



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



46th DIRECTING COUNCIL

57th SESSION OF THE REGIONAL COMMITTEE

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Provisional Agenda Item 5.7

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SALARY OF THE DIRECTOR AND AMENDMENTS TO THE STAFF REGULATIONS OF THE PAN AMERICAN SANITARY BUREAU

Salary of the Director

1. In December 2004, the United Nations General Assembly approved a 1.88% adjustment in the base salary scale for staff in the professional and higher-graded categories. The base/floor salary scale for the professional and higher categories is adjusted periodically to reflect increases in the comparator salary scale. This upward adjustment is made by taking a fixed amount of post adjustment and incorporating or "consolidating" it in the base/floor salary scale. The net result of the consolidation is a "no-gain no-loss" effect. This change took effect on 1 January 2005.
2. As a result of the change in the salary scale for staff in the professional and higher categories, a similar revision to the salaries for the posts of Assistant Director, Deputy Director, and Director is also required.
3. Using the same process of consolidating a fixed amount of post adjustment into base salary on a "no-gain no-loss" basis, the salaries for these three positions have been adjusted accordingly. In conformity with Staff Rule 330.4, 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 Pan American Sanitary Conference or Directing Council.
4. At its 136th Session, the Executive Committee approved, with effect from 1 January 2005, a revised salary for the posts of Assistant Director and Deputy Director, and recommended to the 46th Directing Council approval of a revised annual salary for the post of Director at US\$ 127,970 at the dependency rate and US\$ 115,166 at the single

rate (from the previous rates established in January 2003 of US\$ 125,609 and US\$ 113,041, respectively).

Amendments to the Staff Rules

5. In accordance with Staff Regulation 12.2, the Director submits to the Directing Council 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 136th session (see Resolution CE136/22, Rev.1 in the Annex).

Amendments to the Staff Regulations

6. In accordance with Staff Regulation 12.1, the Director submits to the Directing Council for approval an amendment to Staff Regulations 1.13 and 1.15.

7. These amendments are considered necessary in light of experience and in the interest of good personnel management, and will remove the submission of the Organization to local jurisdiction. Submission to local jurisdiction necessarily implies a general waiver of one of the most important prerogatives of the Organization, which is jurisdictional immunity. In addition, the Organization's experience to date has demonstrated that this practice exposes it to significant potential liability. Furthermore, it has been determined that access to arbitral mechanisms is consistent with the best practices within the United Nations system and offers employees an adequate and sufficient mechanism for conflict resolution.

Action by the Directing Council

8. In consequence of these revisions, the Directing Council may wish to consider the following resolutions, approving the amendments to the Staff Regulations and a revised salary for the Director.

Proposed Resolution

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

THE 46th DIRECTING COUNCIL,

Taking into account the decision by the Executive Committee at its 136th Session to adjust the salaries of the Deputy Director and Assistant Director (Resolution CE136.R10);

Having noted the recommendation of the Executive Committee concerning the salary of the Director of the Pan American Sanitary Bureau (Resolution CE136.R9); and

Bearing in mind the provisions of Staff Rule 330.4,

RESOLVES:

To establish the annual net salary of the Director of the Pan American Sanitary Bureau at US\$ 127,970 at the dependency rate and US\$ 115,166 at the single rate, effective 1 January 2005.

Proposed Resolution

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

THE 46th DIRECTING COUNCIL,

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 136th Session (Resolution CE136.R10);

Having considered the recommendation of the Executive Committee regarding Staff Regulations 1.13 and 1.15 (Resolution CE136.R9); and

Bearing in mind the provisions of Staff Regulation 12.1,

RESOLVES:

To approve the amendments to Staff Regulations 1.13 and 1.15 with respect to dispute resolution mechanisms available to national employees of the Organization, effective 1 July 2005.

Annex

AMENDMENTS TO THE STAFF REGULATIONS BASED ON ORGANIZATION EXPERIENCE

PRESENT TEXT	NEW TEXT
<p>1.13. The contracts of such national employees shall be governed in every aspect, including those of work-related accidents, social security and pensions, by the labor laws and practices of the country concerned.</p>	<p>1.13. The contracts of such national employees shall be governed in every aspect, including those of work-related accidents, social security and pensions, by the labor laws and practices of the country concerned, without prejudice to the privileges and immunities of the Organization.</p>
<p>1.15 National employees shall have access to arbitration or labor tribunals of the countries in which they are employed for the settlement of disputes, in accordance with their respective contracts, and shall therefore have no access to the Administrative Tribunal of the International Labour Organization, whose competence is not recognized in respect of national employees.</p>	<p>1.15 National employees shall have access to arbitration or labor tribunals of in the countries in which they are employed for the settlement of disputes, in accordance with their respective contracts, and shall therefore have no access to the Administrative Tribunal of the International Labour Organization, whose competence is not recognized in respect of national employees.</p>