



2025 年 1 月 30 日

《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 2025 年第七十八届世界卫生大会予以通过。
3. 本文件第一节所列修订款源自联合国大会第七十九届会议根据国际公务员制度委员会 2024 年报告中的各项建议作出的决定^{2,3}。
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⁴，详见下文。
5. 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。
6. 所建议的《人事条例》和《职员细则》修订款载于本文件附件。

¹ 见 [《人事条例》和《职员细则》](#)（2024 年 12 月 3 日访问）。

² 联合国大会第 79/252 号决议。

³ 联合国大会 A/79/30 号文件。

⁴ 文件 EB156/50 Add.1。

一 鉴于联大第七十九届会议根据国际公务员制度委员会的建议作出的决定而认为必要的修订

专业及以上职类薪酬

7. 国际公务员制度委员会建议联合国大会批准自 2025 年 1 月 1 日起实行专业及以上职类经修订的统一基薪/底薪表及最新薪酬保护点，上调幅度为 9.5%。联合国大会批准了这项建议。标准调整方法是，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。经修订的统一基薪/底薪表反映了 2023-2024 两年期参照国工资的复合变动。

8. 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

9. 按照联合国大会就上文第 7 段的建议作出的决定，总干事提议，根据《人事条例》第 3.1 条，执行委员会应建议第七十八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 2025 年 1 月 1 日起为 213 655 美元，薪金净额为 156 512 美元。

10. 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 2025 年 1 月 1 日起年薪毛额为 235 064 美元，相应的薪金净额为 170 642 美元。

11. 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 2025 年 1 月 1 日起为 293 003 美元，薪金净额为 218 602 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

《人事条例》拟议修订款

第九条

12. 需要修订《人事条例》第 9.2 条，以便总干事能够在发现本不得任用的事实时终止任用。

《职员细则》修订款

工作人员行为标准

13. 修订了《职员细则》第 110 条，使其与《联合国工作人员细则》⁵保持一致，并确保其内容更为清晰。

受抚养人津贴

14. 修订了《职员细则》第 340 条，使用以人为本的措词更新了残疾相关用语，采用了“残疾人”这一措词，并不再将“受抚养子女”津贴与“身体或精神残疾儿童”津贴相连。

⁵ 见 [《联合国工作人员细则》](#) 第 1.2 条 (p) 和 (s) (2024 年 11 月 15 日访问)。

残疾儿童特殊教育补助金

15. 修订了《职员细则》第 355 条，使用以人为本的措词更新了残疾相关用语，采用了“残疾人”这一措词。

付款和扣款

16. 修订了《职员细则》第 380 条，更新了过时条款。

工作人员提供有关自身信息的义务

17. 修订了《职员细则》第 490 条，使其与《联合国工作人员细则》⁶保持一致，并确保其内容更为清晰。

工作人员的受益人

18. 修订了《职员细则》第 495 条，使其与《联合国工作人员细则》⁷保持一致，并确保其内容更为清晰和完整。

撤销职位

19. 修订了《职员细则》第 1050 条，以考虑到对法定退休年龄（65 岁）的修改，并确保在正常退休年龄（60 岁或 62 岁）时应本组织的要求离职的职员获得《职员细则》第 1050.10 条下规定的补偿金。

任用之前的事实

20. 新增了《职员细则》第 1073 条，以便总干事能够在发现本不得任用的事实时终止任用。

终止任用通知

21. 将修订《职员细则》第 1083 条，明确规定如果发现本不得任用的事实并导致终止任用，可在育儿假期间发出终止任用通知。

22. 所建议的《人事条例》和《职员细则》修订款载于本文件附件 2。

执行委员会的行动

23. 根据这些修订，请执行委员会考虑通过下述决议草案⁸。

⁶ 见 [《联合国工作人员细则》](#) 第 1.5 条 (e)（2024 年 11 月 15 日访问）。

⁷ 见 [《联合国工作人员细则》](#) 第 1.6 条 (c)（2024 年 11 月 15 日访问）。

⁸ 关于这些决议草案对秘书处的财政和行政影响，见文件 EB156/50 Add.1。

决议草案 1（专业及以上职类工作人员的薪酬、工作人员的行为标准、受抚养人津贴、残疾儿童特殊教育补助金、付款和扣款、工作人员提供有关自身信息的义务、工作人员的受益人和撤销职位）

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⁹，

确认总干事根据《人事条例》第 12.2 条对《职员细则》所作的修订（涉及专业及以上职类工作人员的薪酬、工作人员的行为标准、受抚养人津贴、残疾儿童特殊教育补助金、付款和扣款、工作人员提供有关自身信息的义务、工作人员的受益人和撤销职位），修订款自 2025 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⁹，

建议第七十八届世界卫生大会通过下述决议：

第七十八届世界卫生大会，

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的年薪¹⁰毛额为 213 655 美元，相应的薪金净额为 156 512 美元；
2. **确定**副总干事的年薪¹¹毛额为 235 064 美元，相应的薪金净额为 170 642 美元；
3. **确定**总干事的年薪毛额为 293 003 美元，相应的薪金净额为 218 602 美元；
4. **决定**这些薪酬调整应于 2025 年 1 月 1 日起生效。

决议草案 3（任用之前的事实）

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¹²，

⁹ 文件 EB156/50。

¹⁰ UG1 薪资类。

¹¹ UG2 薪资类。

¹² 文件 EB156/50。

建议第七十八届世界卫生大会通过下述决议：

第七十八届世界卫生大会，

注意到执行委员会就《人事条例》第（九）条提出的建议，

1. **通过**《人事条例》第 9.2 条修订款；
2. **决定**这些修订款应于 2025 年 7 月 1 日起生效。

决议草案 4（任用之前的事实和通知终止任用）

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¹²，

根据《人事条例》第 12.2 条，在第七十八届世界卫生大会通过对《人事条例》第 9.2 条修订款的情况下，**确认**总干事提出的关于任用之前事实的《职员细则》第 1073 条和对关于终止任用问题的《职员细则》第 1083 条的修订款，这两条规定自 2025 年 7 月 1 日起生效。

附件 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 2025)^a

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>
D-2	Gross	171 094	174 964	178 835	182 709	186 585	190 456	194 326	198 202	202 071	205 942			
	Net	128 422	130 976	133 531	136 088	138 646	141 201	143 755	146 313	148 867	151 422			
D-1	Gross	152 417	155 817	159 223	162 626	166 015	169 420	172 820	176 215	179 620	183 017	186 417	189 812	193 215
	Net	116 095	118 339	120 587	122 833	125 070	127 317	129 561	131 802	134 049	136 291	138 535	140 776	143 022
P-5	Gross	131 486	134 214	136 944	139 667	142 397	145 120	147 851	150 612	153 506	156 395	159 291	162 177	165 076
	Net	101 540	103 450	105 361	107 267	109 178	111 084	112 996	114 904	116 814	118 721	120 632	122 537	124 450
P-4	Gross	107 389	110 020	112 653	115 283	117 914	120 546	123 181	125 813	128 444	131 071	133 709	136 334	138 967
	Net	84 672	86 514	88 357	90 198	92 040	93 882	95 727	97 569	99 411	101 250	103 096	104 934	106 777
P-3	Gross	87 779	90 022	92 267	94 508	96 754	98 996	101 346	103 784	106 219	108 653	111 094	113 529	115 966
	Net	70 212	71 917	73 623	75 326	77 033	78 737	80 442	82 149	83 853	85 557	87 266	88 970	90 676
P-2	Gross	67 978	69 983	71 988	73 995	76 004	78 012	80 022	82 022	84 030	86 037	88 043	90 055	92 059
	Net	55 163	56 687	58 211	59 736	61 263	62 789	64 317	65 837	67 363	68 888	70 413	71 942	73 465
P-1	Gross	52 163	53 867	55 570	57 274	58 975	60 682	62 382	64 087	65 789	67 495	69 196	70 897	72 603
	Net	43 144	44 439	45 733	47 028	48 321	49 618	50 910	52 206	53 500	54 796	56 089	57 382	58 678

^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 2025)**

<i>Level</i>		<i>Pay protection point 1</i>	<i>Pay protection point 2</i>
P-4	Gross	141 603	144 236
	Net	108 622	110 465
P-3	Gross	118 400	120 833
	Net	92 380	94 083
P-2	Gross	94 064	–
	Net	74 989	–
P-1	Gross	74 304	–
	Net	59 971	–

附件 2¹

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
《人事条例》——第（九）条 9.2 总干事根据职员聘书规定条件，因需要撤销职位或裁减职员，或因某职员不称职，或因其拒绝或不能接受合理的重新派任，或因健康原因不能继续服务，均可解聘。	《人事条例》——第（九）条 9.2 总干事根据职员聘书规定条件，因需要撤销职位或裁减职员，<del>或因某职员不称职，</del><del>或因其拒绝或不能接受合理的重新派任，</del>~~或因健康原因不能继续服务，~~或因发现本不得任用的事实，均可解聘。

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》
110. STANDARDS OF CONDUCT FOR STAFF MEMBERS	110. STANDARDS OF CONDUCT FOR STAFF MEMBERS
...	...
110.4 A staff member may participate in international or national societies when such participation is not in conflict with the standards referred to in Staff Rule 110.2 above, and may represent such societies at an international meeting with the Director-General's authorization.	110.4 A staff member may participate in international or national societies when such participation is not in conflict with the standards referred to in Staff Rule 110.2 above, ~~and may represent such societies at an international meeting with the Director-General's authorization.~~ Membership in a political party is permitted, provided that such membership does not entail action, or an obligation to take action, by the staff member contrary to Article I of the Staff Regulations. The payment of standard financial contributions to a political party shall not be construed as an activity inconsistent with the principles set out in Staff Regulations 1.4 and 1.5.
...	...
	110.7 Staff members shall, except as otherwise authorized by the Director-General, formally recuse themselves from any involvement in a matter which might give rise to an actual, perceived, or possible conflict of interest as set out in Article I of the Staff Regulations and take any other action as may be deemed necessary pending the consideration by the Organization of any mitigation or remediation measures. Staff members shall implement the mitigation or remediation measures prescribed by the Organization to resolve such a conflict of interest situation.
110.7 The Director-General shall decide on the compatibility of any interests declared by staff members with Article I of the Staff Regulations, and on any action to be taken under this Rule:	110.7.1 The Director-General shall decide on the compatibility of any interests declared by staff members with Article I of the Staff Regulations, and on any action to be taken under this Staff Rule:
110.7.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity:	110.7.1.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity:
(1) with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization; or	(1) with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization; or
(2) which has a commercial interest in the work of WHO, or	(2) which has a commercial interest in the work of WHO, or

原案文	新案文
(3) which has a common area of activity with WHO shall report the interest to the Director-General. 110.7.2 As determined by the Director-General, staff members in designated employment categories shall be required, upon appointment and at prescribed intervals, to file in respect of themselves, their spouses and dependent children, a declaration in a prescribed form disclosing designated types of interests.	(3) which has a common area of activity with WHO shall report the interest to the Director-General. 110.7.1.2 As determined by the Director-General, staff members in designated employment categories shall be required, upon appointment and at prescribed intervals, to file in respect of themselves, their spouses and dependent children, a declaration in a prescribed form disclosing designated types of interests.
340. DEPENDANTS' ALLOWANCES Staff members appointed to the professional and higher categories, are entitled to dependants' allowances pursuant to the definitions provided in Staff Rules 310.5 and 310.7, as follows: 340.1 for a dependent child. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child. 340.2 for a child who is physically or mentally disabled, an amount equivalent to double the dependent child allowance, subject to the conditions defined in Staff Rule 340.1.	340. DEPENDANTS' ALLOWANCES Staff members appointed to the professional and higher categories, are entitled to dependants' allowances pursuant to the definitions provided in Staff Rules 310.5 and 310.7, as follows: 340.1 for a dependent child. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child. 340.2 for a child ~~who is physically or mentally disabled,~~ with a physical or mental disability. ~~an amount equivalent to double the dependent child allowance,~~ This entitlement is subject to the conditions defined in Staff Rule 340.1.
355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN 355.1 Staff members are entitled to a special education grant in respect of any physically or mentally disabled child, recognized as dependant under Rule 310.5.2, up to the end of the year in which such child reaches the age of 28, under conditions established by the Director-General. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum. 355.2 The amount of the special education grant for each disabled child shall be equal to 100% of admissible expenses actually incurred up to the applicable maximum grant as specified in Appendix 2 to these Rules.	355. SPECIAL EDUCATION GRANT FOR ~~DISABLED~~ CHILDREN WITH DISABILITIES 355.1 Staff members are entitled to a special education grant in respect of any child with a physical or mental disability ~~physically or mentally disabled child,~~ recognized as a dependant under Staff Rule 310.5.2, up to the end of the year in which such child reaches the age of 28, under conditions established by the Director-General. In cases where an education grant is payable under Staff Rule 350, the total of the amounts payable under Staff Rules 350 and 355 shall not exceed the applicable maximum. 355.2 The amount of the special education grant for each ~~disabled~~ child with a disability shall be equal to 100% of admissible expenses actually incurred up to the applicable maximum grant as specified in Appendix 2 to these Staff Rules.

原案文	新案文
355.3 "Special educational expenses" shall mean the cost of such teaching services and equipment as are necessary to provide an educational programme designed to meet the needs of the disabled child in order that he may attain the highest possible level of functional ability. Normal educational expenses are reimbursed under Rule 350.	355.3 "Special educational expenses" shall mean the cost of such teaching services and equipment as are necessary to provide an educational programme designed to meet the needs of the ~~disabled~~ child with a disability in order that ~~he~~ the child may attain the highest possible level of functional ability. Normal educational expenses are reimbursed under Staff Rule 350.
380. PAYMENTS AND DEDUCTIONS ... 380.6 A staff member's remuneration may be advanced to him: 380.6.1 if it falls due during his absence on leave or official travel; 380.6.2 in emergencies, if approved by competent authority.	380. PAYMENTS AND DEDUCTIONS ... 380.6 A staff member's remuneration may be advanced to him: ~~380.6.1 if it falls due during his absence on leave or official travel;~~ ~~380.6.2~~ in emergencies, if approved by competent authority.
490. OBLIGATION OF STAFF MEMBERS TO PROVIDE INFORMATION ABOUT THEMSELVES 490.1 Staff members are responsible for providing the Organization with whatever information and documentation may be required, both during the application process and subsequent employment, for the purpose of determining their status under the Staff Rules or of completing administrative arrangements in connection with their appointments. Staff members shall be held accountable for the accuracy and completeness of the information they provide. 490.2 Staff members are responsible for promptly notifying the Organization, in writing, of any subsequent changes affecting their status under the Staff Rules, and for providing all relevant information and documentation. 490.3 A staff member who intends to change his or her nationality shall notify the Director-General of that intention before the change becomes final. 490.4 A staff member who is arrested, charged with an offence other than a minor traffic violation, summoned before a court as a defendant in a criminal proceeding, or convicted, fined or imprisoned for any offence other than a minor traffic violation, shall immediately report the fact to the Organization.	490. OBLIGATION OF STAFF MEMBERS TO PROVIDE INFORMATION ABOUT THEMSELVES 490.1 Staff members are responsible for providing the Organization with whatever information and documentation may be required, both during the application process and subsequent employment, for the purpose of determining their status under the Staff Rules or of completing administrative arrangements in connection with their appointments. Staff members shall be held accountable for the accuracy and completeness of the information they provide. 490.2 Staff members are responsible for promptly notifying the Organization, in writing, of any subsequent changes affecting their status under the Staff Rules, and for providing all relevant information and documentation. 490.3 A staff member who intends to change his or her nationality shall notify the Director-General of that intention before the change becomes final. 490.4 A staff member who is arrested, charged with an offence other than a minor traffic violation, summoned before a court as a defendant in a criminal proceeding, or convicted, fined or imprisoned for any offence other than a minor traffic violation, shall immediately report the fact to the Organization.

原案文	新案文
	490.5 Staff members may at any time be required by the Director-General to supply information concerning facts anterior to their appointment and relevant to their suitability for international service or concerning facts relevant to their integrity, conduct and service as staff members.
495. STAFF MEMBER'S BENEFICIARIES 495.1 At the time of appointment, each staff member shall nominate a beneficiary or beneficiaries in writing in a form prescribed by the Director-General. It shall be the responsibility of the staff member to notify the Director-General of any revocations or changes of beneficiaries. 495.2 In the event of the death of a staff member, all amounts due to that staff member will be paid to his or her nominated beneficiary or beneficiaries, except as otherwise stated in these Staff Rules and the Regulations of the United Nations Joint Staff Pension Fund. Such payment shall release the World Health Organization from any and all liability in respect of any sum so paid.	495. STAFF MEMBER'S BENEFICIARIES 495.1 At the time of appointment, each staff member shall nominate a beneficiary or beneficiaries in writing in a form prescribed by the Director-General. It shall be the responsibility of the staff member to notify the Director-General of any revocations or changes of beneficiaries. 495.2 In the event of the death of a staff member, all amounts due to that staff member will be paid to his or her nominated beneficiary or beneficiaries, except as otherwise stated in these Staff Rules and the Regulations of the United Nations Joint Staff Pension Fund. Such payment shall release the World Health Organization from any and all liability in respect of any sum so paid. 495.3 If, upon the staff member's death, a nominated beneficiary does not survive, or a designation of beneficiary has not been made or has been revoked, the amount due to the staff member will be paid to the estate of the staff member.
1050. ABOLITION OF POST ... 1050.11 An indemnity shall not be paid to any staff member who, upon separation from service, will receive a retirement benefit under Article 28 of the Regulations of the United Nations Joint Staff Pension Fund.	1050. ABOLITION OF POST ... 1050.11 An indemnity shall not be paid to any staff member who, upon separation from service, will have reached the age of retirement as defined under Staff Rule 1020.1 and receive a retirement benefit under Article 28 of the Regulations of the United Nations Joint Staff Pension Fund.

原案文	新案文
1050.12 An indemnity which exceeds the number of months remaining until a staff member will receive a retirement benefit under Article 28 of the Regulations of the United Nations Joint Staff Pension Fund shall be made pro rata to the first day of the month upon which a staff member will receive such a retirement benefit.	1050.12 An indemnity which exceeds the number of months remaining until a staff member will reach the age of retirement as defined under Staff Rule 1020.1 and receive a retirement benefit under Article 28 of the Regulations of the United Nations Joint Staff Pension Fund shall be made pro rata to the day the staff member reaches the age of retirement as defined under Staff Rule 1020.1 ~~first day of the month upon which a staff member will receive such a retirement benefit.~~
None.	1073. FACTS ANTERIOR 1073.1 A staff member's appointment may be terminated if facts anterior to the appointment of the staff member and relevant to the staff member's suitability for international service come to light that, if they had been known at the time of the staff member's appointment, would have precluded appointment. 1073.2 The concerned staff member shall be notified of such facts and shall be given an opportunity to reply. In case of termination, the staff member shall be given one month's notice.
1083. NOTICE OF TERMINATION Notice of termination under Staff Rules 1030, 1045, 1050, 1060, 1070 and 1080 may be served during a period of parental leave. The effective date of separation shall be either the expiry date of the leave, or the end of the notice period under the relevant Rule, whichever is later.	1083. NOTICE OF TERMINATION Notice of termination under Staff Rules 1030, 1045, 1050, 1060, 1070, 1073 and 1080 may be served during a period of parental leave. The effective date of separation shall be either the expiry date of the leave, or the end of the notice period under the relevant Rule, whichever is later.