

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 section I of this document stem from decisions expected to be taken by the United Nations General Assembly at its seventy-fifth session,² on the basis of recommendations made by the International Civil Service Commission (hereinafter the “Commission”) in its annual report for 2020.³ Should the United Nations General Assembly not approve the Commission’s recommendations, an addendum to the present report will be issued.
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 or the World Health Assembly, along with the financial implications beyond the biennium 2020–2021,⁴ and in the paragraphs below.
4. The amendments described in section II of this document have been made in the light of experience and in the interest of good human resources management.
5. The amendments to the Staff Rules are set out in the annexes to the present document.

¹ The Staff Regulations and Staff Rules are available at <http://www.who.int/careers/what-we-offer/en/> (accessed 2 December 2020).

² See <https://www.un.org/en/ga/> (accessed 2 December 2020).

³ See <https://icsc.un.org/Home/Library/AnnualRep> (accessed 2 December 2020).

⁴ Document EB148/45 Add.1.

I. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS EXPECTED TO BE TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SEVENTY-FIFTH SESSION ON THE BASIS OF RECOMMENDATIONS BY THE COMMISSION

Remuneration of staff in the professional and higher categories

6. The Commission recommended to the General Assembly that the revised base/floor salary scale and the associated pay protection points for the professional and higher categories should be increased by 1.90% 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 2021.
7. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and are set out in Annex 1 to the present document.

Remuneration of staff in ungraded positions and the Director-General

8. Subject to the decision of the General Assembly in respect of the recommendation in paragraph 6 above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board recommend to the Seventy-fourth World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2021, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 186 323 per annum, with a corresponding net salary of US\$ 138 473.
9. 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 2021, a gross salary of US\$ 205 264 per annum, with a corresponding net salary of US\$ 150 974.
10. 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 2021, would be US\$ 257 010 per annum, with a corresponding net salary of US\$ 193 407.

II. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE INTEREST OF GOOD HUMAN RESOURCES MANAGEMENT

Payments and deductions

11. Staff Rule 380.9 has been added to exclude the two-year recovery limitation on deductions of pension contributions, to align WHO provisions with those in effect in the United Nations Secretariat.

Recruitment Policies

12. Staff Rule 410.3.2 has been amended to remove a redundant reference to Staff Rule 410.3.

Abolition of post

13. Staff Rule 1050.2. has been amended to clarify that contracts of employment, and particularly those of staff members working for independent entities that are hosted by WHO, may exclude such staff members from the reassignment process within WHO should their posts be abolished.

14. Amendments to Staff Rules 380.9, 410.3.2 and 1050.2 have been prepared accordingly and are set out in Annex 2 to the present document.

ACTION BY THE EXECUTIVE BOARD

15. 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 2021 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-fourth World Health Assembly the adoption of the following resolution:

The Seventy-fourth 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\$ 186 323 gross per annum with a corresponding net salary of US\$ 138 473;

¹ See document EB148/45 Add.1 for the financial and administrative implications for the Secretariat of these resolutions.

² Document EB148/45.

2. ESTABLISHES the salary of the Deputy Director-General at US\$ 205 264 gross per annum with a corresponding net salary of US\$ 150 974;
3. ESTABLISHES the salary of the Director-General at US\$ 257 010 gross per annum with a corresponding net salary of US\$ 193 407; and
4. DECIDES that those adjustments in remuneration shall take effect from 1 January 2021.

Draft resolution 3 (Payments and deductions, recruitment policies, and abolition of post)

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,¹

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 2021 concerning payments and deductions, recruitment policies, and abolition of post.

¹ Document EB148/45.

ANNEX 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)^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	148 744	152 092	155 517	158 944	162 371	165 798	169 221	172 650	176 074	179 498			
	Net	113 621	115 881	118 141	120 403	122 665	124 927	127 186	129 449	131 709	133 969			
D-1	Gross	133 164	136 000	138 840	141 679	144 507	147 347	150 194	153 198	156 211	159 217	162 224	165 229	168 239
	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
P-5	Gross	114 767	117 181	119 596	122 006	124 420	126 831	129 247	131 659	134 071	136 483	138 897	141 306	143 723
	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
P-4	Gross	93 964	96 109	98 254	100 433	102 760	105 089	107 420	109 749	112 076	114 401	116 734	119 057	121 386
	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
P-3	Gross	77 132	79 117	81 103	83 086	85 072	87 055	89 039	91 028	93 011	94 995	96 984	98 968	101 036
	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
P-2	Gross	59 612	61 387	63 161	64 936	66 713	68 491	70 268	72 038	73 816	75 589	77 366	79 143	80 917
	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
P-1	Gross	45 990	47 370	48 749	50 142	51 647	53 157	54 662	56 170	57 676	59 184	60 689	62 196	63 703
	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

^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 2021)**

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

ANNEX 2¹

**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>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>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>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>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>380.9 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.</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>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>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>

¹ 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 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>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, and unless otherwise provided in the contract of employment, 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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