

## **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.<sup>1</sup>
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-seventh session, on the basis of recommendations made by the International Civil Service Commission in its report for the year 2022.<sup>2</sup> 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 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,<sup>3</sup> 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 interests of good human resources management.
5. The amendments to the Staff Rules are set out in the annexes to the present document.

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<sup>1</sup> The Staff Regulations and Staff Rules are available at <https://www.who.int/publications/m/item/staff-regulations-and-staff-rules> (accessed 16 November 2022).

<sup>2</sup> Document A/77/30.

<sup>3</sup> Document EB152/48 Add.1.

**I. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS EXPECTED TO BE TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SEVENTY-SEVENTH 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 2.28% 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 2023.

7. 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**

8. Subject to the decision of the General Assembly in respect of the recommendation outlined in paragraph 6 above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board recommend to the Seventy-sixth World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2023, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 193 080 per annum, with a corresponding net salary of US\$ 142 933.

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 2023, a gross salary of US\$ 212 632 per annum, with a corresponding net salary of US\$ 155 837.

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 2023, would be US\$ 265 910 per annum, with a corresponding net salary of US\$ 199 637.

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

**Dependants for family reunification purposes**

11. Staff Rule 310.5.4. was added to enable recognition for family reunification purposes of family members who do not meet the requirements in Staff Rules 310.5.1. to 310.5.3 for dependant status, without eligibility for any other entitlements or benefits.

## Parental leave

12. Staff Rules 760, 763 and 765 have been amended to establish unified parental leave, increases in the duration of such leave as specified in the amendments, and the use of gender-inclusive language in accordance with the International Civil Service Commission recommendations.<sup>1</sup>

## ACTION BY THE EXECUTIVE BOARD

13. In the light of these amendments, the Executive Board is invited to consider adopting the following draft resolutions.

### **Draft resolution 1 (Remuneration of staff in the Professional and higher categories, dependants for family reunification purposes and parental leave)**

The Executive Board,

Having considered the report on amendments to the Staff Regulations and Staff Rules,<sup>2</sup>

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 2023 concerning the remuneration of staff in the Professional and higher categories, dependants for family reunification purposes and parental leave.

### **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,<sup>2</sup>

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

The Seventy-sixth 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<sup>3</sup> at US\$ 193 080 gross per annum with a corresponding net salary of US\$ 142 933;

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<sup>1</sup> United Nations document A/77/30, para. 92.

<sup>2</sup> Document EB152/49.

<sup>3</sup> Salary category UG1.

2. ESTABLISHES the salary of the Deputy Director-General<sup>1</sup> at US\$ 212 632 gross per annum with a corresponding net salary of US\$ 155 837;
3. ESTABLISHES the salary of the Director-General at US\$ 265 910 gross per annum with a corresponding net salary of US\$ 199 637; and
4. DECIDES that those adjustments in remuneration shall take effect from 1 January 2023.

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<sup>1</sup> 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 2023)<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>154 212</b>	<b>157 747</b>	<b>161 282</b>	<b>164 820</b>	<b>168 359</b>	<b>171 895</b>	<b>175 429</b>	<b>178 968</b>	<b>182 503</b>	<b>186 038</b>			
	Net	117 280	119 613	121 946	124 281	126 617	128 951	131 283	133 619	135 952	138 285			
<b>D-1</b>	<b>Gross</b>	<b>137 890</b>	<b>140 817</b>	<b>143 750</b>	<b>146 680</b>	<b>149 599</b>	<b>152 683</b>	<b>155 789</b>	<b>158 889</b>	<b>161 998</b>	<b>165 102</b>	<b>168 206</b>	<b>171 308</b>	<b>174 415</b>
	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
<b>P-5</b>	<b>Gross</b>	<b>118 901</b>	<b>121 393</b>	<b>123 886</b>	<b>126 373</b>	<b>128 866</b>	<b>131 353</b>	<b>133 847</b>	<b>136 336</b>	<b>138 827</b>	<b>141 316</b>	<b>143 809</b>	<b>146 294</b>	<b>148 790</b>
	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
<b>P-4</b>	<b>Gross</b>	<b>97 139</b>	<b>99 353</b>	<b>101 701</b>	<b>104 104</b>	<b>106 507</b>	<b>108 910</b>	<b>111 317</b>	<b>113 720</b>	<b>116 123</b>	<b>118 523</b>	<b>120 931</b>	<b>123 329</b>	<b>125 733</b>
	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
<b>P-3</b>	<b>Gross</b>	<b>79 764</b>	<b>81 813</b>	<b>83 863</b>	<b>85 909</b>	<b>87 961</b>	<b>90 008</b>	<b>92 057</b>	<b>94 108</b>	<b>96 155</b>	<b>98 203</b>	<b>100 279</b>	<b>102 501</b>	<b>104 727</b>
	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
<b>P-2</b>	<b>Gross</b>	<b>61 680</b>	<b>63 512</b>	<b>65 343</b>	<b>67 175</b>	<b>69 011</b>	<b>70 845</b>	<b>72 680</b>	<b>74 507</b>	<b>76 341</b>	<b>78 172</b>	<b>80 005</b>	<b>81 842</b>	<b>83 672</b>
	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
<b>P-1</b>	<b>Gross</b>	<b>47 471</b>	<b>48 896</b>	<b>50 349</b>	<b>51 905</b>	<b>53 459</b>	<b>55 017</b>	<b>56 570</b>	<b>58 128</b>	<b>59 682</b>	<b>61 239</b>	<b>62 793</b>	<b>64 347</b>	<b>65 904</b>
	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

<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 2023)**

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

## ANNEX 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><b>310. DEFINITIONS</b></p> <p>...</p> <p>310.5“Dependants” for the purposes of determining entitlements under the Rules, except as otherwise specified, are defined as:</p> <p>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>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><b>310. DEFINITIONS</b></p> <p>...</p> <p>310.5“Dependants” for the purposes of determining entitlements under the Rules, except as otherwise specified, are defined as:</p> <p>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>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> <p>(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,</p> <p>(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> <p><b>760. MATERNITY LEAVE</b></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> <p>(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,</p> <p>(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> <p>310.5.4 <b>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.</b></p> <p><b>760. MATERNITYPARENTAL LEAVE</b></p> <p>760.1 Staff members shall be entitled to <del>maternity</del> <b>parental</b> leave, subject to conditions established by the Director-General. <b>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.</b></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><b>In case of birth or subsequent arrival of more than one child, parental leave will be extended by two weeks for non-birthing parents.</b></p> <p>760.2 <del>Maternity</del> <b>For the birthing mother/parent, parental</b> leave shall commence <del>six</del> <b>two</b> 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. <del>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</del> <b>Parental</b> leave for a <b>birthing mother/parent</b> shall extend for an <b>additional</b> period of <del>16</del> <b>10</b> weeks from the time <del>it</del> <b>parental</b> leave is granted, <del>except that in reaching a total of 26 weeks for a single birth. In the case of multiple births, maternity</del> <b>parental</b> leave shall extend for <del>a-an</del> <b>additional</b> period of <del>20</del> <b>14</b> weeks from the time <del>it</del> <b>parental</b> leave is granted, <b>reaching a total of 30 weeks.</b> However, in no case shall <del>maternity-parental</del> <b>parental</b> leave for a <b>birthing mother/parent</b> terminate less than 10 weeks after the actual date of birth. <del>The leave is paid with full salary and allowances.</del></p> <p>760.3 <b>Subsequent to parental leave</b> <del>a nursing mother-parent of a child under 12 months of age</del> shall be allowed additional <del>maternity</del> leave of sufficient time each day to nurse, <b>feed and her-nurture their</b> child.</p> <p>760.4 <b>Subject to Rules 760.1 and 760.2</b> <del>Where</del> both parents of a <del>newborn</del> child are staff members of the World Health Organization, any unused portion of <del>maternity</del> <b>parental</b> leave to which the <del>mother</del> <b>birthing/mother parent</b> 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><b>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.</b></p>
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<p><b>763. PATERNITY LEAVE</b></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><b>765. ADOPTION LEAVE</b></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><b>763. PATERNITY LEAVE</b></p> <p><del>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.</del></p> <p><b>765. ADOPTION LEAVE</b></p> <p><del>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.</del></p>
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