

WORLD HEALTH  
ORGANIZATION

ORGANISATION MONDIALE  
DE LA SANTE

FOURTEENTH WORLD HEALTH ASSEMBLY

A14/AFL/9 ✓  
21 December 1960

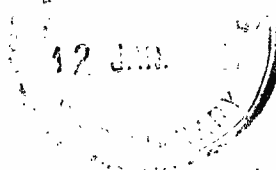
Provisional agenda item 3.19

ORIGINAL: ENGLISH

REPORT ON AMENDMENTS TO THE STAFF RULES

The attached document contains amendments to Staff Rules which are being submitted to the Executive Board at its twenty-seventh session for confirmation or otherwise.<sup>1</sup>

The action taken by the Board in this respect will be reported to the Health Assembly under item 3.19 of its provisional agenda according to Staff Regulation 12.2.<sup>2</sup>



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<sup>1</sup> Document EB27/16

<sup>2</sup> Basic Documents, 11th ed., p. 90

WORLD HEALTH  
ORGANIZATION

EXECUTIVE BOARD

Twenty-seventh Session

Agenda item 5.4

ORGANISATION MONDIALE  
DE LA SANTE

EB27/16

20 December 1960

ORIGINAL: ENGLISH

CONFIRMATION OF AMENDMENTS TO STAFF RULES

Annexed are certain amendments to the Staff Rules which the Director-General has made since the twenty-sixth session of the Executive Board. These are submitted to the Board for confirmation in accordance with the Preamble and Article 12.2 of the Staff Regulations. The explanation of the changes is given in the annex.

AMENDMENTS TO STAFF RULES

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
210.2*	<p>"Pensionable remuneration" means:</p> <p>(a) <u>For staff in posts subject to local recruitment: salary and any non-residence allowance.</u></p> <p>(b) <u>For staff in posts subject to international recruitment: "Salary" as defined in rule 230 plus 5%.</u></p>	<p>"Pensionable remuneration" means:</p> <p>(a) <u>Base pensionable remuneration consisting of the United Nations gross salary rate applicable to the grade and step of the staff member (including any language allowance established in accordance with Staff Rule 1110.6) less one-half of the amount of staff assessment applied by the United Nations to such gross salary; and</u></p> <p>(b) <u>The amount of any non-residence allowance established in accordance with Staff Rule 1110.4, or in the case of staff members to whom Staff Rule 235 is applicable, 5% of base pensionable remuneration.</u></p>	<p>This change results from the recommendations of the Expert Review Group which were adopted by the General Assembly of the United Nations at its sixteenth session. See also document EB27/9. For the actual amounts of pensionable remuneration for the professional category, see table annexed.</p>

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\* Effective 1 January 1959

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\* Effective 1 April 1961

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210.2*	<p>"Pensionable remuneration" means:</p> <p><u>(a) For staff in posts subject to local recruitment: salary and any non-residence allowance.</u></p> <p><u>(b) For staff in posts subject to international recruitment: "Salary" as defined in rule 230 plus 5%.</u></p>	<p>"Pensionable remuneration" means:</p> <p><u>(a) Base pensionable remuneration consisting of the United Nations gross salary rate applicable to the grade and step of the staff member (including any language allowance established in accordance with Staff Rule 1110.6) less one-half of the amount of staff assessment applied by the United Nations to such gross salary; and</u></p> <p><u>(b) The amount of any non-residence allowance established in accordance with Staff Rule 1110.4, or in the case of staff members to whom Staff Rule 235 is applicable, 5% of base pensionable remuneration.</u></p>	<p>This change results from the recommendations of the Expert Review Group which were adopted by the General Assembly of the United Nations at its sixteenth session. See also document EB27/9. For the actual amounts of pensionable remuneration for the professional category, see table annexed.</p>

\* Effective 1 January 1959

\* Effective 1 April 1961

Table annexed to Amendment  
to Staff Rule 210.2

PENSIONABLE REMUNERATION TABLE FOR PROFESSIONAL CATEGORY

<u>Grade</u>	<u>Amount (\$ per annum)</u>
P.1/1	4121
/2	4358
/3	4594
/4	4830
/5	5066
/6	5303
/7	5539
/8	5775
P.2/1	5539
/2	5775
/3	6022
/4	6263
/5	6510
/6	6757
/7	6998
/8	7245
/9	7492
P.3/1	6998
/2	7245
/3	7492
/4	7772
/5	8059
/6	8344
/7	8631
/8	8917
/9	9209
/10	9529
P.4/1	8631
/2	8917
/3	9209
/4	9529
/5	9865
/6	10196
/7	10532
/8	10862
/9	11198
/10	11550

Table annexed to Amendment  
to Staff Rule 210.2  
(continued)

<u>Grade</u>	<u>Amount (\$ per annum)</u>
P.5/1	10532
/2	10862
/3	11198
/4	11550
/5	11970
/6	12390
/7	12810
/8	13230
/9	13650
P.6/D.1/1	12248
/2	12810
/3	13372
/4	13965
/5	14595
/6	15225
D.2	16013
UG	19950
DDG	22313
DG	27825

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Note: Figures are subject to confirmation by the United Nations, New York.

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
255.	<u>EDUCATION GRANT</u>		
255.2	<p>Full-time attendance at schools and universities in the country of the staff member's place of residence, and at universities which the Director-General may in individual cases exceptionally recognize elsewhere is qualifying up to the <u>child's twenty-first birthday</u>. Attendance at schools elsewhere is qualifying up to completion of normal secondary education. <u>Attendance prior to the scholastic year in which the child reaches age six and attendance at nursery schools and kindergarten is not qualifying.</u></p>	<p>Full-time attendance at schools and universities in the country of the staff member's place of residence, and at universities which the Director-General may in individual cases exceptionally recognize elsewhere is qualifying up to the <u>end of the scholastic year in which the child reaches age 21</u>. Attendance at schools elsewhere is qualifying up to completion of normal secondary education. Attendance at nursery schools and kindergarten is not qualifying.</p>	<p>The amendment will bring the rule into line with the provisions agreed upon by inter-organization consultation and adopted by the United Nations General Assembly.</p>



260. ASSIGNMENT ALLOWANCE

A staff member, other than those appointed under Rules 1120 and 1130, who is assigned to an official station other than in the country of his place of residence, under circumstances which the Organization classifies as a schedule "S" assignment in accordance with Rule 410.2, shall receive for the duration of such assignment an allowance designed to compensate for the dislocation factors resulting from the nature and duration of the assignment. The amount of the allowance shall vary by grade level and differentiate between those with and without dependants as defined in Rule 210.3(a) and (b). The Director-General in concert with the Executive Heads of the United Nations and other specialized agencies shall establish a table of rates which gives effect to these principles.

ASSIGNMENT ALLOWANCE

260.1 A staff member, other than those appointed under Rules 1120 and 1130, who is assigned to an official station other than in the country of his place of residence, under circumstances which the Organization classifies as a schedule "S" assignment in accordance with Rule 410.2, shall receive an allowance designed to compensate for the dislocation factors resulting from the nature of the assignment.

260.2 The amount of the allowance shall vary by grade level and differentiate between those with and without dependants as defined in Rule 210.3(a) and (b). The Director-General in concert with the Executive Heads of the United Nations and other specialized agencies shall establish a table of rates which gives effect to these principles.

260.3 The assignment allowance shall normally cease when a staff member has been in receipt of it for five consecutive years at any one duty station.

The intent of this rule is that the allowance shall not normally be paid to a staff member after five years' service at any one duty station. This intent is reflected in Staff Rule 410.2 but it is required to make Rule 260 more explicit than it is in its previous form.

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
265.	<u>SERVICE BENEFIT</u>	<u>SERVICE BENEFIT</u>	
	<p>A staff member who leaves the Organization on completion of, or while holding a fixed-term appointment of at least one year but less than five years and on completion of at least a year of service, shall be paid a service benefit equal to 4% of salary for any period of service in his recognized country of residence and 8% of salary for any period of expatriated service. For this purpose all continuous service time on fixed-term appointments as defined above, subsequent to 1 January 1958, shall be credited, except that those staff members on fixed-term appointments on 1 January 1958 who had previously been earning credit toward repatriation grant continue to earn this credit and are not entitled to service benefit. Conversion of the appointment to a five-year, or career-service appointment, or completion of five years of continuous service, terminates any entitlement, accrued or prospective, under this rule (see Rule 270.3). A fixed-term appointment of less than five years following a 5-year appointment does not establish an entitlement under this rule.</p>	<p>A staff member who leaves the Organization on completion of, or while holding a fixed-term appointment of at least one year but less than five years and on completion of at least a year of service, shall be paid a service benefit equal to 4% of salary for any period of service in his recognized country of residence and 8% of salary for any period of expatriated service. For this purpose all continuous service time on fixed-term appointments as defined above, subsequent to 1 January 1958, shall be credited, except that those staff members on fixed-term appointments on 1 January 1958 who had previously been earning credit toward repatriation grant continue to earn this credit and are not entitled to service benefit. Conversion of the appointment to a five-year, or career-service appointment, or completion of five years of continuous service, <u>subsequent to 1 January 1958</u>, terminates any entitlement, accrued or prospective, under this rule (see Rule 270.3). A fixed-term appointment of less than five years following a 5-year appointment does not establish an entitlement under this rule.</p>	<p>The purpose of this amendment is to clarify the earliest data from which the "five years continuous service" is calculated (i.e. the date of introduction of the benefit).</p>

270. REPATRIATION GRANT

A staff member on a five-year fixed-term or career-service appointment, who has completed two or more years of continuous service, and a staff member on a contract of more than one year but less than five years, having completed five years of continuous service, with the Organization at an official station outside his own country, shall be entitled, upon leaving the Organization other than by dismissal for serious misconduct, to a repatriation grant subject to the following conditions:

REPATRIATION GRANT

A staff member on a five-year fixed-term or career-service appointment, who has completed two or more years of continuous service, and a staff member on a fixed-term appointment of less than five years, having performed five years of continuous service subsequent to 1 January 1958 with the Organization at an official station outside his own country, shall be entitled, upon leaving the Organization, other than by dismissal for serious misconduct, to a repatriation grant subject to the following conditions:

The inclusion of the words "of more than one year" in the introductory paragraph of Staff Rule 270 has been found to be misleading, since if this section of the rule is strictly interpreted, staff members with the requisite amount of service (in some cases exceeding five years) and having a final extension of contract of less than one year, could be considered as having no entitlement to Repatriation Grant. In addition it is intended by this amendment to show clearly that a project staff member appointed before 1 January 1958 (other than those on five-year contracts) would still need to have five years' continuous service after that date to be entitled to Repatriation Grant. At that time, 1 January 1963, he would be credited with service performed both prior to and after 1 January 1958 for the Repatriation Grant. Entitlement to Service Benefit would be cancelled automatically at that time.

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
650.	<u>SPECIAL LEAVE AND LEAVE WITHOUT PAY</u>		
650.3	Periods of <u>special leave</u> or leave without pay in excess of 30 days shall not be credited for purposes of:	Periods of leave without pay in excess of 30 days shall not be credited for purposes of:	This Staff Rule was written (and has remained unchanged in this respect) in those days prior to the practical implementation of a study leave programme as we know it today. The provision of discounting for service credit days on leave without pay in excess of thirty is a reasonable and generally accepted practice, except in the circumstances which are the object of the proposed proviso. On one hand the Organization, through its rules and financial allocations (in some cases) encourages the staff member to seek to better himself and thereby aid the Organization. It is an anomaly that on the other hand we would quite severely penalize his seniority position with the Organization through the unmitigated application of this rule.
	(a) annual leave accrual;	(a) annual leave accrual;	
	(b) service credit towards within-grade increase and completion of probation;	(b) service credit towards within-grade increase and completion of probation;	
	(c) service credit for repatriation grant and termination indemnities;	(c) service credit for repatriation grant and termination indemnities;	
	(d) service credit for home leave.	(d) service credit for home leave;	
		<u>provided that periods of special leave without pay granted by the Director-General for advanced study shall be credited for all purposes.</u>	

<u>No.</u>	<u>Previous Text</u>	<u>New Text</u>	<u>Comments</u>
720.	<u>COMPENSATION FOR SERVICE- INCURRED ACCIDENTS OR ILLNESSES</u>	<u>COMPENSATION FOR SERVICE- INCURRED ACCIDENTS OR ILLNESSES</u>	To amend terminology in line with Staff Rule 710 (revised 1 January 1960).
	A staff member shall be entitled to compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the Organization, in accordance with rules established by the Director-General. Any benefits payable by the Staff Pension Fund, under the Organization's accident and <u>sickness</u> insurance policy or from the <u>Sickness Insurance Fund</u> shall be taken into account in establishing the compensation payable.	A staff member shall be entitled to compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the Organization, in accordance with rules established by the Director-General. Any benefits payable by the Staff Pension Fund, under the Organization's accident and <u>illness</u> insurance policy or from the <u>Staff Health Insurance</u> shall be taken into account in establishing the compensation payable.	

No.                      Previous Text                                      New Text                                      Comments

740. GRANT IN CASE OF DEATH

On the death of a staff member holding a five-year fixed-term or career-service appointment, whose death does not result in any indemnity payment from the Organization's accident and sickness insurance policy, a payment shall be made to the dependent spouse if any, and if none, then to any dependent children in accordance with the following schedule:

<u>Years of Service</u>	<u>Months of Salary</u>
3 or less	3
5	4
7	5
9 or more	6

GRANT IN CASE OF DEATH

On the death of a staff member holding a five-year fixed-term or career-service appointment, whose death does not result in any indemnity payment from the Organization's accident and illness insurance policy, a payment shall be made to the dependent spouse if any, and if none, then to any dependent children in accordance with the following schedule:

<u>Years of Service</u>	<u>Months of Salary</u>
3 or less	3
5	4
7	5
9 or more	6

To amend terminology in line with Staff Rule 710 (revised 1 January 1960).