



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



## **26<sup>th</sup> PAN AMERICAN SANITARY CONFERENCE**

### **54<sup>th</sup> SESSION OF THE REGIONAL COMMITTEE**

*Washington, D.C., USA, 23-27 September 2002*

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*Provisional Agenda Item 5.4*

CSP26/21 (Eng.)

11 July 2002

ORIGINAL: ENGLISH

### **AMENDMENTS TO THE STAFF RULES AND STAFF REGULATIONS OF THE PAN AMERICAN SANITARY BUREAU**

#### **1. Amendments to the Staff Rules**

In accordance with Staff Regulation 12.2, the Director submits to the Pan American Sanitary Conference for information the changes to the Staff Rules that were made by the Director of the Pan American Sanitary Bureau and confirmed by the Executive Committee at its 130<sup>th</sup> session (see Resolution CE130.R12 in Annex).

#### **2. Amendment to the Staff Regulations**

In accordance with Staff Regulation 12.1, the Director submits to the Pan American Sanitary Conference for approval an amendment to Staff Regulation 4.5, which is consistent with the one adopted by the Fifty-fifth World Health Assembly in May 2002.

The purpose of the amendment is to reflect a change in the types of appointments that can be offered to staff. Under the revised Staff Rules, which took effect on 1 July 2002, there will no longer be any permanent or career service appointments. These types of appointments have been replaced by a service appointment, which does not have a specific end date but whose continuation depends on the continuing need for the function and satisfactory performance.

The term “temporary appointment” has also been redefined. Under the previous Staff Rules, it encompassed both fixed and short-term appointments. Now, it will only include appointments that are less than 11 months in duration.

Because of these changes, a revision to Staff Regulation 4.5 is required. There are no other changes to the Staff Regulations.

### **3. Salary of the Director**

As happens every year, the United Nations General Assembly approved an upward adjustment in the base salary scale for staff in the professional and higher-graded categories through the incorporation of post adjustment multiplier points. For 2002, the adjustment was 3.87%, which means that the salary scale was increased by 3.87% but that post adjustment was decreased by the same amount. The net result was the consolidation of post adjustment into base salary on a “no-gain no-loss” basis. This change took effect on 1 March 2002.

As a result of the change in the salary scale for staff in the professional and higher graded categories, a similar revision to the salaries for the posts of Assistant Director, Deputy Director and Director is also required.

Using the same process of consolidating post adjustment multiplier points into base salary, again on a “no-gain no-loss” basis, the salaries for these three positions have been adjusted accordingly. In conformity with Staff Rule 330.3, the salaries of the Deputy Director and Assistant Director are established by the Director with the approval of the Executive Committee whereas the salary of the Director is established by the Conference or Directing Council.

At its 130<sup>th</sup> session, the Executive Committee approved, with effect from 1 March 2002, a revised salary for the posts of Assistant Director and Deputy Director and recommended to the 26<sup>th</sup> Pan American Sanitary Conference approval of a revised annual salary for the post of Director at US\$ 118,165 at dependency rate and \$106,342 at single rate.

### **4. Action by the Pan American Sanitary Conference**

In consequence of these revisions, the Conference may wish to consider the following resolutions, which would approve the amendment to the Staff Regulations, and approve a revised salary for the Director.

*Proposed Resolution*

**AMENDMENT TO THE STAFF REGULATIONS OF THE  
PAN AMERICAN SANITARY BUREAU**

*THE 26<sup>th</sup> PAN AMERICAN SANITARY CONFERENCE*

Taking note of the changes that were made to the Staff Rules of the Pan American Sanitary Bureau, as confirmed by the Executive Committee at its 130<sup>th</sup> session;

Having considered the recommendation of the Executive Committee regarding Staff Regulation 4.5; and

Bearing in mind the provisions of Staff Regulation 12.1,

*RESOLVES*

To approve the amendment to Staff Regulation 4.5 to reflect the implementation of new contractual mechanisms with effect from 1 July 2002.

*Proposed Resolution*

**SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY  
BUREAU**

*THE 26<sup>th</sup> PAN AMERICAN SANITARY CONFERENCE*

Taking into account the decision by the Executive Committee at its 130<sup>th</sup> Session to adjust the salaries of the Deputy Director and Assistant Director (Resolution CE130.R12);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution CE130.R12); 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 US\$ 118,165 at dependency rate and \$106,342 at single rate, effective 1 March 2002.

Annex



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## 130<sup>th</sup> SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 24-28 June 2002

Annex

### **RESOLUTION**

#### **CE130.R12**

#### **AMENDMENTS TO THE PAN AMERICAN SANITARY BUREAU STAFF RULES**

#### ***THE 130<sup>th</sup> SESSION OF THE EXECUTIVE COMMITTEE,***

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau (PASB) submitted by the Director in Annex to Document CE130/26;

Taking into account the actions of the Fifty-fifth World Health Assembly relating to the remuneration of the Regional Directors, Senior Advisors, and the Director-General;

Bearing in mind the provisions of Staff Rule 020 and Staff Regulation 3.1 of the PASB and Resolution CD20.R20 of the 20<sup>th</sup> Directing Council; and

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

#### **RESOLVES:**

1. To confirm, in accordance with Staff Rule 020, the amendments to Staff Rule 330.2 that have been made by the Director, with effect from 1 March 2002, concerning the salary scale applicable to staff in the professional and higher categories.
2. To establish, effective 1 March 2002:
  - (a) The net salary of the Deputy Director at US\$ 108,379 per annum at dependency rate and \$98,141 per annum at single rate;
  - (b) The net salary of the Assistant Director at \$107,379 per annum at dependency rate and \$97,141 per annum at single rate.

3. To confirm, in accordance with Staff Rule 020, the amendments to the Staff Rules, which have been made by the Director, as follows:

- (a) to Staff Rule 110.7, with effect from 1 June 2001, in respect of standards of conduct;
- (b) to Staff Rules 350.1 and 350.2.2, with effect from the school year in progress on 1 January 2001, in respect of education grant entitlements;
- (c) to Staff Rule 530, with effect from 1 January 2002, in respect of the Supervision and Performance Evaluation System;
- (d) to the applicable Staff Rules, with effect from 1 July 2002, in respect of contractual reform.

4. To recommend to the 26<sup>th</sup> Pan American Sanitary Conference to:

- (a) note the amendments to the Staff Rules made by the Director and confirmed by the Executive Committee at its 130<sup>th</sup> Session concerning, inter alia, standards of conduct, education grant entitlements, performance management, and contractual reform;
- (b) confirm the annual salary of the Director at \$118,165 per annum at dependency rate and \$106,342 per annum at single rate, effective 1 March 2002;
- (c) approve the amendment to Staff Regulation 4.5 to reflect the implementation of new contractual mechanisms, effective 1 July 2002.