

WORLD HEALTH
ORGANIZATIONORGANISATION MONDIALE
DE LA SANTÉEXECUTIVE BOARD

EB2/91

8 November 1948

ORIGINAL: ENGLISH

Second Session

THIRD REPORT OF WORKING PARTY ON PERSONNEL MATTERS

REPRESENTATION ALLOWANCES

The working party on personnel matters was composed of the following members:

Dr. GEAR (Substitute Mr. TAIJAARD)
Dr. HAFEZI
Dr. KOZUSZNIK

Mr. Goudsmit also attended.

Dr. Hafezi was elected Chairman.

The working party held two meetings, at 2 p.m. on Saturday 6 November and at 2 p.m. on Monday 8 November.

The Executive Board, in examining Chapter B of the First Report of the Working Party on Personnel Matters (EB2/70), agreed in principle to suggest to the next session of the Health Assembly that the contract entered into with the Director-General should be revised with a view to providing (a) that the Director-General receive all normal allowances given to staff members, and (b) that any representation allowance be considered for representation only.

The Board asked the working party to prepare for the approval of the Board a draft report to the Assembly and to propose, in agreement with the Director-General, an amendment to his contract in which the representation allowance will be dissociated from other allowances.

After considering the matter and agreeing with the Director-General on the amendment to the contract and on the amount of the representation allowance, the working party submits for consideration by the Board the following draft report to the Assembly:

1 "The Executive Board, in considering the Staff Rules issued by the Director-General to implement the Staff Regulations (as required by these Regulations-) and in particular Rule 881, which deals with representation allowances for the high officials of the Organization other than the Director-General, thought it fit to re-examine also the question of the representation allowance of the Director-General!"

2 Staff Rule 881 stipulates the following:

"Allowances for such staff members as Deputy Director-General, Assistant Directors-General, Directors and such others as the Director-General may specify, shall be deemed to include all representation (including hospitality) and housing (rental), but not reimbursable travel expenses and removal costs under the provisions of the relevant rules. The staff members in question remain eligible for allowances provided for under 800.

The reasons which led the Executive Board to approve this rule were the following: Staff members receiving representation allowances are expected to use them for representation on behalf of the Organization and it would appear unfair to expect such staff members to expend this sum on representation and at the same time to forgo all normal allowances of other staff members. Moreover, there should be no connexion between these two types of allowances. The normal allowances should be given to all staff members, and representation allowances should be calculated purely on the basis of representation.

3 The position of the Director-General, in respect of normal allowances, differs from that of the other high officials of the Organization inasmuch as he is, according to the contract which was concluded on the 21 July 1948, not entitled to the normal allowances provided for in the Staff Rules; the representation allowance given him being deemed, according to the terms of his contract, to include all allowances authorized by the Organization except reimbursable allowances.

The terms of his contract read as follows:

II (2) He shall further receive an annual representation allowance of six thousand five hundred United States dollars or its equivalent in such other currency as may be mutually agreed between the parties to this Agreement, to be paid monthly, commencing on 21 July 1948. Such representation allowance shall be deemed to include all allowances authorized by the Organization except such reimbursable allowances as travel allowances and removal costs on appointment, on subsequent change of official position, on termination of appointment, or on official travel and home leave travel.

4 The Executive Board wishes to draw the attention of the Assembly, in the first instance, to the fact that the contract was signed on the 21 July 1948, i.e. at the time when it was envisaged that representation allowances given to high officials of the Organization should cover all other allowances normally due to staff members except reimbursable allowances. This provision, however, by the decision of the Executive Board, was never put into effect, and the high officials except the Director-General were given the right to normal allowances although they are entitled to reimbursement of their expenses for official representation and entertainment.

5 When the Board in July 1948 considered the draft contract of the Director-General, and the salary and representation allowance he was to be given, it was felt that the Director-General of WHO should not be less favourably treated than the Directors-General of the other specialized agencies. This is not now the case, as would appear from the following table based on available information, giving the salary and representation allowance of the Directors-General in other comparable specialized agencies

	<u>Salary</u>	<u>Allowance</u>
ILO	\$20,000	\$10,000
UNESCO	\$15,000	\$10,000 (increased in 1949 budget to \$11,800)
FAO	\$18,000	\$6,500

The representation allowance given to the Director-General of UNESCO includes children's allowance and education grant, whereas the representation allowance of the Director-General of the FAO does not seem, according to the terms of the contract, to include these allowances.

The Board wishes to add that an Assistant Director-General of the United Nations has a representation allowance of \$8,500, which includes all other normal allowances.

6 In the opinion of the Executive Board, it may therefore be said that the position of the Director-General of WHO compares, from the point of view of his emoluments and allowances, unfavourably with the position of the Director-General of any other specialized agency that may be compared with WHO.

7 The Board feels that it was certainly the intention of the First World Health Assembly to give the Director-General a representation allowance sufficient to enable him to represent suitably the Organization. According to the terms of his contract, he is however, expected, from the representation allowance, to meet expenses for which every other staff member receives special allowances under the Staff Rules.

8 The Executive Board therefore proposes to the Assembly to modify paragraph II (2) of the contract of the Director-General as follows:

II (2) In addition to the normal allowances authorized to staff members under the Staff Rules, he shall receive an annual representation allowance of six thousand five hundred United States dollars or its equivalent in such other currency as may be mutually agreed between the parties to this Agreement, to be paid monthly, commencing on 21 July 1948. The representation allowance shall be used at his discretion entirely in respect of representation in connection with his official duties.

He shall be entitled to such reimbursable allowances as travel allowances and removal costs on appointment on subsequent change of official position, on termination of appointment, or on official travel and home leave travel.

The Director-General has been consulted and agrees with the proposed modification of his contract.