

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 12.2.¹
2. The amendments described in this document stem from decisions taken by the United Nations General Assembly at its seventy-fourth session,² on the basis of recommendations made by the International Civil Service Commission (hereinafter the “Commission”) in its annual report for 2019.³
3. The financial implications of the amendments for the biennium 2020–2021 involve additional costs under the Programme budget 2020–2021. 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 2020–2021,⁴ and in the paragraphs below.
4. The amendments to the Staff Rules are set out in the Annex to the present document.

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

Remuneration of staff in the professional and higher categories

5. The General Assembly, based on the recommendation of the Commission, decided that the revised base/floor salary scale and the associated pay protection points for the professional and higher categories should be increased by 1.21% through the standard consolidation method of increasing the base salary and commensurately reducing post adjustment multiplier points, resulting in no change in net take-home pay, with effect from 1 January 2020.

¹ The Staff Regulations and Staff Rules are available at <http://www.who.int/careers/what-we-offer/en/> (accessed 1 November 2019).

² See <https://www.un.org/en/ga/> for General Assembly resolutions 74/255A and 74/255B (accessed 9 January 2020).

³ See <https://icsc.un.org/Home/Library/AnnualRep> (accessed 1 November 2019).

⁴ Document EB146/49 Rev.1 Add.1.

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

Remuneration of staff in ungraded positions and the Director-General

7. Further to the decision of the General Assembly in paragraph 5 above in respect of the Commission's recommendation, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board recommend to the Seventy-third World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2020, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 182 411 per annum, with a corresponding net salary of US\$ 135 891.

8. Based on the adjustments to the salaries described above, the salary modification to be authorized by the Health Assembly for the Deputy Director-General would entail, as from 1 January 2020, a gross salary of US\$ 200 998 per annum, with a corresponding net salary of US\$ 148 159.

9. The salary adjustments above would also affect the salary of the Director-General. The gross salary to be authorized by the Health Assembly, as from 1 January 2020, would be US\$ 251 859 per annum, with a corresponding net salary of US\$ 189 801.

ACTION BY THE EXECUTIVE BOARD

10. In the light of these amendments, the Executive Board may wish to consider the following draft resolutions.¹

Draft resolution 1 (Remuneration of staff in the professional and higher categories)

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,²

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 2020 concerning the remuneration of staff in the professional and higher categories.

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,²

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

¹ See document EB146/49 Rev.1 Add.1 for the financial and administrative implications for the Secretariat of these resolutions.

² Document EB146/49 Rev.1.

The Seventy-third 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\$ 182 411 gross per annum with a corresponding net salary of US\$ 135 891;
2. ESTABLISHES the salary of the Deputy Director-General at US\$ 200 998 gross per annum with a corresponding net salary of US\$ 148 159;
3. ESTABLISHES the salary of the Director-General at US\$ 251 859 gross per annum with a corresponding net salary of US\$ 189 801; and
4. DECIDES that those adjustments in remuneration shall take effect from 1 January 2020.

ANNEX

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 2020)^a

		Step												
<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>
D-2	Gross	145 717	148 886	152 179	155 542	158 906	162 270	165 629	168 992	172 353	175 714			
	Net	111 502	113 720	115 938	118 158	120 378	122 598	124 815	127 035	129 253	131 471			
D-1	Gross	130 429	133 211	135 999	138 784	141 560	144 347	147 130	149 910	152 861	155 811	158 762	161 711	164 665
	Net	100 800	102 748	104 699	106 649	108 592	110 543	112 491	114 437	116 388	118 335	120 283	122 229	124 179
P-5	Gross	112 374	114 743	117 113	119 477	121 847	124 213	126 584	128 950	131 319	133 684	136 054	138 419	140 790
	Net	88 162	89 820	91 479	93 134	94 793	96 449	98 109	99 765	101 423	103 079	104 738	106 393	108 053
P-4	Gross	92 126	94 232	96 336	98 441	100 591	102 876	105 164	107 449	109 733	112 016	114 304	116 584	118 870
	Net	73 516	75 116	76 715	78 315	79 914	81 513	83 115	84 714	86 313	87 911	89 513	91 109	92 709
P-3	Gross	75 608	77 557	79 504	81 450	83 400	85 346	87 293	89 245	91 191	93 138	95 089	97 037	98 986
	Net	60 962	62 443	63 923	65 402	66 884	68 363	69 843	71 326	72 805	74 285	75 768	77 248	78 729
P-2	Gross	58 414	60 157	61 897	63 639	65 383	67 128	68 872	70 609	72 354	74 095	75 837	77 582	79 322
	Net	47 895	49 219	50 542	51 866	53 191	54 517	55 843	57 163	58 489	59 812	61 136	62 462	63 785
P-1	Gross	45 133	46 487	47 841	49 195	50 599	52 079	53 557	55 037	56 514	57 995	59 472	60 950	62 429
	Net	37 460	38 584	39 708	40 832	41 955	43 080	44 203	45 328	46 451	47 576	48 699	49 822	50 946

^a 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 2020)**

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	121 159	123 444
	Net	94 311	95 911
P-3	Gross	101 011	103 126
	Net	80 208	81 688
P-2	Gross	81 064	—
	Net	65 109	—
P-1	Gross	63 908	—
	Net	52 070	—

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