SALARY OF THE DIRECTOR OF THE
PAN AMERICAN SANITARY BUREAU

The Fifty-third 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 for staff in ungraded posts and for the Director-General of WHO (Resolution WHA53.7).

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 3.42% through the consolidation of post adjustment classes into the net base salary, on a “no loss–no gain” basis, with effect from 1 March 2000.

The PAHO 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 at the USG level of the UN system salary scale, which in the past WHO structure corresponded to the WHO Deputy Director-General.

In accordance with Resolution CD20.R20 of the 20th Directing Council (1971), which requested the Executive Committee, in cases of any future salary adjustments with respect to 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 126th Session dealt with the subject as set forth in Document CE126/23 (see Annex A) and adopted Resolution CE126.R12 (Annex B).
After considering the matter, the Directing Council may wish to adopt a resolution along the following lines:

Proposed Resolution

THE 42nd DIRECTING COUNCIL,

Considering the revision made to the base/floor salary scale for the professional and higher-graded categories of staff, effective 1 March 2000;

Taking into account the decision of the Executive Committee at its 126th Session to adjust the salaries of the Deputy Director and Assistant Director (Resolution CE126.R12);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution CE126.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 $108,242 (dependency rate) and $97,411 (single rate), effective 1 March 2000.

Annexes
AMENDMENTS TO THE PASB STAFF RULES

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 124th Session.

These revisions are in line with those adopted by the Executive Board of the World Health Organization at its 105th Session (Resolutions EB105.R13 and EB105.R14) 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 result from decisions taken by the United Nations General Assembly at its fifty-fourth session on the basis of recommendations made by the International Civil Service Commission (ICSC), in accordance with United Nations common system arrangements.

The amendments implement the results of periodic updates by the Commission, based on established methodologies. The annex to this document contains the text of the amended Staff Rules. The effective date of these changes is 1 March 2000.

These additional costs under the regular budget will be absorbed under the appropriate allocations for the 2000-2001 program budget.

The Committee is invited to consider a draft resolution which confirms the amendments contained in this document, modifies the remuneration of staff in ungraded posts, and recommends to the 42nd Directing Council modification in the remuneration of the Director.
CONTENTS

Page

1. Schedule of Salaries for the Professional and Higher-graded Categories............... 3
2. Salaries of the Deputy Director and Assistant Director, and of the Director......... 3
3. Action by the Executive Committee ..................................................................... 4

Annex
1. **Schedule of Salaries for the Professional and Higher-graded Categories**

The United Nations General Assembly approved, with effect from 1 March 2000, the revised base/floor salary scale for the professional and higher-graded categories, incorporating an increase of 3.42% through the consolidation of post adjustment classes into the net base salary, on a “no loss-no gain” basis. Changes will also be required to the schedule of staff assessment rates for professional and higher-graded staff.

Staff Rules 330.1.1 and 330.2 have been modified accordingly.

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 for 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 $99,278 per annum at dependency rate and $89,899 per annum at single rate, and that of the Assistant Director to $98,278 per annum at dependency rate and $88,899 per annum at a single rate, effective 1 March 2000.

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 USG level of the UN system salary scale, which in the past WHO structure corresponded to the WHO Deputy Director-General.
The Executive Committee following this guide, may wish to recommend to the 42nd Directing Council that it adjust the annual salary of the Director to $108,242 per annum at dependency rate and $97,411 per annum at single rate, effective 1 March 2000. The above changes are also on the basis of the “no loss-no gain” formula.

3. Action by the Executive Committee

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

Proposed Resolution

THE 126th 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 CE126/23;

Taking into account the actions of the Fifty-third World Health Assembly related to the remuneration of the Regional Directors and Senior Advisors 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 CE126/23, with effect from 1 March 2000, concerning the salary scale and staff assessment rates for use in conjunction with gross base salaries applicable to staff in the professional category and Directors’ posts.

2. To establish, effective 1 March 2000:

(a) the net annual salary of the Deputy Director at $99,278 at dependency rate and $89,899 at single rate;
(b) The annual net salary of the Assistant Director at $98,278 at dependency rate and $88,899 at single rate.

3. To recommend to the 42nd Directing Council that it establish the annual salary of the Director at $108,242 at dependency rate and $97,411 at single rate, effective 1 March 2000.

Annex A: Amendments to the PASB Staff Rules
Annex B: Resolution CE126.R12
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:¹

<table>
<thead>
<tr>
<th>Assessable income</th>
<th>Staff assessment rates for those with dependants</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(as defined in Rules 310.5.1 and 310.5.2)</td>
</tr>
<tr>
<td>US$</td>
<td>%</td>
</tr>
<tr>
<td>First $30,000</td>
<td>18</td>
</tr>
<tr>
<td>Next $30,000</td>
<td>28</td>
</tr>
<tr>
<td>Next $30,000</td>
<td>34</td>
</tr>
<tr>
<td>Remaining assessable payments</td>
<td>38</td>
</tr>
</tbody>
</table>

Amounts of staff assessment for those with neither a dependent spouse nor a dependent child would be equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.

330.2 The following schedule of annual gross and annual net base salaries shall apply to all professional category and directors’ posts with effect from 1 March 2000:

¹ With effect from 1 March 2000
## Salary scale for the professional and higher-graded categories

showing annual gross salaries and net equivalents after application of staff assessment\(^1\)

(US dollars)

<table>
<thead>
<tr>
<th>Level</th>
<th>Steps</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
<th>15</th>
</tr>
</thead>
<tbody>
<tr>
<td>D2</td>
<td>Gross</td>
<td>117 550</td>
<td>120 165</td>
<td>122 777</td>
<td>125 389</td>
<td>128 002</td>
<td>130 615</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Net D</td>
<td>83 081</td>
<td>84 702</td>
<td>86 322</td>
<td>87 941</td>
<td>89 561</td>
<td>91 181</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Net S</td>
<td>76 325</td>
<td>77 683</td>
<td>79 041</td>
<td>80 398</td>
<td>81 756</td>
<td>83 113</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-1</td>
<td>Gross</td>
<td>103 763</td>
<td>106 000</td>
<td>108 239</td>
<td>110 471</td>
<td>112 710</td>
<td>114 947</td>
<td>117 185</td>
<td>119 423</td>
<td>121 658</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Net D</td>
<td>74 533</td>
<td>75 920</td>
<td>77 308</td>
<td>78 692</td>
<td>80 080</td>
<td>81 467</td>
<td>82 855</td>
<td>84 242</td>
<td>85 628</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Net S</td>
<td>68 893</td>
<td>70 112</td>
<td>71 329</td>
<td>72 545</td>
<td>73 763</td>
<td>74 972</td>
<td>76 135</td>
<td>77 297</td>
<td>78 459</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>P-5</td>
<td>Gross</td>
<td>91 215</td>
<td>93 239</td>
<td>95 265</td>
<td>97 289</td>
<td>99 313</td>
<td>101 335</td>
<td>103 361</td>
<td>105 385</td>
<td>107 408</td>
<td>109 434</td>
<td>111 458</td>
<td>113 481</td>
<td>115 505</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Net D</td>
<td>66 753</td>
<td>68 008</td>
<td>69 264</td>
<td>70 519</td>
<td>71 774</td>
<td>73 028</td>
<td>74 284</td>
<td>75 539</td>
<td>76 793</td>
<td>78 049</td>
<td>79 304</td>
<td>80 558</td>
<td>81 813</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Net S</td>
<td>62 014</td>
<td>63 164</td>
<td>64 267</td>
<td>65 370</td>
<td>66 471</td>
<td>67 572</td>
<td>68 674</td>
<td>69 776</td>
<td>70 878</td>
<td>71 980</td>
<td>73 082</td>
<td>74 183</td>
<td>75 262</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P-4</td>
<td>Gross</td>
<td>75 424</td>
<td>77 282</td>
<td>79 135</td>
<td>80 986</td>
<td>82 844</td>
<td>84 697</td>
<td>86 552</td>
<td>88 406</td>
<td>90 279</td>
<td>92 252</td>
<td>94 224</td>
<td>96 202</td>
<td>98 174</td>
<td>100 148</td>
<td>102 124</td>
</tr>
<tr>
<td></td>
<td>Net D</td>
<td>56 380</td>
<td>57 606</td>
<td>58 829</td>
<td>60 051</td>
<td>61 277</td>
<td>62 500</td>
<td>63 724</td>
<td>64 948</td>
<td>66 173</td>
<td>67 396</td>
<td>68 619</td>
<td>69 845</td>
<td>71 068</td>
<td>72 292</td>
<td>73 517</td>
</tr>
<tr>
<td></td>
<td>Net S</td>
<td>52 503</td>
<td>53 629</td>
<td>54 751</td>
<td>55 872</td>
<td>56 996</td>
<td>58 116</td>
<td>59 238</td>
<td>60 360</td>
<td>61 481</td>
<td>62 603</td>
<td>63 701</td>
<td>64 778</td>
<td>65 852</td>
<td>66 926</td>
<td>68 002</td>
</tr>
<tr>
<td>P-3</td>
<td>Gross</td>
<td>61 730</td>
<td>63 473</td>
<td>65 217</td>
<td>66 956</td>
<td>68 700</td>
<td>70 441</td>
<td>72 182</td>
<td>73 926</td>
<td>75 668</td>
<td>77 411</td>
<td>79 153</td>
<td>80 894</td>
<td>82 636</td>
<td>84 377</td>
<td>86 121</td>
</tr>
<tr>
<td></td>
<td>Net D</td>
<td>47 342</td>
<td>48 492</td>
<td>49 643</td>
<td>50 791</td>
<td>51 942</td>
<td>53 091</td>
<td>54 240</td>
<td>55 391</td>
<td>56 541</td>
<td>57 691</td>
<td>58 841</td>
<td>59 990</td>
<td>61 140</td>
<td>62 289</td>
<td>63 440</td>
</tr>
<tr>
<td></td>
<td>Net S</td>
<td>44 191</td>
<td>45 248</td>
<td>46 307</td>
<td>47 364</td>
<td>48 422</td>
<td>49 479</td>
<td>50 536</td>
<td>51 594</td>
<td>52 650</td>
<td>53 708</td>
<td>54 762</td>
<td>55 816</td>
<td>56 870</td>
<td>57 923</td>
<td>58 977</td>
</tr>
<tr>
<td>P-2</td>
<td>Gross</td>
<td>50 349</td>
<td>51 779</td>
<td>53 206</td>
<td>54 635</td>
<td>56 063</td>
<td>57 490</td>
<td>58 919</td>
<td>60 377</td>
<td>61 938</td>
<td>63 495</td>
<td>65 052</td>
<td>66 612</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Net D</td>
<td>39 251</td>
<td>40 281</td>
<td>41 308</td>
<td>42 337</td>
<td>43 365</td>
<td>44 393</td>
<td>45 422</td>
<td>46 449</td>
<td>47 479</td>
<td>48 507</td>
<td>49 534</td>
<td>50 564</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Net S</td>
<td>36 815</td>
<td>37 749</td>
<td>38 680</td>
<td>39 612</td>
<td>40 543</td>
<td>41 477</td>
<td>42 424</td>
<td>43 368</td>
<td>44 317</td>
<td>45 263</td>
<td>46 208</td>
<td>47 155</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>P-1</td>
<td>Gross</td>
<td>38 988</td>
<td>40 363</td>
<td>41 735</td>
<td>43 108</td>
<td>44 479</td>
<td>45 851</td>
<td>47 226</td>
<td>48 599</td>
<td>49 969</td>
<td>51 343</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Net D</td>
<td>31 071</td>
<td>32 061</td>
<td>33 049</td>
<td>34 038</td>
<td>35 025</td>
<td>36 013</td>
<td>37 003</td>
<td>37 991</td>
<td>38 978</td>
<td>39 967</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Net S</td>
<td>28 310</td>
<td>30 221</td>
<td>31 131</td>
<td>32 043</td>
<td>32 953</td>
<td>33 863</td>
<td>34 775</td>
<td>35 674</td>
<td>36 568</td>
<td>37 465</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

\(^1\) This scale will be implemented in conjunction with a consolidation of 3.42% of post adjustment. Post adjustment indices and multipliers at all duty stations will be modified, effective 1 March 2000. Therefore, changes in post adjustment classifications will be implemented on the basis of the movements of the consolidated post adjustment indices.

D = Rate applicable to staff members with a dependant spouse or child.
S = Rate applicable to staff members with no dependant spouse or child.
RESOLUTION

CE126.R12

AMENDMENTS TO THE PASB STAFF RULES

THE 126th 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 CE126/23;

Taking into account the actions of the Fifty-third World Health Assembly related to the remuneration of the Regional Directors and Senior Advisors 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 CE126/23, with effect from 1 March 2000, concerning the salary scale and staff assessment rates for use in conjunction with gross base salaries applicable to staff in the professional category and directors’ posts.
2. To establish, effective 1 March 2000:

(a) the net annual salary of the Deputy Director at $99,278 at dependency rate and $89,899 at single rate;

(b) the annual net salary of the Assistant Director at $98,278 at dependency rate and $88,899 at single rate.

3. To recommend to the 42nd Directing Council that it establish the annual salary of the Director at $108,242 at dependency rate and $97,411 at single rate, effective 1 March 2000.

(Seventh meeting, 29 June 2000)