIDERED NECESSARY IN THE
LIGHT OF EXPERIENCE AND IN THE INTEREST OF
GOOD HUMAN RESOURCES MANAGEMENT**

Former text	New text
<p>040. EFFECTIVE DATE</p> <p>040. These Staff Rules are effective as from 1 January 2019 and supersede all Staff Rules in force before that date.</p>	<p>040. EFFECTIVE DATE</p> <p>040. These Staff Rules are effective as from 1 JanuaryJuly 2019 and supersede all Staff Rules in force before that date.</p>
<p>310. DEFINITIONS</p> <p>...</p> <p>310.7 A “single parent” is a staff member who meets the following criteria:</p> <p>310.7.1 The staff member does not have a spouse;</p> <p>310.7.2 The staff member has a dependent child as defined under Staff Rule 310.5.2;</p> <p>310.7.3 The staff member provides main and continuing support to the child.</p>	<p>310. DEFINITIONS</p> <p>...</p> <p>310.7 A “single parent” is a staff member who meets the following criteria: established by the Director-General.</p> <p>310.7.1 The staff member does not have a spouse;</p> <p>310.7.2 The staff member has a dependent child as defined under Staff Rule 310.5.2;</p> <p>310.7.3 The staff member provides main and continuing support to the child.</p>
<p>380. PAYMENTS AND DEDUCTIONS</p> <p>...</p> <p>380.5 Deductions, from salaries, wages and other emoluments, including terminal entitlements, may be made only in the following cases:</p> <p>380.5.1 for the staff member’s contributions to the Staff Pension Fund and for health insurance;</p>	<p>380. PAYMENTS AND DEDUCTIONS</p> <p>...</p> <p>380.5 Deductions, from salaries, wages and other emoluments, including terminal entitlements, may be made only in the following cases:</p> <p>380.5.1 for the staff member’s contributions to the Staff Pension Fund and for health insurance and accident and illness insurance;</p>
<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.7 A staff member who is ill during a period of annual leave shall, subject to the provisions of Staff Rule 740, have that portion of his absence considered as sick leave upon presentation of a satisfactory medical report and approval by the Staff Physician.</p>	<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.7 A staff member who is ill or hospitalized for five working days or more in any seven-day period during a period of annual leave, including home leave, may shall, subject to the provisions of Staff Rule 740, have that portion of his the absence approved considered as sick leave upon presentation of a satisfactory medical report and approval by the Staff Physician.</p>

¹ Deletions are shown with strikethrough; insertions are shown in bold.

Former text	New text
<p>1020. RETIREMENT</p> <p>...</p> <p>1020.1.4 In exceptional circumstances the Director-General may, in the interests of the Organization, extend a staff member's appointment beyond the age of 65, provided that such extensions shall not be granted for more than one year at a time and not beyond the staff member's sixty-eighth birthday.</p>	<p>1020. RETIREMENT</p> <p>...</p> <p>1020.1.4 In exceptional circumstances the Director-General may, in the interests of the Organization, extend a staff member's appointment beyond the age of 65, provided that such extensions shall not be granted for more than one year at a time and not beyond the staff member's sixty-eighth birthday. These limitations shall not apply to incumbents of posts at the Ungraded levels.</p>

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