



《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. 本文件第一节所列修订款源自联合国大会第七十七届会议根据国际公务员制度委员会 2022 年年度报告²中的各项建议预期将作出的决定。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. 这些修订款对 2022-2023 双年度产生财政影响，增加了 2022-2023 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 2022-2023 双年度之后财政影响的报告³列明了这些修订款的财政影响，详见下文。
4. 本文件第二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修订。
5. 《职员细则》修订款载于本文件附件。

一、鉴于联合国大会第七十七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 2023 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/底薪表及经更新的薪酬保护点，上调幅度为 2.28%。标准

¹ 《人事条例》和《职员细则》可自 <https://www.who.int/publications/m/item/staff-regulations-and-staff-rules> 获取 (2022 年 11 月 16 日访问)。

² 文件 A77/30。

³ 文件 EB152/48 Add.1。

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。

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七十六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 2023 年 1 月 1 日起为 193 080 美元，薪金净额为 142 933 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 2023 年 1 月 1 日起年薪毛额为 212 632 美元，相应的薪金净额为 155 837 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 2023 年 1 月 1 日起为 265 910 美元，薪金净额为 199 637 美元。

二、根据经验并从良好人力资源管理角度认为必要的修订

受抚养人与家庭团聚

11. 《职员细则》增补了第 310.5.4 条，使不符合《职员细则》第 310.5.1 条至第 310.5.3 条受抚养人身份规定的家庭成员能够与家庭团聚，但这类受抚养人没有资格获得任何其他权利或福利。

育儿假

12. 修订了《职员细则》第 760、763 和 765 条，以规定统一的育儿假，在修订案中增加了育儿假时间，并根据国际公务员制度委员会的建议使用了性别包容性语言¹。

执行委员会的行动

13. 根据这些修订，请执行委员会考虑通过下述决议草案。

¹ 联合国 A/77/30 号文件，第 92 段。

决议草案 1（专业及以上职类薪酬，受抚养人与家庭团聚，育儿假）

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》所作的关于专业及以上职类职员薪酬、受抚养人与家庭团聚以及育儿假问题的修订，修订款自 2023 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¹，

建议第七十六届世界卫生大会通过下述决议：

第七十六届世界卫生大会，

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²的年薪毛额为 193 080 美元，相应的薪金净额为 142 933 美元；
2. **确定**副总干事³的年薪毛额为 212 632 美元，相应的薪金净额为 155 837 美元；
3. **确定**总干事的年薪毛额为 265 910 美元，相应的薪金净额为 199 637 美元；
4. **决定**这些薪酬调整应于 2023 年 1 月 1 日起生效。

¹ 文件 EB152/49。

² UG1 薪资类。

³ UG2 薪资类。

附件 1

EB152/49

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 2023)^a**

Level		Step												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
D-2	Gross	154 212	157 747	161 282	164 820	168 359	171 895	175 429	178 968	182 503	186 038			
	Net	117 280	119 613	121 946	124 281	126 617	128 951	131 283	133 619	135 952	138 285			
D-1	Gross	137 890	140 817	143 750	146 680	149 599	152 683	155 789	158 889	161 998	165 102	168 206	171 308	174 415
	Net	106 023	108 072	110 125	112 176	114 219	116 271	118 321	120 367	122 419	124 467	126 516	128 563	130 614
P-5	Gross	118 901	121 393	123 886	126 373	128 866	131 353	133 847	136 336	138 827	141 316	143 809	146 294	148 790
	Net	92 731	94 475	96 220	97 961	99 706	101 447	103 193	104 935	106 679	108 421	110 166	111 906	113 653
P-4	Gross	97 139	99 353	101 701	104 104	106 507	108 910	111 317	113 720	116 123	118 523	120 931	123 329	125 733
	Net	77 326	79 008	80 691	82 373	84 055	85 737	87 422	89 104	90 786	92 466	94 152	95 830	97 513
P-3	Gross	79 764	81 813	83 863	85 909	87 961	90 008	92 057	94 108	96 155	98 203	100 279	102 501	104 727
	Net	64 121	65 678	67 236	68 791	70 350	71 906	73 463	75 022	76 578	78 134	79 695	81 251	82 809
P-2	Gross	61 680	63 512	65 343	67 175	69 011	70 845	72 680	74 507	76 341	78 172	80 005	81 842	83 672
	Net	50 377	51 769	53 161	54 553	55 948	57 342	58 737	60 125	61 519	62 911	64 304	65 700	67 091
P-1	Gross	47 471	48 896	50 349	51 905	53 459	55 017	56 570	58 128	59 682	61 239	62 793	64 347	65 904
	Net	39 401	40 584	41 765	42 948	44 129	45 313	46 493	47 677	48 858	50 042	51 223	52 404	53 587

^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 2023)**

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	128 140	130 544
	Net	99 198	100 881
P-3	Gross	106 950	109 173
	Net	84 365	85 921
P-2	Gross	85 504	–
	Net	68 483	–
P-1	Gross	67 458	–
	Net	54 768	–

附件 2

**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>310. DEFINITIONS ...</p> <p>310.5“Dependants” for the purposes of determining entitlements under the Rules, except as otherwise specified, are defined as:</p> <p style="padding-left: 40px;">310.5.1 a staff member’s spouse whose earnings, if any, do not exceed during any calendar year the lowest entry level of the United Nations General Service gross salary scale in force on 1 January of the year concerned for the duty station in the country of the spouse’s place of work. In the case of staff members in the professional and higher categories, the entry level amount shall not at any duty station be less than the equivalent of the lowest entry level salary at the base of the common salary system, i.e. G-2, step I for New York;</p> <p style="padding-left: 80px;">310.5.1.1 if both spouses are staff members of international organizations applying the common system of salaries and allowances, neither may be recognized as a dependant for the purposes of Rules 330.2, 335 and 360;</p> <p>310.5.2 a child as defined by the Director-General and for whom the staff member certifies that he provides the main and continuing support, provided that the child is under 18 years of age or, if in full-time attendance at a school or university, under the age of 21 years. Age and school attendance requirements shall not apply if the child is physically or mentally incapacitated for substantial gainful</p>	<p>310. DEFINITIONS ...</p> <p>310.5“Dependants” for the purposes of determining entitlements under the Rules, except as otherwise specified, are defined as:</p> <p style="padding-left: 40px;">310.5.1 a staff member’s spouse whose earnings, if any, do not exceed during any calendar year the lowest entry level of the United Nations General Service gross salary scale in force on 1 January of the year concerned for the duty station in the country of the spouse’s place of work. In the case of staff members in the professional and higher categories, the entry level amount shall not at any duty station be less than the equivalent of the lowest entry level salary at the base of the common salary system, i.e. G-2, step I for New York;</p> <p style="padding-left: 80px;">310.5.1.1 if both spouses are staff members of international organizations applying the common system of salaries and allowances, neither may be recognized as a dependant for the purposes of Rules 330.2, 335 and 360;</p> <p>310.5.2 a child as defined by the Director-General and for whom the staff member certifies that he provides the main and continuing support, provided that the child is under 18 years of age or, if in full-time attendance at a school or university, under the age of 21 years. Age and school attendance requirements shall not apply if the child is physically or mentally incapacitated for substantial gainful</p>

<p>employment either permanently or for a period expected to be of long duration. If both parents are staff members of international organizations applying the common system of salaries and allowances, the children, if determined dependent, will be recognized as the dependants of the parent whose annual gross occupational earnings yield the higher amount, unless the staff members concerned request otherwise;</p> <p>310.5.3 a father, mother, brother or sister (not more than one such dependant may be claimed and provided that the staff member does not have a recognized dependant spouse as defined in Rule 310.5.1):</p> <ol style="list-style-type: none"> (1) if the staff member demonstrates that he provides more than half the total support and, in any case, at least twice the amount of the allowance claimed, (2) and provided that the brother or sister shall be subject to the same age and school attendance conditions as stated in Rule 310.5.2 for a child. <p>760. MATERNITY LEAVE</p> <p>760.1 Staff members shall be entitled to maternity leave, subject to conditions established by the Director-General</p>	<p>employment either permanently or for a period expected to be of long duration. If both parents are staff members of international organizations applying the common system of salaries and allowances, the children, if determined dependent, will be recognized as the dependants of the parent whose annual gross occupational earnings yield the higher amount, unless the staff members concerned request otherwise;</p> <p>310.5.3 a father, mother, brother or sister (not more than one such dependant may be claimed and provided that the staff member does not have a recognized dependant spouse as defined in Rule 310.5.1):</p> <ol style="list-style-type: none"> (1) if the staff member demonstrates that he provides more than half the total support and, in any case, at least twice the amount of the allowance claimed, (2) and provided that the brother or sister shall be subject to the same age and school attendance conditions as stated in Rule 310.5.2 for a child. <p>310.5.4 Family members listed in the preceding paragraphs who do not meet the requirements for dependant status in Rules 310.5.1. to 310.5.3 may still be recognized as dependants for family reunification purposes only, without eligibility for any other benefits or entitlements under the Rules.</p> <p>760. MATERNITY PARENTAL LEAVE</p> <p>760.1 Staff members shall be entitled to maternity parental leave, subject to conditions established by the Director-General. The leave is paid with full salary and allowances. Upon presentation of satisfactory evidence of parenthood following the birth of the child or arrival thereafter, a staff member shall be entitled to parental leave for a period of sixteen weeks, subject to Rule 760.2.</p>
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<p>760.2 Maternity leave shall commence six weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected due date. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in the case of multiple births, maternity leave shall extend for a period of 20 weeks from the time it is granted. However, in no case shall maternity leave terminate less than 10 weeks after the actual date of birth. The leave is paid with full salary and allowances.</p> <p>760.3 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.</p> <p>760.4 Where both parents of a newborn child are staff members of the World Health Organization, any unused portion of maternity leave to which the mother could otherwise have been entitled under Rule 760.2 may be used by the other parent, under conditions established by the Director-General.</p>	<p>In case of birth or subsequent arrival of more than one child, parental leave will be extended by two weeks for non-birthing parents.</p> <p>760.2 Maternity For the birthing mother/parent, parental leave shall commence six two weeks before the expected date of birth upon submission of a certificate from a duly qualified medical practitioner or midwife indicating the expected due date. At the request of the staff member and on medical advice, the Director-General may permit the maternity- leave to commence less than six weeks but not less than two weeks before the expected due- date. Maternity Parental leave for a birthing mother/parent shall extend for an additional period of 16 10 weeks from the time it parental leave is granted, except that in- reaching a total of 26 weeks for a single birth. In the case of multiple births, maternity- parental leave shall extend for a- an additional period of 20 14 weeks from the time it parental leave is granted, reaching a total of 30 weeks. However, in no case shall maternity-parental leave for a birthing mother/parent terminate less than 10 weeks after the actual date of birth. The leave is paid- with full salary and allowances.</p> <p>760.3 Subsequent to parental leave a A nursing- mother-parent of a child under 12 months of age shall be allowed additional maternity- leave of sufficient time each day to nurse, feed and- her- nurture their child.</p> <p>760.4 Subject to Rules 760.1 and 760.2 Where both parents of a newborn child are staff members of the World Health Organization, any unused portion of maternity-parental leave to which the mother- birthing/mother parent could otherwise have been entitled under Rule 760.2 may be used by the other parent, under conditions established by the Director-General.</p> <p>760.5 Parental leave must be exhausted within 12 months from the date of the birth of the child or the date of subsequent arrival.</p>
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<p>763. PATERNITY LEAVE</p> <p>A staff member shall be entitled to paternity leave subject to conditions established by the Director-General. Upon presentation of satisfactory evidence of the birth of the staff member's child, the staff member shall be entitled to paternity leave for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p> <p>765. ADOPTION LEAVE</p> <p>Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the adoption of a child, a staff member shall be entitled to adoption leave for a total period of eight weeks.</p>	<p>763. PATERNITY LEAVE</p> <p>A staff member shall be entitled to paternity leave subject to conditions established by the Director-General. Upon presentation of satisfactory evidence of the birth of the staff member's child, the staff member shall be entitled to paternity leave for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p> <p>765. ADOPTION LEAVE</p> <p>Subject to conditions established by the Director-General, and upon presentation of satisfactory evidence of the adoption of a child, a staff member shall be entitled to adoption leave for a total period of eight weeks.</p>
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