

Amendments to the Staff Regulations and Staff Rules¹

Report by the Secretariat

1. Amendments to the Staff Rules made by the Director-General are submitted for confirmation by the Executive Board in accordance with Staff Regulation 12.2.²
2. The amendments described in section I of this document stem from decisions expected to be taken by the United Nations General Assembly at its sixty-fifth session, on the basis of recommendations made by the International Civil Service Commission in its annual report for 2010.³ Should the United Nations General Assembly not approve the Commission's recommendations, an addendum to the present document will be issued.
3. The amendments described in section II of this document are made in the light of experience and in the interest of good human resources management.
4. The amendments for the biennium 2010–2011 involve negligible additional costs under the regular budget; these will be met from the appropriate allocations established for each of the regions and for global and interregional activities, as well as from extrabudgetary sources of funds.
5. The amended Staff Rules are set out in Annex 1.
6. Transitional measures, including those designed to provide for the application of the amended Staff Rules to processes under way on the effective date of the amendments, may be decided by the Director-General, as necessary.

¹ Copies of the Staff Rules and Staff Regulations are available in the Executive Board room.

² *Basic documents*, 47th ed., Geneva, World Health Organization, 2009.

³ Report of the International Civil Service Commission for 2010. *General Assembly Official Records, Sixty-fifth session, Supplement No. 30* (document A/65/30; copies available in the Board room).

I. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF DECISIONS EXPECTED TO BE TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS SIXTY-FIFTH SESSION ON THE BASIS OF RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Remuneration of staff in the professional and higher categories

7. The Commission recommended to the United Nations General Assembly that the current base/floor salary scale for the professional and higher categories should be increased by 1.37% through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points (i.e., on a “no loss, no gain” basis) with effect from 1 January 2011.

8. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and are attached at Annex 2.

Salaries of staff in ungraded posts and of the Director-General

9. Subject to the decision of the United Nations General Assembly in respect of the recommendation in paragraph 7 above, the Director-General proposes, in accordance with Staff Regulation 3.1, that the Executive Board should recommend to the Sixty-fourth World Health Assembly modifications in the salaries of Assistant Directors-General and Regional Directors. Thus, as from 1 January 2011, the gross salary for Assistant Directors-General and Regional Directors would be US\$ 185 809 per annum, and the net salary US\$ 133 776 (dependency rate) or US\$ 121 140 (single rate).

10. Based on the adjustments to salaries described above, the salary modification to be authorized by the Health Assembly for the Deputy Director-General would entail, as from 1 January 2011, a gross salary of US\$ 204 391 per annum with a corresponding net salary of US\$ 145 854 (dependency rate) or US\$ 131 261 (single rate).

11. The salary adjustments described above would imply similar modifications to the salary of the Director-General. The salary to be authorized by the Health Assembly, as from 1 January 2011, would therefore be US\$ 251 188 per annum gross, US\$ 176 272 net (dependency rate) or US\$ 156 760 net (single rate).

Review of the level of the education grant

12. In considering this matter, the International Civil Service Commission had before it proposals by the Human Resources Network of the United Nations System Chief Executives Board for Coordination for a review of the levels of the education grant on the basis of the analysis of expenditure data on 14 724 claims for the academic year 2008-2009 in the 15 individual countries or currency areas for which the education grant was administered.

13. The Commission decided to recommend to the General Assembly:

- (a) that for Austria, Denmark, France, Germany, Italy, Netherlands, Spain, Switzerland, United Kingdom of Great Britain and Northern Ireland, United States of America and the

United States dollar area outside the United States, the maximum admissible expenses and the maximum education grant be adjusted as shown in Annex III, Table 1, of its report for 2010;

(b) that for Belgium, Ireland, Japan and Sweden the maximum admissible expenses and maximum education grant remain at the current levels shown in Annex III, Table 2, of its report for 2010;

(c) that for Austria, Belgium, Denmark, France, Germany, Italy, Netherlands, Spain, Sweden, Switzerland, United Kingdom of Great Britain and Northern Ireland, United States and the United States dollar area outside the United States, the normal flat rates for boarding taken into account within the maximum admissible educational expenses and the additional amount for reimbursement of boarding costs over and above the maximum grant payable to staff members at designated duty stations be revised as shown in Annex III, Table 3 of its report for 2010;

(d) that for Ireland and Japan the normal flat rates and the additional flat rates for boarding be maintained at current levels as shown in Annex III, Table 4 of its report for 2010;

(e) that the special measures for China, Hungary, Indonesia, Romania and the Russian Federation as well as for the eight specific schools in France be maintained;

(f) that the special measures for Bulgaria be discontinued;

(g) that all the above-mentioned measures be applicable as from the school year in progress on 1 January 2011; and

(h) in regard to all other proposals, the Commission agreed to defer its decisions, and requested its secretariat to take them into consideration in the context of the next methodology review.

14. Amendments to Appendix 2 of the Staff Rules have been prepared accordingly and are attached at Annex 3.

II. AMENDMENTS CONSIDERED NECESSARY IN THE LIGHT OF EXPERIENCE AND IN THE INTEREST OF GOOD HUMAN RESOURCES MANAGEMENT

Amendments to the Staff Rules

Post classification

15. Staff Rule 210 has been amended for the purpose of clarification and to include a reference to human resources plans. The reference to qualifications has been deleted as this is no longer relevant across the International Civil Service Commission's global classification standards.

16. Staff Rule 220 has been amended to clarify that classification must be undertaken using common classification standards. Normally, the Director-General will promulgate the global classification standards approved by the Commission.

17. Staff Rule 230 has been amended to ensure that reclassifications, requested by the supervisor, if approved, are in line with human resources plans. The right of a staff member to request a re-examination of the classification of the post that he or she occupies is preserved. In addition, for editorial reasons, the text has been reordered.

Medical certification and inoculations

18. Staff Rule 430.1 has been amended to clarify that it is a medical report that should be sent to the Organization's Staff Physician upon the selection of a candidate and before an offer of appointment is made.

19. Staff Rule 430.2 has been amended to clarify that, based on the medical report provided for in Staff Rule 430.1, medical clearance from the Staff Physician is required before an offer of appointment can be made.

20. Staff Rule 430.3 is amended to ensure that staff members obtain the necessary preventive medical treatment required prior to travelling or taking up a new appointment.

21. Staff Rule 430.6 has been amended to indicate that there is a financial limit to requests for reimbursement of medical examinations required by the Organization.

Promotion

22. Staff Rule 560.3 has been amended to ensure the best matching of incumbent and position by advertising those posts that have previously been reclassified with the same incumbent. An amendment has also been made to clarify that the professional category includes both national and international professional staff members.

Reassignment

23. An editorial change has been made to Staff Rule 565.3 in order to ensure greater clarity.

Annual leave

24. Staff Rule 630.7 has been amended to require a staff member who is ill during a period of annual leave and who requests the leave to be converted to sick leave to submit a medical report, rather than a medical certificate, for review and approval by WHO.

Leave without pay

25. Staff Rule 655.2.3 has been amended to align the text with the requirement in Staff Rule 420.2 that a fixed-term staff member qualifies for a continuing appointment only when he or she has completed five years' uninterrupted, active service on fixed-term appointments. The amendment clarifies that during periods when a staff member is on leave without pay of more than 30 calendar days, no service credits accrue for the purpose of the granting of a continuing appointment.

Sick leave

26. Staff Rule 740.1 has been amended to align the Organization's practice with that of other organizations of the United Nations common system, emphasizing that the Organization is the approving authority for sick leave absence.
27. Staff Rule 740.2 has been amended to clarify that medical reports are required for periods of work incapacity that exceed one month. This will ensure that medical follow-up is conducted, and the corresponding documentation issued, on a regular basis.
28. Staff Rule 740.3 has been amended to emphasize that medical reports are required for continued periods of incapacity and that the Staff Physician may require a staff member to be examined by a designated physician. These amendments are in the interest of staff well-being, to facilitate identification of medical needs and, where appropriate, facilitate the return to work.
29. The current text of Staff Rule 740.5 has been moved and renumbered as a new Rule 740.6.
30. New Staff Rule 740.5 has been introduced to ensure that staff members on extended work incapacity have the approval of the Staff Physician prior to travelling from the duty station. Such notification will facilitate the medical follow-up of staff members on extended sick leave absence and align the Organization's Rules with those of other organizations of the United Nations common system.
31. The current text of Staff Rule 740.6 has been moved and re-numbered as new Rule 740.7.

Sick leave under insurance cover

32. Staff Rule 750.2 has been amended to align the text with the requirement in Staff Rule 420.2 that a fixed-term staff member qualifies for a continuing appointment only when he or she has completed five years' uninterrupted, active service on fixed-term appointments. The amendment clarifies that during periods when a staff member is on sick leave under insurance coverage of more than 30 days, no service credits accrue for the purpose of the award of a continuing appointment.
33. New Staff Rule 750.3 has been introduced to reflect consistency with the change to Staff Rule 740.5 and to ensure that staff members on sick leave under insurance coverage obtain clearance from the Staff Physician prior to travelling from the duty station. Such requirements are necessary to facilitate the medical follow-up of staff members on extended sick leave absences and align the Organization's Rules with those of other organizations of the United Nations common system.

Abolition of post

34. Staff Rules 1050.2, 1050.3 and 1050.4 have been amended and reordered to clarify the text. Principle and process were previously mixed together. The "paramount consideration" referred to in the previous version of Staff Rule 1050.2.2 has been moved up to its own paragraph (Rule 1050.3) in order to highlight its overarching importance.
35. Staff Rule 1050.5 has been deleted as it is now obsolete. The right of a staff member to participate in a reassignment process referred to under Staff Rule 1050.2 is no longer linked to the type of position to which a staff member is assigned, but rather to the type of appointment and the duration of service.

36. Staff Rule 1050.8 (former Staff Rule 1050.2.9) has been revised in light of experience to highlight the implications of refusing a reassignment.

ACTION BY THE EXECUTIVE BOARD

37. In the light of these revisions, the Executive Board may wish to consider the following draft resolutions.¹

Resolution 1

The Executive Board

CONFIRMS, 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 February 2011 concerning post classification, medical certification and inoculations, promotion, reassignment, annual leave, leave without pay, sick leave, sick leave under insurance cover, and abolition of post, and with effect from 1 January 2011 concerning the remuneration of staff in the professional and higher categories, and with effect from the school year in progress on 1 January 2011 for education grant.

Resolution 2

The Executive Board

Having considered the report on amendments to the Staff Regulations and Staff Rules,²

RECOMMENDS to the Sixty-fourth World Health Assembly the adoption of the following resolution:

The Sixty-fourth World Health Assembly,

Noting the recommendations of the Executive Board with regard to remuneration of staff in ungraded posts and of the Director-General,

1. ESTABLISHES the salaries of Assistant Directors-General and Regional Directors at US\$ 185 809 gross per annum before staff assessment, resulting in a modified net salary of US\$ 133 776 (dependency rate) or US\$ 121 140 (single rate);
2. ESTABLISHES the salary of the Deputy Director-General at US\$ 204 391 gross per annum before staff assessment, resulting in a modified net salary of US\$ 145 854 (dependency rate) or US\$ 131 261 (single rate);

¹ See document EB128/36 Add.1 for the financial and administrative implications of these resolutions.

² Document EB128/36.

3. ESTABLISHES the salary of the Director-General at US\$ 251 188 gross per annum before staff assessment, resulting in a modified net salary of US\$ 176 272 (dependency rate) or US\$ 156 760 (single rate);
4. DECIDES that those adjustments in remuneration shall take effect on 1 January 2011.

ANNEX 1

Former text	New text
<p>210. POST CLASSIFICATION PLANS</p> <p>The Director-General shall establish plans for the classification of all posts in the Organization according to the type and level of the duties and responsibilities of the posts and the qualifications required of the staff who occupy them. These plans shall include standards by which individual posts are to be classified.</p>	<p>210. POST CLASSIFICATION PLANS</p> <p>The Director-General shall establish and approve human resources plans in the Global Management System which will include for the classification of all posts in the Organization according to the type and level of the duties and responsibilities of the posts. and the qualifications required of the staff who occupy them. These plans shall include standards by which individual posts are to be classified.</p>
<p>220. CLASSIFICATION OF INDIVIDUAL POSTS</p> <p>Posts in the general service, professional and director categories shall be classified in accordance with plans established under Rule 210 above. Classification shall include assignment of classification title and pay grade.</p>	<p>220. CLASSIFICATION OF INDIVIDUAL POSTS</p> <p>All Pposts, other than those at the Ungraded levels, in the general service, professional and director categories shall be classified in categories and level according to standards promulgated by the Director-General and related to the nature of the duties and the level of responsibilities required. accordance with plans established under Rule 210 above. Classification shall include assignment of classification title and pay grade.</p>
<p>230. CLASSIFICATION REVIEW</p> <p>In accordance with procedures established by the Director-General, a staff member may request a re-examination of the classification of the post which he occupies and any staff member may request a re-examination of the classification of any post under his supervision.</p>	<p>230. CLASSIFICATION REVIEW</p> <p>In accordance with procedures established by the Director-General, a staff member may request a re-examination of the classification of the any post which he occupies and any staff member may request a re-examination of the classification of any post under his supervision and with reference to the approved human resources plan. A staff member may request a re-examination of the classification of the post which he occupies.</p>

Former text	New text
<p>430. MEDICAL CERTIFICATION AND INOCULATIONS</p> <p>430.1 Upon selection an appointee shall undergo a prescribed medical examination by a physician designated by the Organization, whose report shall be forwarded to the Organization’s Staff Physician.</p> <p>430.2 Before an offer of appointment can be made, a satisfactory report must be issued by the Staff Physician; this report is based on the examination required in Rule 430.1. Should the result of the examination show that the standards required by the Organization are not met, a decision shall be made whether or not to make an offer of appointment and, if an offer is to be made, upon what terms.</p> <p>430.3 Upon appointment and before any subsequent travel for the Organization, a staff member shall have such inoculations as the Staff Physician shall prescribe</p> <p>430.6 Any medical examination and any inoculation required by the Organization shall be at its expense.</p>	<p>430. MEDICAL CERTIFICATION AND INOCULATIONS</p> <p>430.1 Upon selection an appointee shall undergo a prescribed medical examination by a physician designated by the Organization, whose medical report shall be forwarded to the Organization’s Staff Physician.</p> <p>430.2 Before an offer of appointment can be made, a satisfactory report medical clearance must be issued by the Staff Physician; this report medical clearance is based on the examination required in Rule 430.1. Should the result of the examination show that the standards required by the Organization are not met, a decision shall be made whether or not to make an offer of appointment and, if an offer is to be made, upon what terms.</p> <p>430.3 Upon appointment and before any subsequent travel for the Organization, a staff member shall have such inoculations and preventive treatment as the Staff Physician shall prescribe.</p> <p>430.6 Any medical examination and any inoculation required by the Organization shall be at its expense, subject to limits established by the Director-General.</p>
<p>560. PROMOTION</p> <p>...</p> <p>560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within a category, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. In such cases, the staff member with a continuing or fixed-term appointment occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.4.</p> <p>...</p>	<p>560. PROMOTION</p> <p>...</p> <p>560.3 If an occupied post is reclassified from the general service category to the a professional category or by more than one grade within a category, or if the post has been reclassified previously while occupied by the same incumbent, the post shall be announced to the staff and selection for that post shall be on a competitive basis, subject to conditions to be determined by the Director-General. In such cases, the staff member with a continuing or fixed-term appointment occupying the advertised post may be granted extra pay as from the fourth consecutive month of the effective date of the reclassification calculated in accordance with the provisions of, and with due regard to, the period specified in Rule 320.4.</p> <p>[No further changes]</p>

Former text	New text
<p>565. REASSIGNMENT</p> <p>...</p> <p>565.3 So far as practicable, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members with continuing or fixed-term appointments between the different activities and offices of the Organization in the interest of developing a versatile career staff. In accepting appointment, a staff member with a continuing or fixed-term appointment accepts the applicability of this policy to himself.</p>	<p>565. REASSIGNMENT</p> <p>...</p> <p>565.3 So far as practicable, and in the interest of developing a versatile career workforce, vacancies in posts in the professional category and above shall be filled by the reassignment of staff members with continuing or fixed-term appointments between the different activities and offices of the Organization. in the interest of developing a versatile career staff. In accepting appointment, a staff member with a continuing or fixed-term appointment accepts the applicability of this policy to himself.</p> <p>[No further changes]</p>
<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.7 A staff member who is ill during a period of annual leave shall, subject to the provisions of Rule 740, have that portion of his absence considered as sick leave upon presentation of a satisfactory medical certificate.</p>	<p>630. ANNUAL LEAVE</p> <p>...</p> <p>630.7 A staff member who is ill during a period of annual leave shall, subject to the provisions of Rule 740, have that portion of his absence considered as sick leave upon presentation of a satisfactory medical certificate report and approval by WHO.</p> <p>[No further changes]</p>
<p>655. LEAVE WITHOUT PAY</p> <p>...</p> <p>655.2 During any leave without pay under Rule 655.1 the following conditions shall apply:</p> <p>655.2.1 ...</p> <p>655.2.2 ...</p> <p>655.2.3 no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave, meritorious increases under Rule 555.2, and end-of-service grant. Periods of leave without pay of 30 calendar days or less shall not affect the ordinary rates of accrual;</p> <p>...</p>	<p>655. LEAVE WITHOUT PAY</p> <p>...</p> <p>655.2 During any leave without pay under Rule 655.1, the following conditions shall apply:</p> <p>655.2.1 [no change]</p> <p>655.2.2 [no change]</p> <p>655.2.3 no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, a continuing appointment, repatriation grant, termination indemnity, home leave, meritorious increases under Rule 555.2, and end-of-service grant. Periods of leave without pay of 30 calendar days or less shall not affect the ordinary rates of accrual;</p> <p>[No further changes]</p>

Former text	New text
<p>740. SICK LEAVE</p> <p>740.1 Staff members, except those excluded by the Director-General under the provisions of Rule 1320 who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>...</p> <p>740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged to sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies in which case the certification requirement in respect of three consecutive working days shall not apply.</p> <p>740.3 In any case of a staff member's claiming sick leave, he shall submit such periodic reports on his condition as the Staff Physician shall require and shall be examined by the Staff Physician if the latter so decides.</p> <p>740.4 ...</p>	<p>740. SICK LEAVE</p> <p>740.1 Staff members, except those excluded by the Director-General under the provisions of Rule 1320 who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay with the approval by WHO in the following amounts:</p> <p>[No further changes to Rule 740.1]</p> <p>740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness work incapacity. Where the work incapacity continues beyond one month, a medical report from the treating physician is required. Not more than seven working days of uncertified absences within one calendar year shall be charged to sick leave. Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies in which case the certification requirement in respect of three consecutive working days shall not apply.</p> <p>740.3 In any case of a staff member's claiming sick leave, he shall submit such periodic medical reports on his condition as the Staff Physician shall require and shall be examined by the Staff Physician, or by a physician designated by the Staff Physician, if the latter Staff Physician so decides.</p> <p>740.4 [No change]</p> <p>740.5 A staff member on sick leave may not leave the duty station without prior approval of the Staff Physician or a physician designated by the Staff Physician.</p>

Former text	New text
<p>740.5 The termination of a staff member's appointment shall, from the date it is effective, terminate any claim to sick leave under these rules.</p> <p>740.6 Upon the recommendation of the Staff Physician, the Director-General may require a staff member to absent himself on sick leave.</p>	<p>740.56The termination of a staff member's appointment shall, from the date it is effective, terminate any claim to sick leave under these Rules.</p> <p>740.67Upon the recommendation of the Staff Physician, the Director-General may require a staff member to absent himself on sick leave.</p>
<p>750. SICK LEAVE UNDER INSURANCE COVER</p> <p>750.2 During sick leave under insurance cover no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, repatriation grant, termination indemnity, home leave and end-of-service grant. Periods of 30 calendar days or less shall not affect the ordinary rates of accrual.</p>	<p>750. SICK LEAVE UNDER INSURANCE COVER</p> <p>750.2 During sick leave under insurance cover no service credit shall accrue for the purposes of annual leave, a within-grade increase, completion of probation, a continuing appointment, repatriation grant, termination indemnity, home leave and end-of-service grant. Periods of 30 calendar days or less shall not affect the ordinary rates of accrual.</p> <p>750.3 A staff member on sick leave under insurance cover may not leave the duty station without prior approval of the Staff Physician or a physician designated by the Staff Physician.</p>
<p>1050. ABOLITION OF POST</p> <p>...</p> <p>1050.2 When a post held by a staff member with a continuing appointment, or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director-General, and based upon the following principles:</p> <p>1050.2.1 the reassignment process shall be coordinated by a Reassignment Committee established by the Director-General;</p> <p>1050.2.2 the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with due regard given to the performance, qualifications and experience of the staff member concerned;</p> <p>1050.2.3 the Director-General may establish priorities for reassigning staff members;</p> <p>1050.2.4 the reassignment period shall normally end within six months from its commencement; this period may be exceptionally extended by</p>	<p>1050. ABOLITION OF POST</p> <p>...</p> <p>1050.2 When a post held by a staff member with a continuing appointment, or by a staff member who has served on a fixed-term appointment for a continuous and uninterrupted period of five years or more, is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director-General, and based upon the following principles:</p> <p>1050.223 ¶The paramount consideration for reassignment shall be the necessity of securing the highest standards of efficiency, competence and integrity with due regard given to the performance, qualifications and experience of the staff member concerned;</p> <p>1050.234 ¶The Director-General may establish priorities for reassigning staff members;</p> <p>1050.245 ¶The reassignment process shall be coordinated by a Reassignment Committee established by the Director-General as follows:</p>

Former text	New text
<p>the Director-General for up to an additional six months;</p> <p>1050.2.5 during the reassignment period, the staff member may be provided with training to enhance specific existing qualifications;</p> <p>1050.2.6 if the post is in the professional category or above, the reassignment process shall extend to all offices; if the post is subject to local recruitment, the reassignment process shall be limited to the locality in which the post is to be abolished;</p> <p>1050.2.7 staff members shall be given due preference for vacancies during the reassignment period, within the context of Rule 1050.2.2;</p> <p>1050.2.8 staff members may be reassigned to vacant posts at the same grade as the post to be abolished, or one grade lower;</p> <p>1050.2.9 the staff member's appointment shall be terminated if no reassignment decision is made during the reassignment period.</p> <p>1050.3 ...</p> <p>1050.4 ...</p> <p>1050.5 Posts of indefinite duration comprise those that continue in existence unless and until an express decision is taken to abolish them. Posts of limited duration automatically lapse at the end of the period for which they were established unless an express decision is taken to continue them. The Director-General shall determine the categories of posts falling within each of the above two definitions.</p>	<p>1050.2.65.1 the process will extend to all offices if the abolished post is in the professional category or above, the reassignment process shall extend to all offices; if the abolished post is subject to local recruitment, the reassignment process shall be limited to the locality in which of the abolished the post is to be abolished;</p> <p>1050.2.75.2 staff members shall be given due preference for vacancies during the reassignment period, within the context of Staff Rule 1050.2.23;</p> <p>1050.2.85.3 staff members may be reassigned to vacant posts at the same grade as the post to be abolished, or one grade lower;</p> <p>1050.2.4.6 The reassignment period shall normally will end within six months from its commencement; This period may only be exceptionally extended by the Director-General for up to an additional six months;</p> <p>1050.2.5.7 During the reassignment period, the staff member may be provided with training to enhance specific existing qualifications;</p> <p>1050.2.9.8 The staff member's appointment shall be terminated if no reassignment decision is made during the reassignment period or if the staff member refuses a reassignment pursuant to Staff Rule 1050.5.3.</p> <p>1050.39 [No further change]</p> <p>1050.410 [No further change]</p> <p>1050.5 Posts of indefinite duration comprise those that continue in existence unless and until an express decision is taken to abolish them. Posts of limited duration automatically lapse at the end of the period for which they were established unless an express decision is taken to continue them. The Director-General shall determine the categories of posts falling within each of the above two definitions.</p>

ANNEX 2

Appendix 1

Salary scale for staff in the professional and highergraded categories: annual gross base salaries and net equivalents after application of staff assessment (in US dollars)¹
(effective 1 January 2011)

Level	Step														
	<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>	<i>XIV</i>	<i>XV</i>
		*	*	*	*	*									
D-2 Gross	152 231	155 592	158 954	162 315	165 675	169 035									
Net D	111 950	114 135	116 320	118 505	120 689	122 873									
Net S	102 847	104 691	106 528	108 359	110 186	112 002									
D-1 Gross	139 074	141 896	144 710	147 532	150 371	153 320	156 272	159 222	162 171						
Net D	103 070	104 989	106 903	108 822	110 741	112 658	114 577	116 494	118 411						
Net S	95 270	96 936	98 600	100 258	101 915	103 567	105 212	106 857	108 497		*	*	*		
P-5 Gross	115 134	117 532	119 934	122 331	124 732	127 129	129 531	131 929	134 329	136 729	139 129	141 528	143 929		
Net D	86 791	88 422	90 055	91 685	93 318	94 948	96 581	98 212	99 844	101 476	103 108	104 739	106 372		
Net S	80 629	82 079	83 524	84 969	86 412	87 849	89 286	90 720	92 152	93 581	95 008	96 431	97 853		
P-4 Gross	94 268	96 456	98 642	100 876	103 194	105 507	107 825	110 140	112 456	114 768	117 087	119 399	121 715	124 032	126 349
Net D	72 373	73 948	75 522	77 096	78 672	80 245	81 821	83 395	84 970	86 542	88 119	89 691	91 266	92 842	94 417
Net S	67 395	68 829	70 263	71 691	73 120	74 548	75 975	77 399	78 822	80 244	81 664	83 083	84 502	85 918	87 334
P-3 Gross	77 101	79 125	81 150	83 172	85 199	87 222	89 244	91 272	93 296	95 319	97 346	99 367	101 476	103 618	105 759
Net D	60 013	61 470	62 928	64 384	65 843	67 300	68 756	70 216	71 673	73 130	74 589	76 044	77 504	78 960	80 416
Net S	56 018	57 358	58 701	60 040	61 382	62 721	64 060	65 403	66 741	68 082	69 418	70 755	72 089	73 426	74 762
P-2 Gross	62 856	64 668	66 476	68 289	70 100	71 908	73 721	75 528	77 340	79 153	80 961	82 774			
Net D	49 756	51 061	52 363	53 668	54 972	56 274	57 579	58 880	60 185	61 490	62 792	64 097			
Net S	46 669	47 853	49 032	50 214	51 394	52 576	53 778	54 975	56 178	57 377	58 574	59 776			
P-1 Gross	48 627	50 199	51 933	53 678	55 414	57 154	58 896	60 638	62 374	64 114					
Net D	39 388	40 643	41 892	43 148	44 398	45 651	46 905	48 159	49 409	50 662					
Net S	37 154	38 309	39 465	40 618	41 773	42 926	44 081	45 222	46 356	47 491					

¹D = Rate applicable to staff members with a dependent spouse or child; S= Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for a within-grade increase between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required (Staff Rule 550.2).

ANNEX 3

Appendix 2

EDUCATION GRANT ENTITLEMENTS APPLICABLE IN CASES WHERE EDUCATIONAL EXPENSES ARE INCURRED IN SPECIFIED CURRENCIES AND COUNTRIES

(effective school year in progress 1 January 2011)

<i>Country/ currency area</i>	(1) Maximum admissible educational expenses and maximum grant for disabled children	(2) Maximum education grant	(3) Flat rate when boarding not provided	(4) Additional flat rate for boarding (for staff serving at designated duty stations)	(5) Maximum grant for staff members serving at designated duty stations	(6) Maximum admissible educational expenses for attendance (only when flat rate for boarding is paid)
<u>Part A</u>						
Euro						
Austria	17 555	13 166	3 776	5 664	18 830	12 520
Belgium	15 458	11 593	3 518	5 277	16 771	10 767
France*	10 981	8 236	3 052	4 578	12 814	6 912
Germany	19 563	14 672	4 221	6 332	21 004	13 935
Ireland	17 045	12 784	3 112	4 668	17 452	12 896
Italy	20 830	15 623	3 147	4 721	20 344	16 635
Luxembourg	15 458	11 593	3 518	5 277	16 771	10 767
Monaco	10 981	8 236	3 052	4 578	12 814	6 269
Netherlands	17 512	13 134	3 875	5 813	18 947	12 345
Spain	16 653	12 490	3 162	4 743	17 233	12 437
Denmark (krone)	113 554	85 166	27 242	40 863	126 029	77 232
Japan yen (yen)	2 324 131	1 743 098	607 703	911 555	2 654 653	1 513 860
Sweden (krona)	157 950	118 462	26 034	39 051	157 513	123 237
Switzerland (Swiss franc)	31 911	23 933	5 540	8 310	32 243	22 524
United Kingdom of Great Britain and Northern Ireland (pound sterling)	24 941	18 706	3 690	5 535	24 241	20 021
<u>Part B</u>						
United States dollar (outside the United States of America)	20 663	15 497	3 746	5 619	21 116	15 668
<u>Part C</u>						
United States dollar (in the United States) ¹	43 006	32 255	6 083	9 125	41 380	34 896

* Except for the following schools where the US\$ in the US levels will be applied:

- | | |
|--------------------------------------|---|
| 1. American School of Paris | 5. European Management School of Lyon |
| 2. American University of Paris | 6. International School of Paris |
| 3. British School of Paris | 7. Marymount School of Paris |
| 4. Ecole Active Bilingue Victor Hugo | 8. Ecole Active Bilingue Jeanine Manuel |

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