

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 Health Assembly on the recommendation of the Director-General and with the advice of the Executive Board.
3. At its 133rd session in May 2013, the Executive Board considered document EB133/12, which provided the rationale for the proposed amendments to the Staff Rules, and adopted resolution EB133.R3. In that resolution the Board confirmed, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that have been made by the Director-General, with effect from 1 July 2013, concerning the effective date of amendments to the Staff Rules, unused annual leave and retirement. Specifically, the Board confirmed the increase in the mandatory age of retirement to 65 years for new staff who became participants in the United Nations Joint Staff Pension Fund on or after 1 January 2014, and the reduction, over a 30-month phasing out period starting in January 2014, of the amount of unused annual leave for which a staff member is entitled to be paid on leaving the service of the Organization from 60 to 30 days.
4. At its 134th session in January 2014, the Board considered document EB134/51, which provided the rationale for the proposed amendments to the Staff Rules, and adopted resolutions EB134.R11 and EB134.R12.¹ The two resolutions included amendments considered necessary in the light of decisions that were subsequently taken by the United Nations General Assembly at its sixty-eighth session on the basis of the recommendations of the International Civil Service Commission.²
5. In resolution EB134.R11 the Board confirmed the amendments to the Staff Rules that have been made by the Director-General with effect from 1 January 2014 concerning the remuneration of staff in

¹ See document EB134/2014/REC/1 for the text of the resolutions, and for the financial and administrative implications for the Secretariat of the adoption of the resolutions (Annex 5).

² United Nations General Assembly resolution 68/253.

the professional and higher categories, and with effect from the school year in progress on 1 January 2013 in respect of the level of the education grant.

6. In resolution EB134.R12 the Board recommended to the Sixty-seventh World Health Assembly the adoption of a draft resolution establishing the salaries on a “no loss, no gain basis” of staff in ungraded posts and the Director-General, with effect from 1 January 2014.

ACTION BY THE HEALTH ASSEMBLY

7. The Health Assembly is invited to adopt the draft resolution recommended by the Executive Board in resolution EB134.R12.

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