

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 132nd session in January 2013, the Executive Board considered document EB132/40, which provided the rationale for the proposed amendments to the Staff Rules, and adopted two resolutions. The two resolutions included amendments considered necessary in the light of decisions expected to be taken by the United Nations General Assembly at its sixty-seventh session on the basis of the recommendations of the International Civil Service Commission in its report for 2012.¹
4. In resolution EB132.R10² the Executive Board confirmed in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that have been made by the Director-General: (i) with effect from 1 February 2013 concerning the effective date of amendments to the Staff Rules; appointment policies; completion of appointments; abolition of posts including the reassignment process; standards of conduct for staff members; working hours and attendance; appeals process; and terminal remuneration; and (ii) with effect from 1 January 2013, concerning remuneration of staff in the professional and higher categories, including the revised rates of staff assessment in conjunction with gross base salaries. The resolution stated, however, that this second group of amendments was subject to the adoption of a resolution by the United Nations General Assembly on the recommendations of the International Civil service Commission.
5. In resolution EB132.R11³ the Executive Board recommended to the Sixty-sixth World Health Assembly the adoption of a resolution establishing the salaries of staff in ungraded posts and of the Director-General with effect from 1 January 2013. However, the Board noted that the United Nations

¹ See the *Report of the International Civil Service Commission for 2012. General Assembly Official Records, Sixty-seventh session, Supplement No. 30* (document A/67/30). and Corrigendum (A/67/30/Corr.1).

² See paragraph 6 below for information on the implications for this resolution of the relevant position of the United Nations General Assembly at its first resumed session.

³ See document EB132/2013/REC/1 for the resolution, and for the financial and administrative implications for the Secretariat of the adoption of the resolution.

General Assembly had deferred consideration of the United Nations Common System agenda item until the first resumed session of its sixty-seventh session, and recommended to the Sixty-sixth World Health Assembly the adoption of the resolution contingent on the adoption of a resolution at the first resumed session of the sixty-seventh session of the United Nations General Assembly on recommendations contained in the 2012 report of the International Civil Service Commission and the base/floor salary scale therein.

6. Meeting at its resumed session, after the 132nd session of the Executive Board had closed, the United Nations General Assembly adopted resolution 67/257 in which, inter alia, it took note of an increase of 0.12% in the salaries of staff in the professional and higher categories resulting from tax-related changes in the comparator country. However, the General Assembly did not act on the recommendation of the International Civil Service Commission to adjust the base/floor salary scale.¹

ACTION BY THE HEALTH ASSEMBLY

7. Given that the United Nations General Assembly did not act on the recommendation of the International Civil Service Commission to adjust the base/floor salary scale, and since the draft resolution recommended to the Health Assembly by the Executive Board in resolution EB132.R11 was contingent upon adoption by the General Assembly of a resolution on the 2012 report of the Commission and the base/floor salary scale therein, the Health Assembly is invited to confirm that the salaries of staff on ungraded posts (namely, the Assistant Directors-General, Regional Directors, and Deputy Director-General) and of the Director-General, remain unchanged.

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¹ The implications for the Staff Rule concerned by resolution EB132.R10 will be reported separately to the Executive Board at its 133rd session (see document EB133/12).