

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. In accordance with Staff Regulation 12.1, proposed amendments to the Staff Regulations are submitted to the Executive Board, which is requested to recommend their adoption by the Seventy-seventh World Health Assembly in 2024.
3. The amendments described in the present document have been made in the light of experience and in the interests of good human resources management.
4. The financial implications of the amendments for the biennium 2024–2025 involve additional costs under the Programme budget 2024–2025. 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 Health Assembly, along with the financial implications beyond the biennium 2024–2025,² and in the paragraphs below.
5. The amendments to the Staff Regulations and Staff Rules are set forth in the Annex to the present document.

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

Proposed amendments to the Staff Regulations

Article VI

6. The proposed amendment to Staff Regulation 6.2 is required to align with Staff Rule 760, the amendments to which were confirmed by the Executive Board at its 152nd session in February 2023 to establish unified parental leave, increases in the duration of such leave as specified in the amendments,

¹ The Staff Regulations and Staff Rules are available at <https://www.who.int/publications/m/item/staff-regulations-and-staff-rules> (accessed 21 September 2023).

² Document EB154/48 Add.1.

and to use inclusive language in accordance with the recommendations made by the International Civil Service Commission.¹

Amendments to Staff Rules

Standards of conduct for staff members

7. Staff Rule 110 has been amended to align with Staff Rules of the United Nations² and to ensure further clarity.

Promotion

8. Staff Rule 560 has been amended to introduce the possibility for promotion subject to conditions to be determined by the Director-General.

Parental leave

9. Staff Rule 760 has been amended to align with the wording adopted in the Staff Rules of the United Nations.³

Global Board of Appeal

10. Staff Rule 1230 has been amended to allow for the use of more inclusive language and to give the Director-General some discretion when, owing to the complex nature of a given case, it is not possible to observe the strict deadline of 60 calendar days in respect of decision-making.

Staff in posts subject to local recruitment

11. Staff Rule 1310 has been amended to remove a transitional measure that has become redundant.

ACTION BY THE EXECUTIVE BOARD

12. In the light of these amendments, the Executive Board may wish to consider the following draft resolutions.⁴

¹ See the summary records of the Executive Board at its 152nd session, seventeenth meeting, section 1.

² See Rule 1.2 (r) of the Staff Rules of the United Nations (<https://policy.un.org/browse-by-source/staff-rules#Rule%201.2>, accessed 13 December 2023).

³ In the interests of inclusivity, the wording of Staff Rule 760 has been amended to replace the term “birth mother” with “parent who gives birth.” This aligns with the wording of Staff Rule 6.3 (ii) of the United Nations adopted by the United Nations General Assembly and implemented through administrative instruction ST/AI/2023/2 on 27 February 2023.

⁴ See document EB154/48 Add.1 for the financial and administrative implications for the Secretariat of these draft resolutions.

Draft resolution 1 (Standards of conduct for staff members, promotion, parental leave, Global Board of Appeal and staff in posts subject to local recruitment)

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 2024 concerning the standards of conduct for staff members, promotion, parental leave, Global Board of Appeal and staff in posts subject to local recruitment.

Draft resolution 2 (Parental leave)

The Executive Board,

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

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

The Seventy-seventh World Health Assembly,

Noting the recommendations of the Executive Board with regard to Article VI of the Staff Regulations,

1. ADOPTS the amendments to Staff Regulation 6.2; and
2. DECIDES that these amendments shall take effect from 1 January 2024.

¹ Document EB154/48.

ANNEX¹

**AMENDMENTS TO THE STAFF REGULATIONS AND STAFF RULES
CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE
INTERESTS OF GOOD HUMAN RESOURCES MANAGEMENT**

Former text	New text
STAFF REGULATIONS – ARTICLE VI ... 6.2 The Director-General shall establish a scheme of social security for the staff, including provisions for health protection, sick leave and maternity leave, and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the Organization.	STAFF REGULATIONS – ARTICLE VI ... 6.2 The Director-General shall establish a scheme of social security for the staff, including provisions for health protection, sick leave and maternity parental leave, and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the Organization.

¹ Deletions are shown with strikethrough; insertions are shown in bold.

Former text	New text
STAFF RULES	STAFF RULES
<p>110. STANDARDS OF CONDUCT FOR STAFF MEMBERS</p> <p>...</p> <p>110.5 A staff member shall obtain the Director-General's permission before publishing articles whose contents reflect work performed for the Organization or information obtained arising out of such work.</p>	<p>110. STANDARDS OF CONDUCT FOR STAFF MEMBERS</p> <p>...</p> <p>110.5 A Staff member shall obtain the Director-General's permission before publishing articles whose contents reflect work performed for the Organization or information obtained arising out of such work. Staff members shall not, except in the normal course of official duties or with the prior approval of the Director-General, engage in any outside activities that relate to the purpose, activities or interests of the World Health Organization. Outside activities include but are not limited to:</p> <p>110.5.1 Issuing statements to the press, radio or other agencies of public information;</p> <p>110.5.2 Accepting speaking engagements;</p> <p>110.5.3 Taking part in film, theatre, radio, television, online or other live or recorded productions;</p> <p>110.5.4 Submitting articles, books or other material for publication, or for any electronic dissemination, whose contents reflect work performed for the Organization or information obtained arising out of such work.</p>
<p>560. PROMOTION</p> <p>560.1 Promotion is the advancement of a staff member with a continuing or fixed-term appointment to a post of higher grade, as a result either of the reclassification of the post he occupies or of reassignment to a different post.</p> <p>560.2 Subject to Rule 560.3, a staff member with a continuing or fixed-term appointment shall be entitled to the promotion resulting from a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance has been satisfactory.</p>	<p>560. PROMOTION</p> <p>560.1 Promotion is the advancement of a staff member with a continuing or fixed-term appointment to a post of higher grade, as a result either of the reclassification of the post he occupies or of either reassignment to a different post through competition, or assignment of a personal grade.</p> <p>560.2 Subject to Rule 560.3, a A staff member with a continuing or fixed-term appointment shall may be entitled to the considered for promotion subject to conditions to be determined by the Director-General—a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance has been satisfactory.</p>

Former text	New text
<p>560.3 If an occupied post is reclassified from the general service category to a professional category or by more than one grade within a category, or if the post has been reclassified previously while occupied by the same incumbent, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. In such cases, the staff member with a continuing or fixed-term appointment occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.4.</p> <p>560.4 A staff member with a continuing or fixed-term appointment whose performance has been satisfactory, may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications.</p>	<p>560.3 If an occupied post is reclassified from the general service category to a professional category or by more than one grade within a category, or if the post has been reclassified previously while occupied by the same incumbent, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. In such cases, the staff member with a continuing or fixed-term appointment occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.4.</p> <p>560.4 A staff member with a continuing or fixed-term appointment whose performance has been satisfactory, may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications may request consideration for promotion under conditions to be determined by the Director-General.</p>
<p>760. PARENTAL LEAVE</p> <p>760.1 Staff members shall be entitled to 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. 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 For the birth mother, parental leave shall commence 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. Parental leave for a birth mother shall extend for an additional period of 10 weeks from the time parental leave is granted, reaching a total of 26 weeks for a single birth. In the case of multiple births, parental leave shall extend for an additional period of 14 weeks from the time parental leave is granted, reaching a total of 30 weeks. However, in no case shall parental leave for a birth mother terminate less than 10 weeks after the actual date of birth.</p>	<p>760. PARENTAL LEAVE</p> <p>760.1 [No change]</p> <p>760.2 For the parent who gives birth mother, parental leave shall commence 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. Parental leave for the parent who gives a birth mother shall extend for an additional period of 10 weeks from the time parental leave is granted, reaching a total of 26 weeks for a single birth. In the case of multiple births, parental leave shall extend for an additional period of 14 weeks from the time parental leave is granted, reaching a total of 30 weeks. However, in no case shall parental leave for the parent who gives a birth mother terminate less than 10 weeks after the actual date of birth.</p>

Former text	New text
<p>760.3 Subsequent to parental leave, a parent of a child under 12 months of age shall be allowed additional leave of sufficient time each day to nurse, feed and nurture their child.</p> <p>760.4 Subject to Rules 760.1 and 760.2 where both parents of a child are staff members of the World Health Organization, any unused portion of parental leave to which the birth 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>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>	<p>760.3 [No change]</p> <p>760.4 Subject to Rules 760.1 and 760.2 where both parents of a child are staff members of the World Health Organization, any unused portion of parental leave to which the parent who gives birth 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>760.5 [No change]</p>
<p>1230. GLOBAL BOARD OF APPEAL</p> <p>...</p> <p>1230.6.2 The Director-General shall inform the parties to the appeal and the chair of the Board of his decision within sixty (60) calendar days of the date of the receipt by him of the findings and recommendations of the Panel concerned.</p>	<p>1230. GLOBAL BOARD OF APPEAL</p> <p>...</p> <p>1230.6.2 The Director-General shall will inform the parties to the appeal and the chair of the Board of the his decision within sixty (60) calendar days of the date of the receipt by him of the findings and recommendations of the Panel concerned.</p>
<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT</p> <p>...</p> <p>1310.4 Persons whom it is necessary to recruit outside the local area for such posts, because qualified candidates are not available locally, shall be appointed under the conditions of employment established for persons locally recruited. In addition, any such staff member whose recognized place of residence is determined to be outside the local area as well as outside the country of the official station may be granted any entitlements as required to meet extra costs of non-resident status or accepted practices for non-residents employed in the locality. As a transitional measure, staff members who were in receipt of a non-resident's allowance on 31 August 1983 may continue, while eligible, to receive the non-resident's allowance at the rate and in accordance with the provisions in effect before 1 September 1983.</p>	<p>1310. STAFF IN POSTS SUBJECT TO LOCAL RECRUITMENT</p> <p>...</p> <p>1310.4 Persons whom it is necessary to recruit outside the local area for such posts, because qualified candidates are not available locally, shall be appointed under the conditions of employment established for persons locally recruited. In addition, any such staff member whose recognized place of residence is determined to be outside the local area as well as outside the country of the official station may be granted any entitlements as required to meet extra costs of non-resident status or accepted practices for non-residents employed in the locality. As a transitional measure, staff members who were in receipt of a non-resident's allowance on 31 August 1983 may continue, while eligible, to receive the non-resident's allowance at the rate and in accordance with the provisions in effect before 1 September 1983.</p>

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