



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



## **27th PAN AMERICAN SANITARY CONFERENCE** **59th SESSION OF THE REGIONAL COMMITTEE**

*Washington, D.C., USA, 1-5 October 2007*

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*Provisional Agenda Item 5.7*

CSP27/22 (Eng.)  
11 July 2007  
ORIGINAL: ENGLH

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

#### **Salaries of Professional and Higher Categories and Staff in Ungraded Posts**

1. The International Civil Service Commission (ICSC) recommended and the United Nations General Assembly endorsed, with effect from 1 January 2007, the consolidation of 4.57% of post adjustment into the base/floor salary scale for the professional and higher categories on a “no loss/no gain” basis. The Executive Board of the World Health Organization (WHO) approved the consolidation for its staff by Resolution EB120.R10.
2. To maintain uniformity with WHO and the United Nations Common System, the Director of the Pan American Sanitary Bureau (PASB) approved similar adjustments in the base/floor salary scale for PASB staff in the professional and higher categories. Those adjustments were confirmed by PAHO’s Executive Committee at its 140th Session. In conformity with Staff Rule 330.4, similar adjustments were also approved by the Director and confirmed by the Executive Committee with respect to the salaries of the Deputy Director and Assistant Director of PASB.
3. For consistency, similar adjustments should also be made with respect to the salary of the Director. Pursuant to Staff Rule 330.4, any adjustments to the salary of the Director must be approved by the Pan American Sanitary Conference or the Directing Council.

#### **Amendments to the Staff Rules**

4. In accordance with Staff Regulation 12.2, the Director draws the attention of the Pan American Sanitary Conference to the amendments to the Staff Rules of the Pan

American Sanitary Bureau that she submitted, for confirmation, to the Executive Committee at its 140th Session.<sup>1</sup>

**Action by the Pan American Sanitary Conference**

5. The Pan American Sanitary Conference is requested to consider the resolution proposed by the Executive Committee concerning the salary of the Director (see Paragraph 6 of Resolution CE140.R14, attached).

Annex

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<sup>1</sup> See Document [CE140/25](#) and [Corrigendum](#). (Please click on links.)



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## 140th SESSION OF THE EXECUTIVE COMMITTEE

*Washington, D.C., USA, 25-29 June 2007*

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CSP27/22 (Eng.)  
Annex

### ***RESOLUTION***

#### ***CE140.R14***

#### **AMENDMENTS TO THE PASB STAFF RULES**

##### ***THE 140th 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 CE140/25;

Taking into account the actions of the Sixtieth World Health Assembly regarding the remuneration of the Regional Directors, Assistant Directors-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

Recognizing the need for uniformity of conditions of employment of staff of the Pan American Sanitary Bureau and the World Health Organization,

#### ***RESOLVES:***

1. To establish with effect from the school year in progress on 1 January 2007 the maximum admissible expenses and maximum education grant in the United States at US\$ 34,598 and \$ 25,949, respectively; the maximum admissible expenses and maximum education grant for the United States dollar area outside the United States at \$18,048 and \$13,536, respectively, and amendments to the eligibility requirements.

2. To confirm, in accordance with Staff Rule 020, the amendments to the Staff Rules that have been made by the Director with effect from 1 July 2007 concerning the effective date of the Pan American Health Organization Staff Rules and Staff Regulations, home leave, special leave, leave without pay, leave for military training or service, sick leave (family emergency leave), adoption leave, travel of spouse and children, resignation, effective date of termination, completion of appointments, annual leave, Board of Appeal, and Administrative Tribunal.

3. To confirm, in accordance with Staff Rule 020, the amendments to the Staff Rules that have been made by the Director with effect from 1 January 2008 in order to implement contract reform in the Pan American Sanitary Bureau, provided that the United Nations General Assembly first approves new contractual arrangements for the UN Common System with which the proposed amendments are in line, specifically with respect to salary determination, net base salary on promotion to a higher grade, net base salary on reduction in grade, payment of net base salary to temporary staff in the professional and higher categories, dependants' allowances, education and special education grant, mobility and hardship allowance, assignment grant, service allowance, appointment policies, reinstatement upon reemployment, inter-organization transfers, end of probation, within-grade increase, meritorious within-grade increase, promotion, reassignment, reduction in grade, annual leave, home leave, leave for military training or service, sick leave, paternity leave, travel of staff members, travel of spouse and children, special education grant travel, removal of household goods, termination for reasons of health, completion of appointments, abolition of post, termination of temporary appointments, unsatisfactory performance or unsuitability for international civil service, conference and other short-term service staff, consultants, and national professional officers.

4. To establish the annual salary of the Deputy Director of the Pan American Sanitary Bureau as from 1 January 2007 at \$168,826 before staff assessment, resulting in a modified net salary of \$122,737 (dependency rate) or \$111,142 (single rate).

5. To establish the annual salary of the Assistant Director of the Pan American Sanitary Bureau as from 1 January 2007 at \$167,288 before staff assessment, resulting in a modified net salary of \$121,737 (dependency rate) or \$110,142 (single rate);

6. To recommend to the 27th Pan American Sanitary Conference that it adjust the annual salary of the Director of the Pan American Sanitary Bureau by adopting the following resolution:

***THE 27th PAN AMERICAN SANITARY CONFERENCE,***

Considering the revision to the base/floor salary scale for the professional and higher-graded categories of staff, effective 1 January 2007;

Taking into account the decision by the Executive Committee at its 140th Session to adjust the salaries of the Deputy Director and Assistant Director of the Pan American Sanitary Bureau; and

Noting the recommendation of the Executive Committee with regard to the salary of the Director of the Pan American Sanitary Bureau,

***RESOLVES:***

To establish the annual salary of the Director of the Pan American Sanitary Bureau as from 1 January 2007 at US\$ 185,874 before staff assessment, resulting in a modified net salary of \$133,818 (dependency rate) or \$120,429 (single rate).

*(Ninth meeting, 29 June 2007)*

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