



## 《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<sup>1</sup>。
2. 本文件第 I 节所列修订款源自联合国大会第七十五届会议根据国际公务员制度委员会 2020 年年度报告中的各项建议<sup>2</sup>作出的决定<sup>3</sup>。如果联合国大会不批准国际公务员制度委员会的这些建议，世卫组织将分发本文件的一份补编。
3. 这些修订款将对 2020-2021 双年度产生财政影响，增加 2020-2021 年规划预算的费用。关于建议供执行委员会或世界卫生大会通过的决议对秘书处的财政和行政影响以及对 2020-2021 双年度之后财政影响的报告<sup>4</sup>列明了这些修订款的财政影响，详见下文。
4. 本文件第 II 节所述修订是根据经验并从良好人力资源管理角度作出的必要修订。
5. 《职员细则》修订款载于本文件附件。

### I. 鉴于联合国大会第七十五届会议根据国际公务员制度委员会的建议拟作出的决定而认为必要的修订

#### 专业及以上职类薪酬

6. 国际公务员制度委员会向联合国大会建议，自 2021 年 1 月 1 日起，应上调专业及以上职类的经修订的统一基薪/底薪表及相关薪酬保护点，上调幅度为 1.90%。标准调整方法是，在增加基薪的同时，相应减少工作地点差价调整数乘数，实得净薪保持不变。

<sup>1</sup> 《人事条例》和《职员细则》可自 <http://www.who.int/careers/what-we-offer/en/> 获取（2020 年 12 月 2 日访问）。

<sup>2</sup> 见 <https://icsc.un.org/Home/Library/AnnualRep>（2020 年 12 月 2 日访问）。

<sup>3</sup> 见 <https://www.un.org/en/ga/>（2020 年 12 月 2 日访问）。

<sup>4</sup> 文件 EB148/45 Add.1。

7. 据此对《职员细则》附录 1 作出修订，修订款见本文件附件 1。

### **不叙级职位职员和总干事的薪酬**

8. 按照上文第 6 段所述联合国大会就国际公务员制度委员会的建议而作出的决定，总干事提议，根据《人事条例》第 3.1 条，执行委员会应建议第七十四届世界卫生大会调整助理总干事和区域主任的薪金。助理总干事和区域主任的年薪毛额自 2021 年 1 月 1 日起为 186 323 美元，薪金净额为 138 473 美元。

9. 根据上述薪金调整，卫生大会为副总干事批准的薪金调整自 2021 年 1 月 1 日起年薪毛额为 205 264 美元，相应的薪金净额为 150 974 美元。

10. 也需对总干事薪金作出相似的调整。将由卫生大会批准的年薪毛额自 2021 年 1 月 1 日起为 257 010 美元，薪金净额为 193 407 美元。

## **II. 根据经验并从良好人力资源管理角度认为必要的修订**

### **付款和扣款**

11. 为使世卫组织的规定与联合国秘书处的现行规定保持一致，修订了《职员细则》第 380.9 条，规定两年追索期不适用于所扣除的养恤金缴款。

### **招聘政策**

12. 修订了《职员细则》第 410.3.2 条，在该条中不再提及《职员细则》第 410.3 条。

### **裁撤职位**

13. 修订了《职员细则》第 1050.2 条，澄清可以在聘用合同中，特别是在世卫组织代管的独立实体的工作人员聘用合同中，规定职位被裁撤的工作人员不适用于世卫组织内部调任程序。

14. 如上所述，修订了《职员细则》第 380.9、第 410.3.2 和第 1050.2 条，修订款见本文件附件 2。

## 执行委员会的行动

15. 根据这些修订，执行委员会拟可考虑下述决议草案<sup>1</sup>。

### 决议草案 1（专业及以上职类薪酬）

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<sup>2</sup>，

**确认**总干事根据《人事条例》第 12.2 条对《职员细则》所作的关于专业及以上职类职员薪酬问题的修订，修订款自 2021 年 1 月 1 日起生效。

### 决议草案 2（不叙级职位职员和总干事的薪酬）

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<sup>2</sup>，

**建议**第七十四届世界卫生大会通过下述决议：

第七十四届世界卫生大会，

注意到执行委员会关于不叙级职位职员和总干事薪酬的建议，

1. **确定**助理总干事和区域主任的年薪毛额为 186 323 美元，相应的薪金净额为 138 473 美元；
2. **确定**副总干事的年薪毛额为 205 264 美元，相应的薪金净额为 150 974 美元；
3. **确定**总干事的年薪毛额为 257 010 美元，相应的薪金净额为 193 407 美元；

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<sup>1</sup> 关于这些决议对秘书处的财政和行政影响，见文件 EB148/45 Add.1。

<sup>2</sup> 文件 EB148/45。

4. **决定**这些薪酬调整应于 2021 年 1 月 1 日起生效。

**决议草案 3（付款和扣款、招聘政策以及裁撤职位）**

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<sup>1</sup>，

**确认**总干事根据《人事条例》第 12.2 条对《职员细则》所作的关于付款和扣款、招聘政策以及裁撤职位问题的修订，修订款自 2021 年 1 月 1 日起生效。

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<sup>1</sup> 文件 EB148/45。

附件 1

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 2021)<sup>a</sup>**

		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>
<b>D-2</b>	<b>Gross</b>	<b>148 744</b>	<b>152 092</b>	<b>155 517</b>	<b>158 944</b>	<b>162 371</b>	<b>165 798</b>	<b>169 221</b>	<b>172 650</b>	<b>176 074</b>	<b>179 498</b>			
	Net	113 621	115 881	118 141	120 403	122 665	124 927	127 186	129 449	131 709	133 969			
<b>D-1</b>	<b>Gross</b>	<b>133 164</b>	<b>136 000</b>	<b>138 840</b>	<b>141 679</b>	<b>144 507</b>	<b>147 347</b>	<b>150 194</b>	<b>153 198</b>	<b>156 211</b>	<b>159 217</b>	<b>162 224</b>	<b>165 229</b>	<b>168 239</b>
	Net	102 715	104 700	106 688	108 675	110 655	112 643	114 628	116 611	118 599	120 583	122 568	124 551	126 538
<b>P-5</b>	<b>Gross</b>	<b>114 767</b>	<b>117 181</b>	<b>119 596</b>	<b>122 006</b>	<b>124 420</b>	<b>126 831</b>	<b>129 247</b>	<b>131 659</b>	<b>134 071</b>	<b>136 483</b>	<b>138 897</b>	<b>141 306</b>	<b>143 723</b>
	Net	89 837	91 527	93 217	94 904	96 594	98 282	99 973	101 661	103 350	105 038	106 728	108 414	110 106
<b>P-4</b>	<b>Gross</b>	<b>93 964</b>	<b>96 109</b>	<b>98 254</b>	<b>100 433</b>	<b>102 760</b>	<b>105 089</b>	<b>107 420</b>	<b>109 749</b>	<b>112 076</b>	<b>114 401</b>	<b>116 734</b>	<b>119 057</b>	<b>121 386</b>
	Net	74 913	76 543	78 173	79 803	81 432	83 062	84 694	86 324	87 953	89 581	91 214	92 840	94 470
<b>P-3</b>	<b>Gross</b>	<b>77 132</b>	<b>79 117</b>	<b>81 103</b>	<b>83 086</b>	<b>85 072</b>	<b>87 055</b>	<b>89 039</b>	<b>91 028</b>	<b>93 011</b>	<b>94 995</b>	<b>96 984</b>	<b>98 968</b>	<b>101 036</b>
	Net	62 120	63 629	65 138	66 645	68 155	69 662	71 170	72 681	74 188	75 696	77 208	78 716	80 225
<b>P-2</b>	<b>Gross</b>	<b>59 612</b>	<b>61 387</b>	<b>63 161</b>	<b>64 936</b>	<b>66 713</b>	<b>68 491</b>	<b>70 268</b>	<b>72 038</b>	<b>73 816</b>	<b>75 589</b>	<b>77 366</b>	<b>79 143</b>	<b>80 917</b>
	Net	48 805	50 154	51 502	52 851	54 202	55 553	56 904	58 249	59 600	60 948	62 298	63 649	64 997
<b>P-1</b>	<b>Gross</b>	<b>45 990</b>	<b>47 370</b>	<b>48 749</b>	<b>50 142</b>	<b>51 647</b>	<b>53 157</b>	<b>54 662</b>	<b>56 170</b>	<b>57 676</b>	<b>59 184</b>	<b>60 689</b>	<b>62 196</b>	<b>63 703</b>
	Net	38 172	39 317	40 462	41 608	42 752	43 899	45 043	46 189	47 334	48 480	49 624	50 769	51 914

<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 2021)**

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
<b>P-4</b>	<b>Gross</b>	<b>123 719</b>	<b>126 047</b>
	Net	96 103	97 733
<b>P-3</b>	<b>Gross</b>	<b>103 189</b>	<b>105 343</b>
	Net	81 732	83 240
<b>P-2</b>	<b>Gross</b>	<b>82 692</b>	–
	Net	66 346	–
<b>P-1</b>	<b>Gross</b>	<b>65 209</b>	–
	Net	53 059	–

附件 2<sup>1</sup>

**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>380. PAYMENTS AND DEDUCTIONS</p> <p>...</p> <p>380.8 When a staff member has, in good faith, received an overpayment of an allowance or entitlement of any kind, the Organization will, subject to conditions established by the Director-General:</p> <p style="padding-left: 2em;">380.8.1 in the case of a recurring payment, recover the amount overpaid during the two years prior to the date on which the Organization discovered the overpayment; and</p> <p style="padding-left: 2em;">380.8.2 in the case of a lump sum payment, recover the amount overpaid provided that the recovery action is initiated within two years following the date of overpayment.</p>	<p>380. PAYMENTS AND DEDUCTIONS</p> <p>...</p> <p>380.8 When a staff member has, in good faith, received an overpayment of an allowance or entitlement of any kind, the Organization will, subject to conditions established by the Director-General:</p> <p style="padding-left: 2em;">380.8.1 in the case of a recurring payment, recover the amount overpaid during the two years prior to the date on which the Organization discovered the overpayment; and</p> <p style="padding-left: 2em;">380.8.2 in the case of a lump sum payment, recover the amount overpaid provided that the recovery action is initiated within two years following the date of overpayment.</p> <p><b>380.9 The two-year limitation provided for under Staff Rules 380.8.1 and 380.8.2 shall not apply to the deduction of pension contributions.</b></p>
<p>410. RECRUITMENT POLICIES</p> <p>...</p> <p>410.3 Appointment shall not be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother or sister.</p> <p style="padding-left: 2em;">410.3.1 The spouse of a staff member may be appointed provided that the spouse is fully qualified for the position and provided that the spouse is not given any preference for appointment by virtue of the relationship to the staff member.</p>	<p>410. RECRUITMENT POLICIES</p> <p>...</p> <p>410.3 Appointment shall not be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother or sister.</p> <p style="padding-left: 2em;">410.3.1 The spouse of a staff member may be appointed provided that the spouse is fully qualified for the position and provided that the spouse is not given any preference for appointment by virtue of the relationship to the staff member.</p>

<sup>1</sup> Deletions are shown with strikethrough; insertions are shown in bold.

<p>410.3.2 A staff member who is related to another staff member as specified under Staff Rules 410.3 and 410.3.1:</p> <p>410.3.2.1 shall not be assigned to a post that is superior or subordinate in the line of authority to the post occupied by the staff member to whom he or she is related.</p> <p>410.3.2.2 shall not participate in the process of selection, assignment, reassignment or transfer of the related staff member; or in the taking or reviewing of an administrative decision affecting the related staff member.</p>	<p>410.3.2 A staff member who is related to another staff member as specified under Staff Rules <del>410.3 and</del> 410.3.1:</p> <p>410.3.2.1 shall not be assigned to a post that is superior or subordinate in the line of authority to the post occupied by the staff member to whom he or she is related.</p> <p>410.3.2.2 shall not participate in the process of selection, assignment, reassignment or transfer of the related staff member; or in the taking or reviewing of an administrative decision affecting the related staff member.</p>
<p>1050. ABOLITION OF POST</p> <p>...</p> <p>1050.2 In accordance with conditions and procedures established by the Director-General, reasonable efforts shall be made to reassign staff members whose posts have been abolished or have come to an end, as follows:</p> <p>1050.2.1 Staff members with a continuing appointment.</p> <p>1050.2.2 Staff members holding a fixed-term appointment on 1 February 2013 who have completed at least five years of continuous and uninterrupted fixed-term service with the Organization, provided that this period of continuous and uninterrupted fixed-term certified satisfactory service began before 1 February 2013.</p> <p>1050.2.3 Staff members not holding a fixed-term appointment on 1 February 2013 who have completed at least ten years of continuous and uninterrupted certified satisfactory fixed-term with the Organization.</p> <p>1050.2.4 Staff members on secondment to the Organization are not eligible to participate in the reassignment process.</p>	<p>1050. ABOLITION OF POST</p> <p>...</p> <p>1050.2 In accordance with conditions and procedures established by the Director-General, <b>and unless otherwise provided in the contract of employment</b>, reasonable efforts shall be made to reassign staff members whose posts have been abolished or have come to an end, as follows:</p> <p>1050.2.1 Staff members with a continuing appointment.</p> <p>1050.2.2 Staff members holding a fixed-term appointment on 1 February 2013 who have completed at least five years of continuous and uninterrupted fixed-term service with the Organization, provided that this period of continuous and uninterrupted fixed-term certified satisfactory service began before 1 February 2013.</p> <p>1050.2.3 Staff members not holding a fixed-term appointment on 1 February 2013 who have completed at least ten years of continuous and uninterrupted certified satisfactory fixed-term with the Organization.</p> <p>1050.2.4 Staff members on secondment to the Organization are not eligible to participate in the reassignment process.</p>

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