

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 136th session in January 2015, the Executive Board considered document EB136/47, which provided the rationale for the proposed amendments to the Staff Regulations and amendments to the Staff Rules, and adopted five resolutions.¹
4. In resolution EB136.R11, the Board confirmed, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that had been made by the Director-General, with effect from 1 January 2015, concerning the remuneration of staff in the professional and higher categories.
5. In resolution EB136.R12, the Board recommended to the Sixty-eighth World Health Assembly the adoption of a resolution with regard to remuneration of staff in ungraded posts and of the Director-General, with effect from 1 January 2015.
6. In resolution EB136.R13, the Board confirmed, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that had been made by the Director-General with effect from 1 February 2015 concerning the purpose of the Staff Rules; relationship between Staff Regulations and Staff Rules; amendments to the Staff Rules; application of the Staff Rules; effective date of the Staff Rules; exceptions to the Staff Rules; delegation of authority; post classification; payments and deductions; recruitment policies (Staff Rules 410.1, 410.3.2 and 410.3.3); appointment policies; medical certification and inoculations; appointment procedure; effective date of appointment; reinstatement upon re-employment; interorganization transfers; obligation of staff members to provide information about themselves; staff member's beneficiaries; assignment to duty; training; performance management and development; within-grade increase; meritorious within-grade increase; reassignment; reduction in grade; notification and effective date of change in status; official holidays; overtime and compensatory leave; annual leave; home leave; leave for military training or service;

¹ See document EB136/2015/REC/1 for the resolutions and its Annex 7 for the financial and administrative implications for the Secretariat of the adoption of the resolutions.

approval, reporting and recording of leave; other forms of leave; United Nations Joint Staff Pension Fund; staff health insurance and accident and illness insurance; travel of staff members; right of association; staff member representatives; financing of staff association activities; resignation; termination of temporary appointments; abolition of post; unsatisfactory performance or unsuitability for international service; misconduct; disciplinary measures; misconduct resulting in financial loss; non-disciplinary reprimand; administrative leave pending determination of misconduct; and notification of charges and reply.

7. In resolution EB136.R14, the Board confirmed, in accordance with Staff Regulation 12.2, the amendments to the Staff Rules that had been made by the Director-General concerning salary determination; recruitment policies (Staff Rule 410.4); mobility; and refusal of reassignment, with effect from the entry into force of the Organization's mobility policy.

8. In resolution EB136.R15, the Board recommended to the Sixty-eighth World Health Assembly the adoption of a resolution concerning the appointment, transfer, reassignment and promotion of staff members; and separation from service, with effect from the entry into force of the Organization's mobility policy. The Board's recommendation would require amendments to the title of Article IV of the Staff Regulations and to Staff Regulations 4.1, 4.2, 4.3, 4.4 and 9.2.¹ The proposed amendments to the title of Article IV of the Staff Regulations and Staff Regulations 4.2 and 4.3 are editorial. The proposed amendments to Staff Regulation 4.1 emphasize that all appointments, transfers, reassignments and promotions shall be made as required and without regard to race, sex or religion. The proposed amendments to Staff Regulation 4.4 clarify that when the Organization's mobility policy enters into force, many posts will be filled by the reassignment of staff members instead of through an unrestricted competition. The proposed amendments to Staff Regulation 9.2 clarify that a staff member's refusal or failure to take up a reassignment, including under the Organization's mobility policy, will be grounds for terminating the staff member's appointment.

ACTION BY THE HEALTH ASSEMBLY

9. The Health Assembly is invited to adopt the resolutions recommended by the Executive Board in resolutions EB136.R12 and EB136.R15.

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¹ For the text of the proposed amendments, see document EB136/47, Annex 2.