

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 138th session in January 2016, the Executive Board considered document EB138/54, 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 EB138.R9, 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 2016, concerning the remuneration of staff in the professional and higher categories.
5. In resolution EB 138.R10, the Board recommended to the Sixty-ninth 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 2016.
6. In resolution EB138.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 February 2016 concerning financial responsibility, classification review and recruitment policies.
7. In resolution EB138.R12, 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 informal resolution; appeals of decisions relating to non-confirmation of appointment and termination of appointment for reasons of health; administrative review; Global Board of Appeal; administrative tribunal; effect of appeals on administrative decision; and availability of the Rules of Procedure, with effect from the entry into force of the Organization's internal justice reform policies.

¹ See resolutions EB138.R9, EB138.R10, EB138.R11, EB138.R12 and EB138.R13.

8. In resolution EB138.R13, the Board recommended to the Sixty-ninth World Health Assembly the adoption of a resolution concerning dispute resolution, with effect from the entry into force of the Organization's internal justice reform policies. The Board's recommendation would require amendments to the title of Article XI of the Staff Regulations from "Appeals" to "Dispute Resolution" and to Staff Regulation 11.2 clarifying the Administrative Tribunal of the International Labour Organization as the appropriate recourse for staff members should disputes not be resolved internally.¹

ACTION BY THE HEALTH ASSEMBLY

9. The Health Assembly is invited to adopt the resolutions recommended by the Executive Board in resolutions EB138.R10 and EB138.R13.

= = =

¹ For the text of the proposed amendments, see document EB138/54, Annex 2.