World Health Organization

**Executive Board**
**160th session**

Provisional agenda item 5.3 EB160/6

20 November 2026

# Post of Director-General

## Draft contract

1. For the purpose of the consideration by the Executive Board of the terms of appointment of the Director-General, a draft contract is annexed to this document. The text of this draft contract is based on the previous contract recommended by the Board to the Health Assembly,[1] as amended,[2] incorporating adjustments in emoluments since 2022[3] and a reference to the process for handling and investigating potential allegations against WHO Directors-General.[4]

2. Pursuant to consideration by the International Civil Service Commission and the United Nations General Assembly of the pension arrangements for ungraded officials, and following the approach adopted at its previous sessions, the Board may wish to authorize the Secretariat to consult each nominated candidate for the post of Director-General on this issue immediately after the current session of the Board, and to forward to the Health Assembly, as appropriate, an amendment to the contract in the light of that consultation. Following this approach, the Secretariat would ascertain whether any nominated candidate would wish, if appointed to the post of Director-General, to join the United Nations Joint Staff Pension Fund or make her or his own arrangements in line with a specific option identified by the International Civil Service Commission and considered appropriate by the United Nations General Assembly, namely, that the Director-General would be paid the equivalent of the monthly pension contribution that would otherwise have been paid by the Organization to the Pension Fund (and thereby incurring no additional cost to the Organization).

3. If a nominated candidate were to decide upon the latter option, and if the Health Assembly were to concur, the contract could be amended by adding the following sentence to section II.(1):

> The Director-General shall not participate in the United Nations Joint Staff Pension Fund and shall instead receive as a monthly supplement the contribution that the Organization would have paid each month to the Pension Fund had the Director-General been a participant.

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[1] Resolution EB150.R2 (2022) on post of Director-General: draft contract.

[2] Resolution WHA76.11 (2023) on housing allowance for the Director-General.

[3] Resolutions WHA75.15 (2022), WHA76.12 (2023), WHA78.22 (2025) and WHA79.3 (2026) on salaries of staff in ungraded positions and of the Director-General.

[4] Decision WHA78(8) (2025) on process for handling and investigating potential allegations against WHO Directors-General.

# Annex

# Draft contract of the Director-General

THIS CONTRACT is made this ……. day of May of the year two thousand and twenty-seven between the World Health Organization (hereinafter called the Organization) of the one part and ……(hereinafter called the Director-General) of the other part.

WHEREAS

(1) It is provided by Article 31 of the Constitution of the World Health Organization that the Director-General of the Organization shall be appointed by the World Health Assembly (hereinafter called the Health Assembly) on the nomination of the Executive Board (hereinafter called the Board) on such terms as the Health Assembly may decide; and

(2) The Director-General has been duly appointed by the Health Assembly at its meeting held on the …….day of May of the year two thousand and twenty-seven for a period of five years.

NOW THIS CONTRACT WITNESSETH and it is hereby agreed as follows,

I. (1) The Director-General shall serve from the sixteenth day of August of the year two thousand and twenty-seven until the fifteenth day of August of the year two thousand and thirty-two, on which date the appointment and this Contract shall terminate.

(2) Subject to the authority of the Board, the Director-General shall exercise the functions of chief technical and administrative officer of the Organization and shall perform such duties as may be specified in the Constitution and in the rules of the Organization and/or as may be assigned to her or him by the Health Assembly or the Board.

(3) The Director-General shall be subject to the Staff Regulations of the Organization in so far as they may be applicable to her or him. In particular, he or she shall not hold any other administrative post, and shall not receive emoluments from any outside sources in respect of activities relating to the Organization. He or she shall not engage in business or in any employment or activity that would interfere with her or his duties in the Organization.

(4) The Director-General, during the term of this appointment, shall enjoy all the privileges and immunities in keeping with the office by virtue of the Constitution of the Organization and any relevant arrangements already in force or to be concluded in the future.

(5) The Director-General may at any time give six months' notice of resignation in writing to the Board, which is authorized to accept such resignation on behalf of the Health Assembly; in which case, upon the expiration of the said period of notice, the Director-General shall cease to hold the appointment and this Contract shall terminate.

(6) Allegations of potential misconduct concerning the Director-General will be managed in accordance with the process for handling and investigating potential allegations against WHO Directors-General adopted by the Seventy-eighth World Health Assembly (decision WHA78(8) (2025)).

(7) The Health Assembly shall have the authority, upon the proposal of the Executive Board and after consideration of an investigation report, supporting documentation and any written or oral responses submitted by the Director-General, to determine whether misconduct has been established and, if so, to impose appropriate disciplinary and/or administrative measures. In cases where misconduct has been established and is of exceptional gravity likely to prejudice the interests of the Organization, the available disciplinary measures shall comprise dismissal or summary dismissal. The Health Assembly may also seek recovery of any financial loss to the Organization, in accordance with Staff Rule 1112.

II. (1) As from the sixteenth day of August of the year two thousand and twenty-seven, the Director-General shall receive from the Organization an annual salary of two hundred and ninety-eight thousand and one United States dollars, before staff assessment, resulting in a net salary (to be paid monthly) of two hundred and twenty-two thousand, one hundred and one United States dollars per annum[1] or its equivalent in such other currency as may be mutually agreed between the parties to this Contract.

(2) In addition to the normal adjustments and allowances authorized to staff members under the Staff Rules, the Director-General shall receive an annual representation allowance of twenty-one thousand United States dollars or its equivalent in such other currency as may be mutually agreed between the parties to this Contract, to be paid monthly commencing on the sixteenth day of August of the year two thousand and twenty-seven. The representation allowance shall be used at her or his discretion entirely in respect of representation in connection with her or his official duties. The Director-General shall receive a housing allowance of seven thousand United States dollars, to be paid monthly commencing on the sixteenth day of August of the year two thousand and twenty-seven. He or she shall also be entitled to such reimbursable allowances as travel allowances and removal costs on appointment, on subsequent change of official station, on termination of appointment, or on official travel and home leave travel.

III. The terms of the present Contract relating to rates of salary, representation allowance and housing allowance are subject to review and adjustment by the Health Assembly, on the proposal of the Board and after consultation with the Director-General, in order to bring them into conformity with any provision regarding the conditions of employment of staff members that the Health Assembly may decide to apply to staff members already in the service.

IV. If any question of interpretation or any dispute arises concerning this Contract that is not settled by negotiation or agreement, the matter shall be referred for final decision to the competent tribunal provided for in the Staff Rules.

WHEREUNTO we have set our hands the day and year first above written.

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| Director-General | President of the Eightieth World Health Assembly |

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[1] Indicative amounts only, pending approval by the Health Assembly on the Board's recommendations.