

Amendments to the Staff Regulations and Staff Rules

Report by the Director-General

1. This report is submitted to the Health Assembly in accordance with Staff Regulations 12.1 and 12.2, which provide, respectively, that the Health Assembly may amend the Staff Regulations and that the Director-General shall report annually to the Health Assembly such Staff Rules and amendments thereto as she may make to implement these Regulations, after confirmation by the Executive Board.
2. This report is also submitted in accordance with Staff Regulation 3.1, which stipulates that the salaries of the Deputy Director-General, Assistant Directors-General and Regional Directors shall be determined by the World Health Assembly on the recommendation of the Director-General and with the advice of the Executive Board.
3. At its 130th session in January 2012, the Executive Board considered document EB130/28, which provided the rationale for the proposed amendments to the Staff Rules, and adopted two resolutions. Both resolutions included amendments considered necessary in the light of decisions expected to be taken by the United Nations General Assembly at its sixty-sixth session on the basis of the recommendations of the International Civil Service Commission.
4. In resolution EB130.R15¹ the Executive Board confirmed the amendments to the Staff Rules that had been made by the Director-General with effect from 1 January 2012 concerning the remuneration of staff in the professional and higher categories, including the revised rates of staff assessment in conjunction with gross base salaries; and with effect from 1 February 2012 regarding medical examination on separation.
5. In resolution EB130.R16¹ the Executive Board recommended to the Health Assembly the adoption of a resolution establishing the salaries of staff in ungraded posts and of the Director-General.
6. After the 130th session of the Executive Board, the United Nations General Assembly approved the revised rates of staff assessment used in conjunction with gross base salaries for the professional and higher categories of staff,² with effect from 1 January 2012. The resulting gross base salaries are lower than the gross base salaries that the Executive Board considered at its 130th session. The lower figure has no effect on the take-home pay of the staff members concerned.

¹ See document EB130/2012/REC/1 for the resolution, and for the financial and administrative implications for the Secretariat of the adoption of the resolution.

² See United Nations General Assembly resolution 66/235.

7. Following the adoption by the United Nations General Assembly of resolution 66/235:
- (i) the amendments to the Staff Rules made by the Director-General and confirmed by the Executive Board in resolution EB130.R15 concerning the remuneration of staff in the professional and higher categories, including the revised rates of staff assessment used in conjunction with gross base salaries, have been revised by the Director-General and will be presented to the Executive Board for confirmation at its 131st session in May 2012;¹
 - (ii) the figures for the gross base salaries of staff in ungraded posts and of the Director-General, which were recommended to the Health Assembly by the Board in resolution EB130.R16, need to be revised.
8. Paragraph 10 below, sets out the draft resolution whose adoption by the Sixty-fifth World Health Assembly was recommended by the Executive Board in resolution EB130.R16. The figures for the gross base salaries for staff in ungraded posts and of the Director-General, which were approved by the United Nations General Assembly and which the Health Assembly is invited to establish, are shown in square brackets.
9. The revision of the gross base salary of the Director-General is also addressed in document A65/4 Rev.1.

ACTION BY THE HEALTH ASSEMBLY

10. The Health Assembly is invited to adopt the resolution recommended by the Executive Board in resolution EB130.R16. The gross base salaries approved by the United Nations General Assembly, which the Health Assembly is now invited to establish, are shown in square brackets, as follows:

The Sixty-fifth 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 at US\$ 174 214 [US\$ 172 071] gross per annum before staff assessment, resulting in a modified net salary of US\$ 133 950 (dependency rate) or US\$ 121 297 (single rate);
2. ESTABLISHES the salary of the Deputy Director-General at US\$ 191 491 [US\$ 189 349] gross per annum before staff assessment, resulting in a modified net salary of US\$ 146 044 (dependency rate) or US\$ 131 432 (single rate);
3. ESTABLISHES the salary of the Director-General at US\$ 251 540 [US\$ 232 859] gross per annum before staff assessment, resulting in a modified net salary of US\$ 176 501 (dependency rate) or US\$ 156 964 (single rate);
4. DECIDES that those adjustments in remuneration shall take effect on 1 January 2012.

¹ Document EB131/5.