Provisional Agenda Item 5.3

The Fifty-first World Health Assembly of WHO, upon the recommendation of the Executive Board and in keeping with the decision of the General Assembly of the United Nations to revise the base/floor salary scale for staff in the professional and higher categories, established the annual salary of the Deputy Director-General of WHO at US$ 102,130 at the dependency rate or $91,883 at single rate (Resolution WHA51.25).

It should be pointed out that the recommendation of the Executive Board approved by the World Health Assembly was based on the review carried out by the International Civil Service Commission concerning the base/floor salary scale for the professional and higher categories. The purpose of the revision was to reflect an increase of 3.1% through the consolidation of post adjustment classes into the net base salary, on a “no loss-no gain” basis, with effect from 1 March 1998.

The Staff Rules provide, in Rule 330.3, that the salary of the Director will be fixed by the Pan American Sanitary Conference or the Directing Council.

Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director of PASB at the same level as that of the Deputy Director-General of WHO.

In accordance with Resolution CD20.R20 of the 20th Directing Council (1971), which requested the Executive Committee, in cases of any future salary adjustments in respect of professional and ungraded categories of posts, to make recommendations to the Conference or the Directing Council concerning the appropriate level of the salary of the Director, the Executive Committee at its 122nd Session dealt with the subject as set forth in Document CE122/21 (see Annex A) and adopted Resolution CE122.R8 (Annex B).
After considering the matter, the Pan American Sanitary Conference may wish to adopt a resolution along the following lines:

Proposed Resolution

THE 25th PAN AMERICAN SANITARY CONFERENCE,

Considering the revision made to the base/floor salary scale for the professional and higher-graded categories of staff, effective 1 March 1998;

Taking into account the decision by the Executive Committee at its 122nd Session to adjust the salaries of the Deputy Director and Assistant Director (Resolution CE122.R8);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution CE122.R8); and

Bearing in mind the provisions of Staff Rule 330.3,

RESOLVES:

To establish the annual net salary of the Director of the Pan American Sanitary Bureau at $102,130 (dependency rate) and $91,883 (single rate), effective 1 March 1998.

Annexes
AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

In accordance with the provisions of Staff Rule 020, the Director submits to the Executive Committee, as annex to this document, for confirmation, the amendments to the Staff Rules he has made since the 120th Session.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its 101st Session (Resolutions EB101.R19 and EB101.R20) and are in compliance with paragraph 2 of Resolution CE59.R19 adopted by the Executive Committee at its 59th Session (1968), which requested the Director to continue to introduce changes as he deems necessary to maintain close similarity between the provisions of the Staff Rules of the Pan American Sanitary Bureau (PASB) and those of the World Health Organization (WHO).

The amendments presented in Section 1 result from decisions taken by the United Nations General Assembly at its Fifty-second Session on the basis of recommendations made by the International Civil Service Commission (ICSC); the amendment in Section 2 results from decisions taken by the General Assembly at its Fifty-first Session; the amendment in Section 3 is made in the light of experience and in the interest of good personnel management. Section 4 reports on the experience with the National Professional Officer category of staff and includes an editorial change to the Spanish language version of the pertinent rules.

The annex to this document contains the text of the amended Staff Rules. The effective dates are 1 January 1997, 1 January 1998, and 1 March 1998, as appropriate. The budgetary implications of the amendments in the 1998-1999 biennium (Section 5) include a minimum additional cost under the regular budget, which will have to be met from the appropriate allocations established.

The Committee is invited to consider a draft resolution which confirms the amendments contained in Sections 1, 2, 3, and 4, modifies the remuneration of staff in ungraded posts, and recommends to the 25th Pan American Sanitary Conference modification of the remuneration of the Director.
CONTENTS

   1.1 Schedule of Salaries for the Professional and Higher-graded Categories.......................................................................................... 3
   1.2 Salaries of the Deputy Director and Assistant Director, and of the Director.................................................................................. 3

2. Amendment Considered Necessary in Light of Decisions Taken by the United Nations General Assembly at its Fifty-first Session on the Basis of Recommendations of the International Civil Service Commission ............... 4

3. Amendment Considered Necessary in Light of Experience and in the Interest of Good Personnel Management ................................................. 4

4. National Professional Officers .................................................................................................................. 5

5. Budgetary Implications ............................................................................................................................ 5

6. Action by the Executive Committee ..................................................................................................... 5

Annex
1. Amendments Considered Necessary in Light of Decisions Taken by the
United Nations General Assembly at its Fifty-second Session on the Basis of
Recommendations of the International Civil Service Commission

1.1 Schedule of Salaries for the Professional and Higher-graded Categories

The United Nations General Assembly approved, with effect from 1 March 1998,
the revised base/floor salary scale for the professional and higher-graded categories,
incorporating an increase of 3.1% through the consolidation of post adjustment classes
into the net base salary, on a “no loss-no gain” basis. Adjustments will have to be made
in the post adjustment indices and multipliers at all duty stations with effect from
1 March 1998. Changes will also be required to the schedule of staff assessment rates for
professional and higher-graded staff without dependents.

Staff Rules 330.1.1 and 330.2 have been modified accordingly.

1.2 Salaries of the Deputy Director and Assistant Director, and of the Director

As a consequence of the revision of the base/floor salary scale for professional
and higher-graded categories described above, modifications in the salaries of the posts
of Deputy Director, Assistant Director, and Director should also be made.

Since 1962 it has been the policy of the Executive Committee to set the salary of
the Deputy Director at the level of other WHO Regional Directors and that of the
Assistant Director at $1,000 less.

Considering that PASB Staff Regulation 3.1 states: “The salaries of the Deputy
Director and Assistant Director shall be determined by the Director of the Bureau with
the approval of the Executive Committee,” the Committee may wish to follow this
practice and adjust the annual net salary of the Deputy Director to $93,671 per annum at
dependency rate and $84,821 per annum at single rate, and that of the Assistant Director
to $92,671 per annum at dependency rate and $83,821 per annum at single rate, effective
1 March 1998.

The 20th Directing Council, in operative paragraph 2 of Resolution CD20.R20,
requested “the Executive Committee, in case of any future adjustments in respect of
professional and ungraded categories of posts, to make recommendations to the
Conference or the Directing Council concerning the appropriate level of the salary of the
Director.”
Since 1969, the practice of the Governing Bodies of PAHO has been to maintain the salary of the Director at the same level as that of the Deputy Director-General of WHO.

The Executive Committee, following this guide, may wish to recommend to the 25th Pan American Sanitary Conference that it adjust the annual net salary of the Director to $102,130 per annum at dependency rate and $91,883 per annum at single rate, effective 1 March 1998.

The above changes are also on the basis of the “no loss-no gain” formula.

2. Amendment Considered Necessary in Light of Decisions Taken by the United Nations General Assembly at its Fifty-first Session on the Basis of Recommendations of the International Civil Service Commission

Staff Assessment Rate for Staff in the General Service Category: The United Nations General Assembly approved, with effect from 1 January 1997, a revision to the staff assessment rates to be used in conjunction with gross salaries of the general service category. The rates are also used for determining the pensionable remuneration for this category of staff. Rule 330.1.2 has been amended accordingly.

3. Amendment Considered Necessary in Light of Experience and in the Interest of Good Personnel Management

Recruitment Policies: Appointment of Close Relatives: It will be recalled that the Executive Committee, in response to a request from the International Civil Service Commission (ICSC) to allow spouses to compete for positions in organizations of the United Nations system while ensuring that preference is not given by virtue of the relationship to a staff member, confirmed in Resolution CE116.R10 in June 1995 an amendment to Staff Rule 410.3. The amendment was intended to describe more fully the provisions under which close relatives and/or spouses may be appointed in the Organization.

Rule 410.3 is clear concerning the appointment of spouses of staff members; however, the 1995 amendment has, at the same time, been interpreted as having removed the restrictions that existed and should still exist concerning the appointment of other close relatives not mentioned in the amended rule. Consequently, Rule 410.3 has been amended to remove this ambiguity. It is intended to give examples in the PAHO/WHO Manual of who are considered to be close relatives. Amended Rule 410.3 is shown in the annex; Rule 410.3.1 is unchanged.
4. **National Professional Officers**

It will be recalled that, at its 116th Session in 1995, the Executive Committee confirmed the creation of the National Professional Officer (NPO) category with effect as of 1 March 1995 (Staff Rules 1340.1 and 1340.2). It was agreed that experience with this category of staff would be reviewed after a trial period of three years.

After almost three years of experience with the NPO category, the Director wishes to inform the Committee that the NPO category has provided added flexibility to the current range of contractual arrangements, meets particular needs of the Organization in certain of its country operations, and should be continued.

No amendment to Staff Rules 1340, 1340.1 and 1340.2 is necessary in the English version. The Spanish version has been amended to improve the language and clarify the meaning.

5. **Budgetary Implications**

The budgetary implications of the above changes, which are minimal for all sources, will be met, in the regular budget, from the allocations established for the biennium 1998-1999.

6. **Action by the Executive Committee**

In the light of these revisions the Committee may wish to consider the following:

**Proposed Resolution**

*THE 122nd SESSION OF THE EXECUTIVE COMMITTEE,*

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE122/21;

Taking into account the actions of the Fifty-first World Health Assembly related to the remuneration of the Assistant Directors-General and Regional Directors, the Deputy Director-General, and the Director-General;

Bearing in mind the provisions of Staff Rule 020 and Staff Regulation 3.1 of the Pan American Sanitary Bureau, and Resolution CD20.R20 of the 20th Directing Council; and
Recognizing the need for uniformity of conditions of employment of PASB and WHO staff,

RESOLVES:

1. To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the annex to Document CE122/21:

   (a) with effect from 1 January 1998 concerning the staff assessment rates for the general service category;

   (b) with effect from 1 January 1998 concerning the appointment of close relatives;

   (c) with effect from 1 March 1998 concerning the salary scale applicable to staff in the professional and higher-graded categories and the rates of staff assessment for the professional and higher-graded staff without dependents;

   (d) with effect from 1 March 1998, the editorial changes in the Spanish language version of Rules 1340, 1340.1, and 1340.2, concerning the National Professional Officer category of staff.

2. To establish, effective 1 March 1998:

   (a) the annual net salary of the Deputy Director at $93,671 at dependency rate and $84,821 at single rate;

   (b) the annual net salary of the Assistant Director at $92,671 at dependency rate and $83,821 at single rate.

3. To recommend to the 25th Pan American Sanitary Conference that it establish the annual net salary of the Director at $102,130 at dependency rate and $91,883 at single rate, effective 1 March 1998.

Annex
Text of the Amended Staff Rules

330 SALARIES

330.1 Gross base salaries shall be subject to the following assessments:

330.1.1 For professional and higher-graded staff:

<table>
<thead>
<tr>
<th>Amounts per year</th>
<th>Assessment per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Rate with dependents*</td>
</tr>
<tr>
<td></td>
<td>(*) as defined in Rules 310.5.1 and 310.5.2</td>
</tr>
<tr>
<td>First US$ 15,000</td>
<td>9.0</td>
</tr>
<tr>
<td>Next US$ 5,000</td>
<td>18.1</td>
</tr>
<tr>
<td>Next US$ 5,000</td>
<td>21.5</td>
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</tr>
<tr>
<td>Next US$ 10,000</td>
<td>34.4</td>
</tr>
<tr>
<td>Next US$ 15,000</td>
<td>35.3</td>
</tr>
<tr>
<td>Next US$ 20,000</td>
<td>36.1</td>
</tr>
<tr>
<td>Remaining assessable payments</td>
<td>37.0</td>
</tr>
</tbody>
</table>

330.1.2 For the general service category:

<table>
<thead>
<tr>
<th>Amounts per year</th>
<th>Assessment per cent</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>Next US$ 20,000</td>
<td>26</td>
</tr>
<tr>
<td>Remaining assessable payments</td>
<td>31</td>
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</table>

330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply to all professional and higher-graded categories:
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<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>P-1</td>
<td>Gross</td>
<td>35 382</td>
<td>36 718</td>
<td>38 051</td>
<td>39 386</td>
<td>40 719</td>
<td>42 052</td>
<td>43 388</td>
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<td>47 449</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net D</td>
<td>29 317</td>
<td>30 251</td>
<td>31 183</td>
<td>32 116</td>
<td>33 048</td>
<td>34 914</td>
<td>35 845</td>
<td>36 777</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net S</td>
<td>27 655</td>
<td>28 515</td>
<td>29 372</td>
<td>30 230</td>
<td>31 084</td>
<td>32 004</td>
<td>32 956</td>
<td>33 900</td>
<td>34 853</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>P-2</td>
<td>Gross</td>
<td>46 458</td>
<td>47 883</td>
<td>49 305</td>
<td>50 728</td>
<td>52 149</td>
<td>53 572</td>
<td>54 996</td>
<td>56 453</td>
<td>57 915</td>
<td>59 372</td>
<td>60 830</td>
<td>62 291</td>
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<tr>
<td>Net D</td>
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<td>38 006</td>
<td>39 946</td>
<td>40 916</td>
<td>41 886</td>
<td>42 857</td>
<td>43 826</td>
<td>44 798</td>
<td>45 768</td>
<td>46 737</td>
<td>47 709</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net S</td>
<td>34 741</td>
<td>35 622</td>
<td>36 500</td>
<td>37 380</td>
<td>38 258</td>
<td>39 138</td>
<td>40 017</td>
<td>40 909</td>
<td>41 804</td>
<td>42 769</td>
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<td>44 782</td>
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</tr>
<tr>
<td>P-3</td>
<td>Gross</td>
<td>57 720</td>
<td>59 351</td>
<td>60 984</td>
<td>62 613</td>
<td>64 246</td>
<td>65 889</td>
<td>67 542</td>
<td>69 197</td>
<td>70 851</td>
<td>72 506</td>
<td>74 159</td>
<td>75 824</td>
<td>77 500</td>
<td>79 176</td>
</tr>
<tr>
<td>Net D</td>
<td>44 669</td>
<td>45 754</td>
<td>46 839</td>
<td>47 923</td>
<td>49 008</td>
<td>50 093</td>
<td>51 178</td>
<td>52 263</td>
<td>53 343</td>
<td>54 434</td>
<td>55 518</td>
<td>56 560</td>
<td>57 607</td>
<td>58 656</td>
<td>59 707</td>
</tr>
<tr>
<td>Net S</td>
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<td>42 683</td>
<td>43 682</td>
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<td>45 678</td>
<td>46 576</td>
<td>47 670</td>
<td>48 667</td>
<td>49 662</td>
<td>50 658</td>
<td>51 654</td>
<td>52 648</td>
<td>53 640</td>
<td>54 632</td>
<td>55 626</td>
</tr>
<tr>
<td>P-4</td>
<td>Gross</td>
<td>70 619</td>
<td>72 382</td>
<td>74 141</td>
<td>75 913</td>
<td>77 700</td>
<td>79 483</td>
<td>81 269</td>
<td>83 054</td>
<td>84 839</td>
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<td>88 406</td>
<td>90 197</td>
<td>92 003</td>
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<tr>
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<td>58 971</td>
<td>60 126</td>
<td>61 281</td>
<td>62 436</td>
<td>63 590</td>
<td>64 744</td>
<td>65 901</td>
<td>67 055</td>
<td>68 210</td>
<td>69 365</td>
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<tr>
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<td>50 584</td>
<td>51 643</td>
<td>52 900</td>
<td>53 575</td>
<td>54 144</td>
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<td>91 192</td>
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<td>96 751</td>
<td>98 605</td>
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<td>104 164</td>
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<tr>
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<td>70 089</td>
<td>71 274</td>
<td>72 457</td>
<td>73 641</td>
<td>74 826</td>
<td>76 009</td>
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<tr>
<td>Net S</td>
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<td>61 705</td>
<td>62 740</td>
<td>63 773</td>
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</tr>
<tr>
<td>D-1</td>
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<td>70 324</td>
<td>71 633</td>
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<td>80 793</td>
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<tr>
<td>Net S</td>
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</tr>
</tbody>
</table>

D = Rate applicable to staff members with a dependent spouse or dependent child.
S = Rate applicable to staff members with no dependent spouse or dependent child.
410 RECRUITMENT POLICIES

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, shall not normally be appointed if another equally qualified person is available.

410.3.1 (Text has not been modified.)

1340 )  
  
1340.1) Editorial change in Spanish; no change in English
AMENDMENTS TO THE STAFF RULES OF THE PAN AMERICAN SANITARY BUREAU

THE 122nd SESSION OF THE EXECUTIVE COMMITTEE,

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE122/21;

Taking into account the actions of the Fifty-first World Health Assembly related to the remuneration of the Assistant Directors-General and Regional Directors, the Deputy Director-General, and the Director-General;

Bearing in mind the provisions of Staff Rule 020 and Staff Regulation 3.1 of the Pan American Sanitary Bureau, and Resolution CD20.R20 of the 20th Directing Council; and

Recognizing the need for uniformity of conditions of employment of PASB and WHO staff,

RESOLVES:

1. To confirm the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the annex to Document CE122/21:

   (a) with effect from 1 January 1998 concerning the staff assessment rates for the general service category;

   (b) with effect from 1 January 1998 concerning the appointment of close relatives;

   (c) with effect from 1 March 1998 concerning the salary scale applicable to staff in the professional and higher-graded categories and the rates of staff assessment for the professional and higher-graded staff without dependents;
(d) with effect from 1 March 1998, the editorial changes in the Spanish language version of Rules 1340, 1340.1, and 1340.2, concerning the National Professional Officer category of staff.

2. To establish, effective 1 March 1998:

(a) the annual net salary of the Deputy Director at $93,671 at dependency rate and $84,821 at single rate;

(b) the annual net salary of the Assistant Director at $92,671 at dependency rate and $83,821 at single rate.

3. To recommend to the 25th Pan American Sanitary Conference that it establish the annual net salary of the Director at $102,130 at dependency rate and $91,883 at single rate, effective 1 March 1998.

(Adopted at the sixth meeting, 24 June 1998)