



《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. 根据《人事条例》第 12.1 条，现将对《人事条例》的拟议修订款提交执行委员会，要求其建议 2024 年第七十七届世界卫生大会予以通过。
3. 本文件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。
4. 这些修订款对 2024-2025 双年度产生财政影响，增加了 2024-2025 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 2024-2025 双年度之后财政影响的报告列明了这些修订款的财政影响²，详见下文。
5. 所建议的《人事条例》和《职员细则》修订款载于本文件附件。

根据经验并从良好人力资源管理角度认为必要的修订

《人事条例》拟议修订款

第(六)条

6. 需要修订《人事条例》第 6.2 条，以便其与《职员细则》第 760 条保持一致。执行委员会在 2023 年 2 月第 152 届会议上确认了《职员细则》第 760 条修订款，规定了统

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 (2023 年 9 月 21 日访问)。

² 文件 EB154/48 Add.1 Rev.1。

一的育儿假，在修订款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包容性语言¹。

《职员细则》修订款

工作人员行为标准

7. 修订了《职员细则》第 110 条，使其与《联合国工作人员细则》²保持一致，并确保其内容更为清晰。

晋升

8. 修订了《职员细则》第 560 条，规定可以根据总干事确定的条件予以晋升。

全球申诉委员会

9. 修订了《职员细则》第 1230 条，以便使用更包容性的措词，并允许总干事因复杂情况而无法严格遵守 60 个日历日决策期限时有一定的自由裁量权。

当地征聘职位工作人员

10. 修订了《职员细则》第 1310 条，取消了一项多余的过渡措施。

执行委员会的行动

11. 根据这些修订，执行委员会拟可考虑下述决议草案³。

决议草案 1（工作人员行为标准、晋升、全球申诉委员会和当地征聘职位工作人员）

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⁴，

¹ 见执行委员会第 152 届会议第十七次会议摘要记录第 1 节。

² 见《联合国工作人员细则》第 1.2(r)条 (<https://policy.un.org/browse-by-source/staff-rules#Rule%201.2>，2023 年 12 月 13 日访问)。

³ 关于这些决议草案对秘书处的财政和行政影响，见文件 EB154/48 Add.1 Rev.1。

⁴ 文件 EB154/48 Rev.1。

确认总干事根据《人事条例》第 12.2 条对《职员细则》所作的关于工作人员行为标准、晋升、全球上诉委员会和当地征聘职位工作人员问题的修订，修订款自 2024 年 1 月 1 日起生效。

决议草案 2（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，

建议第七十七届世界卫生大会通过下述决议：

第七十七届世界卫生大会，

注意到执行委员会就《人事条例》第(六)条提出的建议，

1. 通过《人事条例》第 6.2 条修订款；
2. 决定这些修订款应于 2024 年 1 月 1 日起生效。

附件¹

根据经验并从良好人力资源管理角度认为有必要
对《人事条例》和《职员细则》作出的修订

原案文	新案文
<p>《人事条例》——第(六)条</p> <p>...</p> <p>6.2 总干事应为职员制定社会保险制度，包括关于健康保护、病假及产假；以及因代表本组织执行公务而患病、意外或死亡的合理补偿。</p>	<p>《人事条例》——第(六)条</p> <p>...</p> <p>6.2 总干事应为职员制定社会保险制度，包括关于健康保护、病假及产育儿假；以及因代表本组织执行公务而患病、意外或死亡的合理补偿。</p>

¹ 删除部分用删除线表示；插入以粗体显示。

原案文	新案文
《职员细则》	《职员细则》
<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>

原案文	新案文
<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>1230. GLOBAL BOARD OF APPEAL ...</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>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>

原案文	新案文
<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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