

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-sixth session,² on the basis of recommendations made by the International Civil Service Commission in its report for the year 2021.³
3. The financial implications of the amendments for the biennium 2022–2023 involve additional costs under the Programme budget 2022–2023. They are set out in the report on the financial and administrative implications for the Secretariat of the resolutions proposed for adoption by the Executive Board or the World Health Assembly, along with the financial implications beyond the biennium 2022–2023,⁴ and in the paragraphs below.
4. The amendments to the Staff Rules are set out in Annexes 1 and 2 to the present document.

AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS TAKEN BY THE GENERAL ASSEMBLY AT ITS SEVENTY-SIXTH 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 revised base/floor salary scale and the updated pay protection points for the Professional and higher categories should be increased by 0.92% through the standard consolidation method of increasing the base salary and commensurately decreasing post adjustment multiplier points, resulting in no change in net take-home pay, with effect from 1 January 2022.

¹ The Staff Regulations and Staff Rules are available at <https://www.who.int/publications/m/item/staff-regulations-and-staff-rules> (accessed 1 November 2021).

² United Nations General Assembly resolution 76/240.

³ United Nations document A/76/30.

⁴ Document EB150/46 Add.1.

6. Amendments to Appendix 1 to 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

7. Consistent with the decision of the General Assembly in respect of the recommendation outlined in paragraph 5 above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board recommend to the Seventy-fifth World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2022, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 188 253 per annum, with a corresponding net salary of US\$ 139 747.

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 2022, a gross salary of US\$ 207 368 per annum, with a corresponding net salary of US\$ 152 363.

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 2022, would be US\$ 259 553 per annum, with a corresponding net salary of US\$ 195 187.

Education grant sliding reimbursement scale

10. The General Assembly decided to adjust the education grant sliding reimbursement scale upward by 14.0% for implementation from the school year in progress on 1 January 2022.

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

ACTION BY THE EXECUTIVE BOARD

12. 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 2022 concerning the remuneration of staff in the Professional and higher categories.

¹ See document EB150/46 Add.1 for the financial and administrative implications for the Secretariat of these draft resolutions.

² Document EB150/46 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,¹

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

The Seventy-fifth 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 Directors² at US\$ 188 253 gross per annum with a corresponding net salary of US\$ 139 747;
2. ESTABLISHES the salary of the Deputy Director-General³ at US\$ 207 368 gross per annum with a corresponding net salary of US\$ 152 363;
3. ESTABLISHES the salary of the Director-General at US\$ 259 553 gross per annum with a corresponding net salary of US\$ 195 187; and
4. DECIDES that those adjustments in remuneration shall take effect from 1 January 2022.

Draft resolution 3 (Education grant sliding reimbursement scale)

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 the school year in progress on 1 January 2022 concerning the education grant sliding reimbursement scale.

¹ Document EB150/46 Rev.1.

² Salary category UG1.

³ Salary category UG2.

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 2022)^a**

<i>Level</i>		Step												
		<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	150 252	153 708	157 164	160 623	164 082	167 539	170 994	174 455	177 911	181 367			
	Net	114 666	116 947	119 228	121 511	123 794	126 076	128 356	130 640	132 921	135 202			
D-1	Gross	134 514	137 376	140 243	143 107	145 961	148 827	151 792	154 824	157 864	160 897	163 933	166 965	170 003
	Net	103 660	105 663	107 670	109 675	111 673	113 679	115 683	117 684	119 690	121 692	123 696	125 697	127 702
P-5	Gross	115 949	118 384	120 821	123 253	125 690	128 123	130 561	132 994	135 430	137 863	140 300	142 730	145 170
	Net	90 664	92 369	94 075	95 777	97 483	99 186	100 893	102 596	104 301	106 004	107 710	109 411	111 119
P-4	Gross	94 871	97 036	99 200	101 481	103 830	106 180	108 533	110 883	113 231	115 579	117 933	120 277	122 627
	Net	75 602	77 247	78 892	80 537	82 181	83 826	85 473	87 118	88 762	90 405	92 053	93 694	95 339
P-3	Gross	77 884	79 887	81 891	83 892	85 897	87 899	89 901	91 908	93 909	95 911	97 918	99 921	102 090
	Net	62 692	64 214	65 737	67 258	68 782	70 303	71 825	73 350	74 871	76 392	77 918	79 440	80 963
P-2	Gross	60 203	61 993	63 784	65 575	67 370	69 163	70 958	72 743	74 537	76 328	78 120	79 914	81 704
	Net	49 254	50 615	51 976	53 337	54 701	56 064	57 428	58 785	60 148	61 509	62 871	64 235	65 595
P-1	Gross	46 413	47 806	49 198	50 646	52 164	53 688	55 207	56 729	58 249	59 771	61 291	62 811	64 332
	Net	38 523	39 679	40 834	41 991	43 145	44 303	45 457	46 614	47 769	48 926	50 081	51 236	52 392

^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 2022)**

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	124 981	127 331
	Net	96 987	98 632
P-3	Gross	104 263	106 437
	Net	82 484	84 006
P-2	Gross	83 495	–
	Net	66 956	–
P-1	Gross	65 851	–
	Net	53 547	–

ANNEX 2

APPENDIX 2 TO THE STAFF RULES

**EDUCATION GRANT SLIDING REIMBURSEMENT SCALE
(Effective from the school year in progress on 1 January 2022)**

Claim amount bracket (United States dollars)	Reimbursement rate (percentage)
0 – 13 224	86
13 225 – 19 836	81
19 837 – 26 448	76
26 449 – 33 060	71
33 061 – 39 672	66
39 673 – 46 284	61
46 285 and above	–

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