

# 世界卫生组织

执行委员会  
第一一一届会议  
临时议程项目 8.1

EB111/19  
2002 年 12 月 10 日

## 确认《职员细则》修订款<sup>1</sup>

### 秘书处的报告

1. 根据《职员条例》12.2 条<sup>2</sup>，现将总干事对《职员条例》的修订款提交执委会确认。
2. 本文件中所提出的修订系根据经验和为了良好的人事管理所作出。他们一直是全组织讨论的议题。所作修订于 2003 年 1 月 1 日生效。
3. 在联合国大会第五十七届会议的决定以及国际公务员制度委员会 ( ICSC ) 建议的基础上对《职员条例》所作的修订 ( 还请参阅文件 EB111/18 ) 将作为本文件附录。

### 职员的行为标准

4. 对 110.7.1 条进行了修订已使其清楚明了并确保英文和法文文本之间的一致性。

### 薪金的确定

5. 《职员细则》320.1 条经修订删除了有关“事务类职务任命”字样，这类职务一般不作最初任命。此外，对最后一句话作了修订以说明任命时给予增加梯级的基础。这一修订将在实施《世界卫生组织守则》条款时加以补充。

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<sup>1</sup> 执委会委员可在会议室索取《职员细则》和《职员条例》。

<sup>2</sup> 世界卫生组织《基本文件》，第 43 版，2001 年。

## 聘用政策：雇用亲属

6. 对《职员细则》410.3 条进行了修订，以使世界卫生组织的家庭关系定义与联合国共同系统其它组织的定义相一致。

## 父亲假

7. 2001 年 1 月，执行委员会确定自 2001 年 1 月起用 2 年的时间试行 5 天父亲假的做法<sup>1</sup>，并将根据共同系统内的发展情况进行审议。由于公务员制度委员会将在 2003 年考虑这一事项，认为适宜将试行期延至 2004 年 1 月，预期届时公务员制度委员会开展的审议将结束。对《职员细则》760 条的脚注进行了修订以反映这一时限的延期。

## 执行委员会的行动

8. 根据这些修订，执委会拟可考虑下述确认列于本文件附件对《职员细则》修订的决议草案。

### 执行委员会

根据《职员细则》12.2 条，确任总干事对《职员细则》有关行为标准、薪金确定、亲属聘用和父亲假等方面的修订，这些修订自 2003 年 1 月 1 日起生效。

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<sup>1</sup> EB107.R7 号决议。

ANNEX

AMENDMENTS TO THE STAFF RULES

Former Text	New Text
<p>110.1 STANDARDS OF CONDUCT FOR STAFF MEMBERS</p> <p>110.7 The Director-General shall decide on the compatibility of any interests declared by staff members with Article I of the Staff Regulations, and on any action to be taken under this Rule:</p> <p>110.7.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization, or which has a commercial interest in the work of WHO, or a common area of activity with WHO, shall report the interest to the Director-General.</p>	<p>110.1 STANDARDS OF CONDUCT FOR STAFF MEMBERS <i>110.1 to 110.6 unchanged</i></p> <p>110.7 <i>Unchanged</i></p> <p>110.7.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity:</p> <ul style="list-style-type: none"> <li>(1) with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization; or</li> <li>(2) which has a commercial interest in the work of WHO, or</li> <li>(3) <b>which has</b> a common area of activity with WHO</li> </ul> <p>shall report the interest to the Director-General</p> <p><i>No further changes</i></p>
<p>320. SALARY DETERMINATION</p> <p>320.1 On appointment to a service or fixed-term appointment, the net base salary of staff members shall be fixed at step 1 of the grade of the post to be occupied. In exceptional circumstances it may be fixed at a higher step in the grade in order to maintain the staff members' former income level.</p>	<p>320. SALARY DETERMINATION</p> <p>320.1 On appointment to a fixed-term appointment, the net base salary of staff members shall <b>normally</b> be fixed at step 1 of the grade of the post to be occupied; in exceptional circumstances, <b>however</b>, it may be fixed at a higher step in the grade in order to <b>take into account a staff member's qualifications, skills and experience in relation to the requirements of the post.</b></p>
<p>410. RECRUITMENT POLICIES</p> <p>410.1 The paramount considerations in the selection of staff shall be competence and integrity. For posts in the professional category and above, geographical representation shall also be given full consideration. Such representation is not a consideration in appointments to posts subject to local recruitment.</p> <p>410.2 Candidates under 20 or over 62 years of age shall not normally be considered for appointment.</p>	<p>410. RECRUITMENT POLICIES</p> <p>410.1 <i>Unchanged</i></p> <p>410.2 <i>Unchanged</i></p>

Former Text	New Text
<p>410.3 Subject to Staff Rule 410.3.1, persons closely related by blood or by marriage to a staff member, as defined by the Director-General, shall not normally be appointed if another equally qualified person is available.</p> <p>410.3.1 The spouse of a staff member may be appointed provided that the spouse is fully qualified for the post and provided that the spouse is not given any preference for appointment by virtue of the relationship to the staff member.</p> <p>410.3.2 A staff member who is related to another staff member as specified under Rules 410.3 and 410.3.1:</p> <p>410.3.2.1 shall not be assigned to serve in a post in the same unit, or to a post that is superior or subordinate in the line of authority to the post occupied by the staff member to whom he or she is related.</p> <p>410.3.2.2 shall not participate in the process of selection, assignment, reassignment or transfer of the related staff member; or in the taking or reviewing of an administrative decision affecting the employment status, entitlements, or other benefits of the related staff member.</p> <p>410.3.3 The marriage of one staff member to another shall not affect the contractual status of either spouse, but their entitlements and other benefits shall be modified as provided in the Staff Rules and Manual. The same modifications shall apply in the case of a staff member whose spouse is a staff member of another Organization participating in the United Nations common system.</p>	<p>410.3 <b>Except where another person equally well qualified cannot be recruited, appointment shall not be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother or sister.</b></p> <p>410.3.1 The spouse of a staff member may be appointed provided that the spouse is fully qualified for the <b>position</b> and provided that the spouse is not given any preference for appointment by virtue of the relationship to the staff member.</p> <p>410.3.2 <i>Unchanged</i></p> <p>410.3.2.1 shall not be assigned to serve in a <b>position</b> in the same unit, or to a <b>position</b> that is superior or subordinate in the line of authority to the <b>position</b> occupied by the staff member to whom he or she is related.</p> <p>410.3.2.2 <i>Unchanged</i></p> <p>410.3.3 <i>Unchanged</i></p>
<p>760. MATERNITY AND PATERNITY LEAVE<sup>1</sup></p> <p><sup>1</sup> Paternity leave is introduced on a trial basis for two years, with effect from 1 January 2001, to be reviewed in January 2003.</p>	<p>760. MATERNITY AND PATERNITY LEAVE<sup>1</sup></p> <p><sup>1</sup> Paternity leave is introduced on a trial basis, with effect from 1 January 2001, to be reviewed in January <b>2004</b>.</p>

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