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Based on the outcome of the First Meeting of the Working Group on Streamlining the Governance Mechanisms of the Pan American Health Organization, Mexico proposes the modification of Rule 56 of the Rules of Procedure of the [Pan American Sanitary] Conference and Rule 55 of the Rules of Procedure of the Directing Council, as the two are linked. It furthermore proposes the reform of Article IV of the Staff Regulations of PASB on Appointment and Promotion. It should be noted that the majority of the recommendations issued at the meeting on the Election of the Director have been taken into account in the drafting of these rules. However, drafting the new text of Rule 55 is a complex matter, due to the lack of specifics in the content of PAHO's basic documents, where the powers of each Governing Body are very general.

With the proposal that follows, Mexico does not seek to limit the functions of the Director of PAHO, but to set guidelines for a more orderly procedure for electing the Director.

It will, of course, consult other countries about this matter.

**BUREAU OF  
FOREIGN AFFAIRS**



**RULES OF PROCEDURE OF THE [PAN AMERICAN SANITARY]  
CONFERENCE  
PART IX - ELECTION OF THE DIRECTOR**

Rule 56

Pursuant to Article 21 of the Constitution, the Conference shall elect the Director every five years; and in conformity with the Rule adopted, **(in the beginning of January)** six months prior to the opening of the Executive Committee session preceding the Conference, the President of the Committee shall call on the Member States and Associate Members to nominate candidates for the post of Director.

Any Member State or Associate Member may nominate one or more persons for the post of Director, accompanying each nomination with the candidate's résumé or other pertinent supporting documentation. Nominations shall be submitted to the President of the Executive Committee of the Pan American Health Organization, Washington, D.C., United States, in a sealed envelope, sufficiently in advance to ensure that they reach Organization Headquarters at least four months prior **(beginning of March)** to the date set for the opening of the Executive Committee.

**BUREAU OF  
FOREIGN AFFAIRS**



The President of the Committee shall open the envelopes sufficiently in advance of the session to permit the translation and reproduction of all nominations and shall send the résumé and complementary documentation to the Member States and Associate Members in a confidential sealed envelope two months prior (**end of April**) to the date set for the opening of the session.

**If no nomination has been received within the period stipulated in paragraph 2 of the present Rule**, the President of the Committee shall immediately notify the Member States and Associate Members of this fact and communicate to them that they may nominate candidates for the post, pursuant to the provisions of the present Rule, provided that the President of the Committee receives the nominations at least one month (**end of May**) prior to the date set for the opening of the Executive Committee. As soon as possible, the President of the Committee shall announce the names of the candidates to the Member States and Associate Members and call the candidates to a special session that will be held during the meeting of the Executive Committee preceding the Conference.

The special session shall be held as an (**open**) forum, in which the nominees shall be interviewed by all the Member States (**and Associate Members**) and thus be given an opportunity to describe their platform

The interviews shall consist of a presentation by the candidates, who must also answer the questions put to them by the Member States and Associate

**BUREAU OF  
FOREIGN AFFAIRS**



Members in attendance. If necessary, the Executive Committee may extend the session to complete all the interviews.

The Conference shall set the date for a session in which one of the candidates shall be elected by secret ballot.

To this end, each member of the Conference shall write on his/her ballot the name of a single candidate selected from the list. If no candidate obtains the necessary majority, in each successive vote the candidate with the least number of votes shall be eliminated. If two candidates are left and tied after three additional ballots, this procedure shall begin again, using the initial list drawn up at the start of the voting.

The name of the Director shall be announced during the Conference.

**NOTE:**

**The legal experts of the Organization are requested to review the concepts contained in this Rule.**

**BUREAU OF  
FOREIGN AFFAIRS**



**RULES OF PROCEDURE OF THE DIRECTING COUNCIL  
PART IX - ELECTION OF THE INTERIM DIRECTOR**

Rule 55

The Council shall elect an ad interim Director, when required, in conformity with Article 21 of the Constitution and pursuant to the Rules adopted ...

It is requested that:

- During the regular session of the competent Governing Body, a special session be convened to propose an election procedure similar to that of Rule 56 of the Rules of Procedure of the Conference.

\*\*\*It is suggested that, if this modification is adopted, this rule be drafted in consultation with the other countries participating in the second working meeting and with the technical support of PAHO's legal experts.

**BUREAU OF  
FOREIGN AFFAIRS**



## **STAFF REGULATIONS OF PAHO**

### ***Article IV—Appointment and Promotion***

**4.1 The Director shall appoint the Deputy Director and Assistant Director for a specific duration, with the approval of the Executive Committee. Other staff shall be appointed pursuant to the standards and requirements of the present Regulations.**

4.2 The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting and maintaining staff with as wide a geographical representation as possible.

4.3 Selection of **all** staff members shall be without regard to race, creed, or sex. ***Except for the posts of Deputy Director and Assistant Director,*** selection shall be made on a competitive basis.

4.4 Without prejudice to the inflow of new and competent talent in all categories, in filling vacancies preference shall be given to persons already in

**BUREAU OF  
FOREIGN AFFAIRS**



the service of the Pan American Sanitary Bureau and, on a reciprocal basis, to staff of the World Health Organization and the Organization of American States, *pursuant to the provisions of paragraph 4.3 of the present Rule.*

4.5 The Director shall establish medical standards, which prospective staff members shall normally be required to meet.

**Note: 4.6 becomes 4.5, as 4.1 has been eliminated.**