



ORGANISATION PANAMÉRICAINNE DE LA SANTÉ
ORGANISATION MONDIALE DE LA SANTÉ



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AMENDEMENTS AU RÈGLEMENT DU PERSONNEL DU BUREAU SANITAIRE PANAMERICAIN

Conformément aux dispositions de l'article 020 du Règlement du personnel, le Directeur soumet au Comité exécutif, en annexe de ce document, les amendements au Règlement du personnel apportés depuis la 128^e session.

Ces amendements s'accordent avec ceux adoptés par le Conseil exécutif de l'Organisation mondiale de la santé (OMS) lors de ses 108^e et 109^e sessions et sont conformes au paragraphe 2 de la résolution CE59.R19 adoptée par le Comité exécutif lors de sa 59^e session (1968) par laquelle il était demandé au Directeur de continuer à introduire les changements qu'il jugerait nécessaires pour maintenir une étroite analogie entre les dispositions du Règlement du personnel du Bureau sanitaire panaméricain (BSP) et celles de l'Organisation mondiale de la santé (OMS).

Les amendements figurant aux sections 1 et 2 découlent des décisions prises par l'Assemblée générale des Nations Unies à sa Cinquante-Sixième session sur la base des recommandations de la Commission de la Fonction publique internationale (CFPI). Les amendements donnent effet, à compter du 1^{er} mars 2002, aux actualisations périodiques apportées au traitement de base net, suivant la règle "ni perte ni gain".

Les amendements de la section 3 découlent des décisions prises par le Conseil exécutif de l'OMS lors de sa 108^e session (résolution EB/108.R8) qui a eu lieu en mai 2001.

Les amendements de la section 4 découlent des décisions prises par le Conseil exécutif de l'OMS lors de sa 109^e session (résolutions EB/109.R27 et EB/109.R27 Add. 1) qui a eu lieu en janvier 2002.

Le texte de tous les amendements apportés au Règlement du personnel figure à l'Annexe 1 du présent document.

L'amendement proposé à l'article 4.5 du Statut du personnel, dont le texte figure à l'Annexe 2, a été rédigé de manière à faire état des nouveaux types de contrat qui sont en cours d'introduction. Le Conseil directeur est invité à approuver les amendements apportés à l'article 4.5 du Statut du personnel, avec effet rétroactif à compter du 1^{er} juillet 2002, qui est la date d'exécution des nouvelles dispositions contractuelles.

Le Comité exécutif est invité à prendre en considération un projet de résolution qui confirme les amendements figurant dans le présent document, révisé les traitements pour le personnel occupant des postes hors classe et recommande au 44^e Conseil directeur de modifier le traitement du Directeur du Bureau panaméricain de la santé et de l'article 4.5 du Statut du personnel.

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Annexe 1 : Text of the Amended Staff Rules
(ci-joint, en anglais)

Annexe 2 : Text of Amendment to Staff Regulation 4.5
(ci-joint, en anglais)

1. Barème des traitements pour les postes de la catégorie professionnelle et des catégories supérieures

L'assemblée générale des Nations Unies a approuvé, en décembre 2001, un barème révisé des traitements de base/plancher reflétant une hausse de 3,87 pour cent, entrant en vigueur le 1^{er} mars 2002. Cet ajustement est une pratique annuelle régulière destinée à aligner le barème des traitements de base/plancher du système des Nations Unies sur celui de la Fonction publique utilisé comme point de comparaison (emplois fédéraux des États-Unis à Washington). Cette révision reflète la consolidation de l'ajustement des postes (élément du coût de la vie) dans le traitement de base net suivant la règle "ni perte ni gain". Ceci assure, entre autres, que l'augmentation des primes liées au barème des traitements de base/plancher (indemnité pour mobilité et difficulté des conditions de vie et de travail et certains versements à la cessation de service) corresponde à l'inflation. Les amendements au barème des traitements, figurant à l'article 330.2 du Règlement du personnel, ont été apportés en conformité et sont contenus à l'Annexe 1.

2. Traitements du Directeur adjoint, du Sous-directeur et du Directeur

Suite à la révision des traitements de base/plancher pour les postes de la catégorie professionnelle et des catégories supérieures, il convient également de réviser les traitements du Directeur adjoint, du Sous-directeur et du Directeur.

Depuis 1962, il est d'usage que le Comité exécutif fixe le traitement du Directeur adjoint de l'Organisation panaméricaine de la Santé (OPS) au même niveau que celui des Directeurs régionaux de l'Organisation mondiale de la santé (OMS) et celui du Sous-directeur à US\$ 1000 de moins.

Considérant que l'article 3.1 du Règlement du personnel du Bureau sanitaire panaméricain (BSP) stipule que "les traitements du Directeur adjoint et du Sous-directeur seront fixés par le Directeur du Bureau avec l'approbation du Comité exécutif", cette instance pourrait décider d'adopter la même pratique et faire passer le traitement annuel net du Directeur adjoint à \$108.379 avec personnes à charge et à \$98.141 sans personnes à charge, et celui du Sous-directeur à \$107.379 avec personnes à charge et à \$97.141 sans personnes à charge, à compter du 1^{er} mars 2002.

La 20^e session du Conseil directeur, aux termes du paragraphe 2 de la Résolution CD20.R20, demandait au "Comité exécutif, en cas d'ajustement futur de la catégorie de postes professionnels et des catégories de postes hors classe, de formuler des recommandations à la Conférence ou au Conseil directeur concernant le niveau approprié de traitement du Directeur". Depuis 1969, il est d'usage que les organes directeurs de l'OPS fixent le traitement du Directeur au même niveau que celui du Secrétaire général

adjoint des Nations Unies, suivant le barème des traitements du système des Nations Unies ; ce niveau, dans la structure ancienne de l'OMS, correspondait au Directeur général.

Le Comité exécutif pourrait donc recommander au 44^e Conseil directeur d'ajuster le traitement annuel net du Directeur à \$118.165 avec personnes à charge et à \$106.342 sans personnes à charge, à compter du 1^{er} mars 2002.

Les modifications susmentionnées sont faites sur la base de la formule "ni perte ni gain".

3. Amendements au Règlement du personnel découlant des amendements au Règlement du personnel de l'Organisation mondiale de la santé, lors de la 108^e session du Conseil exécutif

Lors de sa 108^e session, le Conseil exécutif de l'OMS a approuvé les amendements à l'article 110.7 du Règlement du personnel, avec entrée en vigueur au 1^{er} juin 2001, et aux articles 350.1 et 350.2.2 du Règlement du personnel, avec entrée en vigueur au 1^{er} janvier 2001. Conformément à l'article 020 du Règlement du personnel, le Directeur présente au Comité exécutif, aux fins de confirmation, les amendements suivants qui ont été apportés au Règlement du personnel depuis la 128^e réunion.

3.1 *Article 110.7 du Règlement du personnel : Normes de conduite des membres du personnel*

Afin de remplir son mandat, l'OPS doit être indépendante et objective. Il est donc indispensable que les membres de son personnel s'acquittent de leurs fonctions en tant que fonctionnaires internationaux, en ayant à l'esprit uniquement les intérêts de l'Organisation. Une manière de promouvoir l'indépendance et l'objectivité de son personnel est d'exiger du personnel qu'il fasse connaître les intérêts des entités avec lesquelles il pourrait avoir à traiter sur une base officielle pour le compte de l'OPS, ou qui ont un intérêt commercial à travailler avec l'OPS ou un domaine d'activité commun avec cette Organisation. L'objet de l'amendement à l'article 110.7 du Règlement du personnel est de clarifier les règles sur les renseignements à fournir et de renforcer les règles sur les rapports à fournir pour les catégories d'emplois spécifiques. La date d'entrée en vigueur de l'amendement à l'article 110.7 du Règlement du personnel est le 1^{er} juin 2001.

3.2 *Articles 350.1 et 350.2.2 du Règlement du personnel : Allocation pour frais d'études*

Le rapport de la Commission de la Fonction publique internationale pour l'année 2000 (document EB/107/16) prévoyait un ajustement des tarifs uniformes pour les frais de pension scolaire et montants supplémentaires venant en remboursement des frais de

pension scolaire dépassant l'allocation maximale pour frais d'études. Ces ajustements se sont traduits par une augmentation du montant en dollars alloué aux frais de pension scolaire et frais supplémentaires de pension scolaire, prenant effet à partir de l'année scolaire en vigueur au 1^{er} janvier 2001.

L'OMS avait oublié de prévoir un amendement aux articles 350.1 et 350.2.2 du Règlement du personnel lors de la 107^e session de son Conseil exécutif. Cet oubli a été corrigé à la 108^e session du Conseil exécutif et l'OPS demande au Comité exécutif de bien vouloir confirmer ce changement, qui est entré en vigueur au 1^{er} janvier 2001.

4. Amendements au Règlement du personnel découlant des amendements au Règlement du personnel de l'Organisation mondiale de la santé lors de la 109^e session du Conseil exécutif

Lors de sa 109^e session, le Conseil exécutif de l'OMS a approuvé les amendements apportés à l'article 530 du Règlement du personnel, prenant effet à compter du 1^{er} janvier 2002, et au Règlement du personnel concernant la réforme des engagements contractuels, prenant effet à compter du 1^{er} juillet 2002. Conformément à l'article 020 du Règlement du personnel, le Directeur présente au Comité exécutif, aux fins de confirmation, les amendements suivants qui ont été apportés au Règlement du personnel depuis la 128^e réunion :

4.1 *Article 530 du Règlement du personnel : Système de planification et d'évaluation des performances*

Un nouveau système de planification et d'évaluation des performances (SPEP), qui fait partie du cadre stratégique de la réforme de la gestion des ressources humaines, a récemment été introduit. L'article 530 du Règlement du personnel a été amendé, prenant effet à compter du 1^{er} janvier 2002, pour tenir compte du nouveau système.

4.2 *Divers types de contrat du personnel : Réforme contractuelle*

La réforme a consisté à regrouper les nouvelles dispositions contractuelles en trois catégories distinctes : "engagements temporaires", "engagements à durée déterminée" et "engagements de carrière", et à réviser les procédures de séparation en cas de suppression de poste. Les conditions de service qui sont spécifiques à chacun de ces types d'engagement ont été spécifiées dans le Règlement du personnel et sont décrites au document EB109/25, intitulé "Réforme de la gestion des ressources humaines". Ces nouveaux types d'engagements et les procédures de séparation révisées prennent effet à compter du 1^{er} juillet 2002.

4.3 *Amendement au Statut du personnel*

Pour assurer la cohérence entre le Statut du personnel et le Règlement du personnel, il est proposé d'inviter le Conseil directeur à amender l'article 4.5 du Statut du personnel comme indiqué à l'annexe 2.

5. Mesures à prendre par le Comité exécutif

Au vu de ces révisions, le Comité pourra examiner le projet de résolution ci-après:

Projet de résolution

LA 130^e SESSION DU COMITÉ EXÉCUTIF,

Ayant examiné les amendements apportés par le Directeur au Règlement du personnel du Bureau sanitaire panaméricain (BSP) et présentés en annexe du document CE130/26;

Prenant acte des mesures prises par la Cinquante-cinquième assemblée mondiale de la santé concernant le traitement des Directeurs régionaux, des conseillers principaux et du Directeur général ;

Considérant les dispositions de l'article 020 du Règlement du personnel et de l'article 3.1 du Statut du personnel du BSP et de la résolution CD20.R20 du 20^e Conseil directeur, et

Reconnaissant la nécessité d'uniformiser les conditions d'emploi du personnel du BSP et de l'OMS,

DÉCIDE :

1. De confirmer, conformément à l'article 020 du Règlement du personnel du Bureau sanitaire panaméricain, les amendements présentés par le Directeur, prenant effet à compter du 1^{er} mars 2002, concernant le barème des traitements s'appliquant au personnel de la catégorie professionnelle et des catégories supérieures.
2. De fixer, avec entrée en vigueur au 1^{er} mars 2002 :
 - (a) le traitement annuel net du Directeur adjoint à US\$108.379 avec personnes à charge et à \$98.141 sans personnes à charge ;

- (b) le traitement annuel net du Sous-directeur à \$107.379 avec personnes à charge et à \$97.141 sans personnes à charge.
3. De confirmer, conformément à l'article 020 du Règlement du personnel, les amendements apportés par le Directeur, comme suit :
- (a) à l'article 110.7 du Règlement du personnel, prenant effet à compter du 1^{er} juin 2001, relatif aux normes de conduite ;
 - (b) aux articles 350.1 et 350.2.2 du Règlement du personnel, prenant effet à partir de l'année scolaire en vigueur au 1^{er} janvier 2001, relatifs aux allocations pour frais d'études ;
 - (c) à l'article 530 du Règlement du personnel, prenant effet à compter du 1^{er} janvier 2002, relatif au Système de planification et d'évaluation des performances ;
 - (d) au Règlement du personnel applicable, prenant effet à compter du 1^{er} juillet 2002, relatif à la réforme contractuelle.
4. De recommander au 44^e Conseil directeur :
- (a) de noter les amendements au Règlement du personnel apportés par le Directeur et confirmés par le Comité exécutif lors de la 130^e session qui concernent, entre autres, les normes de conduite, les allocations pour frais d'études, le système de planification et d'évaluation des performances et la réforme contractuelle ;
 - (b) de confirmer le traitement annuel du Directeur de \$118.165 avec personnes à charge et de \$106.342 sans personnes à charge, prenant effet à compter du 1^{er} mars 2002 ;
 - (c) d'approuver l'amendement à l'article 4.5 du Statut du personnel pour refléter l'application des nouveaux mécanismes contractuels, prenant effet à compter du 1^{er} juillet 2002.

(adopté à la réunion,
juin 2002)

Text of the Amended Staff Rules

330. Salaries

330.2 The following schedule of annual gross and annual base salaries shall apply to all professional and higher category posts with effect from 1 March 2002

:

**Salary scale for the professional and higher graded categories: annual gross salaries and net equivalents after application of staff assessment
(effective 1 March 2002)
(US dollars)**

Level		Step														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D-2	Gross	129 834	132 689	135 540	138 392	141 245	144 097									
	Net D	90 697	92 467	94 235	96 003	97 772	99 540									
	Net S	83 322	84 805	86 286	87 768	89 250	90 733									
P-6/D-1	Gross	114 784	117 226	119 669	122 106	124 550	126 994	129 437	131 877	134 319						
	Net D	81 366	82 880	84 395	85 906	87 421	88 936	90 451	91 964	93 478						
	Net S	75 209	76 539	77 868	79 195	80 526	81 845	83 115	84 384	85 652						
P-5	Gross	101 084	103 294	105 505	107 715	109 924	112 132	114 344	116 553	118 761	120 974	123 185	125 392	127 602		
	Net D	72 872	74 242	75 613	76 983	78 353	79 722	81 093	82 463	83 832	85 204	86 575	87 943	89 313		
	Net S	67 698	68 955	70 159	71 362	72 565	73 767	74 970	76 173	77 376	78 579	79 781	80 983	82 162		
P-4	Gross	83 255	85 283	87 306	89 329	91 442	93 597	95 752	97 906	100 065	102 216	104 371	106 529	108 682	110 837	112 994
	Net D	61 548	62 887	64 222	65 557	66 894	68 230	69 566	70 902	72 240	73 574	74 910	76 284	77 583	78 919	80 256
	Net S	57 316	58 546	59 770	60 994	62 220	63 443	64 669	65 894	67 118	68 342	69 540	70 717	71 888	73 062	74 235
P-3	Gross	68 306	70 208	72 112	74 011	75 915	77 815	79 715	81 620	83 523	85 423	87 326	89 226	91 202	93 226	95 250
	Net D	51 682	52 937	54 194	55 447	56 704	57 958	59 212	60 469	61 725	62 979	64 235	65 489	66 745	68 000	69 255
	Net S	48 242	49 396	50 553	51 706	52 862	54 015	55 169	56 324	57 477	58 632	59 782	60 933	62 083	63 233	64 384
P-2	Gross	55 346	56 907	58 465	60 027	61 729	63 429	65 130	66 829	68 532	70 233	71 932	73 636			
	Net D	42 849	43 973	45 095	46 218	47 341	48 463	49 586	50 707	51 831	52 954	54 075	55 200			
	Net S	40 191	41 210	42 226	43 244	44 260	45 279	46 313	47 344	48 379	49 412	50 444	51 479			
P-1	Gross	42 944	44 444	45 942	47 442	48 939	50 438	51 938	53 436	54 932	56 432					
	Net D	33 920	35 000	36 078	37 158	38 236	39 315	40 395	41 474	42 551	43 631					
	Net S	31 997	32 992	33 986	34 980	35 974	36 967	37 962	38 944	39 921	40 899					

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

AMENDMENTS TO THE STAFF RULES

Staff Rule/Subject	Existing text	Proposed text
030. Application	The Staff Rules shall apply to all staff members of the Pan American Sanitary Bureau, except as specifically provided in any particular Rule herein. Nothing in the present Rules shall be interpreted as preventing the Director from making short-term appointments of less than one year with terms of service different from those provided in the present Rules, where he considers that the interests of the service so require.	The Staff Rules shall apply to all staff members of the Pan American Sanitary Bureau, except as specifically provided in any particular Rule herein. Nothing in the present Rules shall be interpreted as preventing the Director from making temporary appointments of less than one year with terms of service different from those provided in the present Rules, where he or she considers that the interests of the service so require.
110.7 Standards of Conduct for Staff Members	A staff member who has any financial interest in any business concern with which he may be required, directly or indirectly, to have official dealings on behalf of the Bureau shall report such interest to the Director, who shall decide on the applicability of Staff Regulation 1.4.	<p>110.7 The Director shall decide on the compatibility of any interests declared by staff members with Article I of the Staff Regulations, and on any action to be taken under this Rule:</p> <p>110.7.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization, or which has a commercial interest in the work of PAHO, or a common area of activity with PAHO, shall report the interest to the Director.</p> <p>110.7.2 As determined by the Director, staff members in designated employment categories shall be required, upon appointment and at prescribed intervals, to file in respect of themselves, their spouses and dependent children, a declaration in a prescribed form disclosing designated types of interests.</p>

Staff Rule/Subject	Existing text	Proposed text
320. Salary determination	320.1 On appointment, the net base salary of a staff member shall be fixed at step 1 of the grade of the post he is to occupy. In exceptional circumstances it may be fixed at a higher step in the grade in order to maintain the staff member's former income level.	<p>320.1 On appointment to a service or fixed-term appointment, the net base salary of staff members shall be fixed at step 1 of the grade of the post to be occupied. In exceptional circumstances it may be fixed at a higher step in the grade in order to maintain the staff members' former income level.</p> <p><u>New Rule</u></p> <p>320.2 The net base salary of staff members holding temporary appointments as defined in Rule 420.3 shall be fixed as follows:</p> <p style="padding-left: 40px;">320.2.1 for those holding short-term appointments: step 1 of the level of the assignment determined in accordance with guidelines established by the Director.</p> <p style="padding-left: 40px;">320.2.2 for those holding term-limited appointments: step 3 of the level of the assignment determined in accordance with guidelines established by the Director.</p> <p style="padding-left: 40px;">320.2, 320.3 and 320.4 remain unchanged but are renumbered 320.3, 320.4 and 320.5</p>
330. Salaries		<p>330.1 and 330.2 unchanged</p> <p><u>New Rule</u></p> <p>330.3 The net base salary of staff members in the professional and higher categories holding temporary appointments as defined in Rule 420.3 shall be paid in accordance with the schedule in Rule 330.2 at the rate applicable to staff members with no dependent spouse or dependent child.</p>
340. Dependants' allowances	A staff member in a post of professional or higher grade, except for short-term staff members appointed under Rule 1320 or consultants appointed under Rule 1330, is entitled to a dependent's allowance for dependents as defined in Rule 310.5, to be paid as follows:	Staff members in the professional or higher category, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a dependant's allowance for dependants as defined in Rule 310.5, to be paid as follows:

Staff Rule/Subject	Existing text	Proposed text
350. Education grant	<p>350.1 An internationally recruited staff member shall be entitled to an education grant, except as indicated in Rule 350.3. The amount of the grant payable under this Rule shall be 75% of the education expenses actually incurred and admissible under Rule 350.2. The maximum grant per child per year shall not exceed a total payment of US\$9750 or, for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations, the amount of the grant in respect of primary and secondary education shall be increased by an additional amount corresponding to 100% of boarding costs up to US\$5060 per child per year or, for expenses incurred in certain local currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p> <p>350.2.2. the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of board if provided by the institution. Where board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be US\$3,164 or, for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations the flat amount in respect of primary and secondary education is US\$4,746, or for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p>	<p>350.1 Internationally recruited staff members shall be entitled to an education grant, except as indicated in Rule 350.3. The amount of the grant payable under this Rule shall be 75% of the education expenses actually incurred and admissible under Rule 350.2. The maximum grant per child per year shall not exceed a total payment of US\$9750 or, for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations, the amount of the grant in respect of primary and secondary education shall be increased by an additional amount corresponding to 100% of boarding costs up to US\$5060 per child per year or, for expenses incurred in certain local currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. This rule does not apply to staff holding temporary appointments as defined in Rule 420.3 or to consultants appointed under Rule 1330.</p> <p>350.2.2. the cost of full-time attendance at an educational institution outside the country or area of the official station, including the cost of board if provided by the institution. Where board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be US\$3,373 or, for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies. For staff members at certain designated official stations the flat amount in respect of primary and secondary education is US\$5,060, or for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p>

Staff Rule/Subject	Existing text	Proposed text
355. Special Education grant for disabled children	A staff member, except for short-term staff members appointed under Rule 1320 or consultants appointed under Rule 1330, is entitled to a special education grant in respect of any physically or mentally incapacitated child, recognized as dependent under Rule 310.5.2, up to the end of the year in which such child reaches the age of 25. The amount of the grant per child per year shall be 100% of the special educational expenses actually incurred up to a maximum of US\$13,000 or, for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, up to a maximum amount established in those currencies. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.	Staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, are entitled to a special education grant in respect of any physically or mentally incapacitated child, recognized as dependent under Rule 310.5.2, up to the end of the year in which such child reaches the age of 25. The amount of the grant per child per year shall be 100% of the special educational expenses actually incurred up to a maximum of US\$13,000 or, for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations concerned, up to a maximum amount established in those currencies. In cases where an education grant is payable under Rule 350, the total of the amounts payable under Rules 350 and 355 shall not exceed the applicable maximum.
360. Mobility and hardship allowance	360.1 A staff member, other than one appointed under Rules 1310, 1320 and 1330, who is assigned or transferred to an official station for a period of one year or longer, shall receive a non-pensionable mobility and hardship allowance designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, under the conditions set out in sub-sections 360.1.1, 360.1.2, 360.1.3, and 360.1.4. Official stations shall be categorized according to conditions of life and work and on the basis of criteria agreed among the international organizations concerned for classifying official stations. Official stations in Canada and the United States of America, and similar designated locations, shall be categorized H official stations, whereas all other official stations shall be categorized from A to E.	360.1 Staff members, except those holding temporary appointments as defined in Rule 420.3 or those appointed under Rules 1310 and 1330, who are assigned or transferred to an official station for a period of one year or longer, shall receive a non-pensionable mobility and hardship allowance designed to recognize varying degrees of hardship at different official stations and provide incentives for mobility, under the conditions set out in sub-sections 360.1.1, 360.1.2, 360.1.3, and 360.1.4. Official stations shall be categorized according to conditions of life and work and on the basis of criteria agreed among the international organizations concerned for classifying official stations. Official stations in Canada and the United States of America, and similar designated locations, shall be categorized H official stations, whereas all other official stations shall be categorized from A to E.

Staff Rule/Subject	Existing text	Proposed text
		<p><u>New Rule</u></p> <p>367. Service allowance</p> <p>Staff holding term-limited appointments as defined in Rule 420.3 shall receive a non-pensionable service allowance expressed as a percentage of their annual net base salary. This percentage shall be determined by the Director and range between 5% and 25% for staff in the professional category, and between 3% and 12% for staff in the general service category.</p>
375. End-of-service grant	A staff member holding a fixed-term appointment whose appointment is not renewed after completing ten years of continuous qualifying service shall be entitled to a grant based on the years of service unless an offer of renewal of appointment has been either received or declined or the staff member has reached the statutory age of retirement as defined under Rule 1020.1. The amount of the grant shall be fixed according to the schedule in Rule 1050.4 for termination of temporary fixed-term appointments.	Staff members holding a fixed-term appointment whose appointment is not renewed after completing five years of continuous qualifying service, and whose performance has been certified as being satisfactory , shall be entitled to a grant based on the years of service unless an offer of renewal of appointment has been either received or declined or the staff member has reached the statutory age of retirement as defined under Rule 1020.1. The amount of the grant shall be fixed according to the schedule in Rule 1050.4 for termination of temporary fixed-term appointments.

Staff Rule/Subject	Existing text	Proposed text
420. Appointment policies	<p>420.1 A career-service appointment is an appointment without time limit and is "permanent" within the meaning of Staff Regulation 4.5. A staff member may be granted a career-service appointment upon completion of at least five years' satisfactory service and fulfillment of other such requirements as the Director may determine.</p> <p>420.2 A temporary appointment is an appointment with a time limit within the meaning of Staff Regulation 4.5. It may be on a full-time, part-time or when-actually-employed basis. There are two categories of temporary appointment: those of one year or more, called fixed-term appointments, and those of less than one year, called short-term appointments.</p> <p>420.3 All staff, including staff members on secondment from government service, shall be appointed initially on a temporary basis as defined in Rule 420.2.</p>	<p>420. Appointment policies¹</p> <p>420.1 A “service appointment” is an appointment without specified time-limit. A service appointment may be granted after a minimum of five years’ certified satisfactory service on fixed-term appointments and fulfillment of such other requirements as the Director may determine.</p> <p><u>New Rule</u></p> <p>420.2 A “fixed-term appointment” is a time-limited appointment for one year or more.</p> <p><i>Previously 420.2</i></p> <p>420.3 A temporary appointment is an appointment for a period not exceeding 11 months. There are two categories of temporary appointments: “short-term appointments” and “term-limited appointments”. Such appointments are granted in accordance with conditions determined by the Director.</p> <p><u>New Rule</u></p> <p>420.4 Appointments may be on a full-time, part-time or when-actually-employed basis.</p> <p><i>Previously 420.3</i></p> <p>420.5 All staff, including staff members seconded to the Organization, shall be appointed initially on fixed-term appointments as defined in Rule 420.2, or on temporary appointments as defined in Rule 420.3.</p> <p>420.6 <i>Previously 420.4 - unchanged</i></p>

¹ Staff members holding career-service appointments on 1 July 2002, and who remain below grade P6/D1, shall retain such appointments until they separate from the Organization.

Staff Rule/Subject	Existing text	Proposed text
440. Appointment procedure	<p>440.4 For staff seconded from government service the offer of appointment, notice of acceptance and supporting documentation of the terms and conditions of secondment, as agreed by the Bureau, the government and the staff member concerned, shall constitute evidence of the existence and validity of secondment from government service to the Bureau for the period stated in the offer of appointment. Any extension of appointment that continues the secondment status shall be subject to agreement by all parties concerned.</p>	<p><i>440.1 to 440.3 unchanged</i></p> <p>440.4 For staff seconded to the Organization, the offer of appointment, notice of acceptance and supporting documentation of the terms and conditions of secondment, as agreed by the Bureau, the releasing entity and the staff member concerned, shall constitute evidence of the existence and validity of secondment from government service to the Bureau for the period stated in the offer of appointment. Any extension of appointment that continues the secondment status shall be subject to agreement by all parties concerned.</p>
470. Re-employment	<p>470.1 A staff member, other than one referred to in Rules 1320 and 1330, who is re-employed within one year of the termination of his appointment, may, at the option of the Bureau, be reinstated. In such a case he shall have restored to him the status which he held upon termination, and the intervening absence shall be charged to annual leave and leave without pay as necessary; he shall refund to the Bureau all separation payments made to him.</p>	<p>470.1 Staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, who are re-employed within one year of the termination of their appointment, may, at the option of the Bureau, be reinstated. In such a case they shall have restored to them the status which they held upon termination, and the intervening absence shall be charged to annual leave and leave without pay as necessary. They shall refund to the Bureau all separation payments made to them.</p>

Staff Rule/Subject	Existing text	Proposed text
<p>480. Interorganization transfers</p>	<p>480.1 Subject to the requirements of Rules 430 and 440 ("Medical Certification and Inoculations" and "Appointment Procedure"), an appointee accepted for transfer from the World Health Organization, or another United Nations organization, or the Organization of American States:</p> <p>480.1.1 may be appointed at an advanced step in the grade of the post to which he is being assigned if this is necessary to maintain his existing salary level;</p> <p>480.1.2 shall transfer his pension fund credit if he is a participant in the United Nations Joint Staff Pension Fund;</p> <p>480.1.3 shall be appointed on a fixed-term appointment in accordance with Staff Rule 420.3, and serve on transfer the same probationary period as a newly appointed staff member;</p>	<p>480.1 Subject to the requirements of Rules 430 and 440 ("Medical Certification and Inoculations" and "Appointment Procedure"), appointees accepted for transfer from the World Health Organization, or another United Nations organization, or the Organization of American States:</p> <p>480.1.1 may be appointed at an advanced step in the grade of the post to which they are being assigned if this is necessary to maintain their existing salary level;</p> <p>480.1.2 shall transfer their pension fund credit if they are participants in the United Nations Joint Staff Pension Fund;</p> <p>480.1.3 shall be appointed on a fixed-term appointment in accordance with Staff Rule 420.5, and serve on transfer the same probationary period as a newly appointed staff member;</p>
<p>530. Supervision and performance evaluation</p>	<p>530.1 Supervisors shall be responsible for facilitating the adjustment of a staff member to his work by:</p> <p>530.1.1 providing him with a clear statement of his duties and his official relationships;</p> <p>530.1.2 instructing and guiding him in performing his functions;</p> <p>530.1.3 introducing him properly to those staff members with whom he will be required to work;</p> <p>530.1.4 discussing his work with him at frequent intervals.</p>	<p>530. Performance management and development</p> <p>530.1 Supervisors shall be responsible for:</p> <p>530.1.1 facilitating the adjustment of the staff they supervise to their work;</p> <p>530.1.2 establishing, in consultation with each staff member, a work plan;</p> <p>530.1.3 guiding staff under their supervision.</p> <p>530.1.4 <i>Deleted</i></p>

Staff Rule/Subject	Existing text	Proposed text
	<p>530.2 For staff at D.2 level and below, in addition to the normal work review and discussion with a staff member, supervisors shall periodically make a formal evaluation of the performance, conduct and potentialities for greater usefulness of each staff member under their supervision. This evaluation shall be made at such intervals as the work situation or the individual's performance requires but in no case less frequently than once a year. Supervisors shall discuss their conclusions with the staff member and make specific suggestions for improvement in any aspects of performance which are not entirely satisfactory. If a staff member exercises supervisory responsibilities, the evaluation shall include an assessment of his performance as a supervisor.</p> <p>530.3 The functions and activities performed by the staff member during the preceding year shall be summarized by him and shall be evaluated by his supervisors on an established form, in relation to the actual duties and responsibilities of the post. The form shall be signed by the supervisors and the staff member concerned who may, if he so wishes, attach a statement concerning any part of the report with which he disagrees and this shall become a part of his performance report file.</p>	<p>530.2 For staff at D.2 level and below, in addition to the normal work review and discussion with a staff member, supervisors shall periodically make a formal evaluation of the performance, conduct and development potential of all staff members under their supervision. This evaluation shall be made at such intervals as the work situation or the individual's performance requires but in no case less frequently than once a year. Supervisors shall discuss their conclusions with the staff member and make specific suggestions for improvement in performance as necessary. For staff members with supervisory responsibilities, the evaluation shall include an assessment of their performance as supervisors, including how they fulfil their performance management and development responsibilities.</p> <p>530.3 The performance of staff members during the preceding year shall be evaluated according to procedures established by the Director. The form shall be signed by the supervisors and the staff members concerned; the latter may if they so wish attach a statement concerning any part of the report with which they disagree and this shall become a part of their performance report file.</p> <p>530.4 <i>Unchanged</i></p>
540. End of probation	540.1 A performance evaluation report (see Rule 530.2) shall be made before the end of the normal probationary period (see Rule 420.4). On the basis of this report, a decision shall be taken and notified to the staff member, that his:	540.1 A performance evaluation report (see Rule 530.2) shall be made before the end of the normal probationary period (see Rule 420.6). On the basis of this report, a decision shall be taken and notified to the staff member, that his:

Staff Rule/Subject	Existing text	Proposed text
<p>550. Within-grade increase</p>	<p>550.1 A staff member whose performance has been certified by the supervisors as being satisfactory shall be entitled to a within-grade salary increase of one step upon completion of each unit of service time as defined in Rule 550.2. The date of entitlement shall not be earlier than the date of confirmation of the appointment except as provided in Rule 480. The effective date for a within-grade increase is defined in Rule 380.3.1. Increases may be granted up to the maximum for the staff member's grade except that, if either Rule 555.2 or Rule 1310.9 applies, the normal maximum may be exceeded accordingly.</p> <p>550.3 The unit of service time shall be reduced to ten months under Rule 550.2.1 and to twenty months under Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency in a second official language of the Bureau. Staff members whose mother tongue is one of the official languages of the Bureau must demonstrate proficiency in a second official language. This rule applies to staff members in the professional and higher categories except for linguistic staff, i.e., translators, editors, revisers and interpreters.</p>	<p>550.1 Staff members, except those holding temporary appointments as defined in Rule 420.3, whose performance has been certified by the supervisors as being satisfactory shall be entitled to a within-grade salary increase of one step upon completion of each unit of service time as defined in Rule 550.2. The date of entitlement shall not be earlier than the date of confirmation of the appointment except as provided in Rule 480. The effective date for a within-grade increase is defined in Rule 380.3.1. Increases may be granted up to the maximum for the staff member's grade except that, if either Rule 555.2 or Rule 1310.9 applies, the normal maximum may be exceeded accordingly.</p> <p>550.2 <i>Unchanged</i></p> <p>550.3 The unit of service time shall be reduced to ten months under Rule 550.2.1 and to twenty months under Rule 550.2.2 in the case of staff members who have demonstrated, by passing a prescribed test, proficiency in a second official language of the Bureau. Staff members whose mother tongue is one of the official languages of the Bureau must demonstrate proficiency in a second official language. This rule applies to staff members in the professional and higher categories except for those holding temporary appointments as defined in Rule 420.3 and linguistic staff, i.e., translators, editors, revisers and interpreters.</p>

Staff Rule/Subject	Existing text	Proposed text
570. Reduction in grade	<p>570.1 A staff member's grade may be reduced as a consequence of reclassification of the post he occupies or reassignment to a different post of lower grade. The latter may result:</p> <p>570.1.1 from the staff member's own request for personal reasons;</p> <p>570.1.2 from unsatisfactory performance or misconduct;</p> <p>570.1.3 as an alternative to termination in a reduction in force.</p>	<p>570.1 The grade of staff members may be reduced as a consequence of reclassification of the post occupied or reassignment to a different post of lower grade. The latter may result:</p> <p>570.1.1 from the staff member's own request for personal reasons;</p> <p>570.1.2 from unsatisfactory performance or misconduct;</p> <p>570.1.3 as an alternative to termination under Rule 1050.</p>
630. Annual leave	<p>630.3 Annual leave accrues to all staff members except:</p> <p>630.3.1 to those appointed on a "when-actually-employed" basis;</p> <p>630.3.2 to short-term staff, consultants and manual workers who are governed, instead, by the conditions established for them;</p> <p>630.3.3 to those on leave without pay under Rule 655.1 in excess of 30 days;</p> <p>630.3.4 to those on special leave under insurance coverage in excess of 30 days.</p>	<p><i>630.1 and 630.2 unchanged</i></p> <p>630.3 Annual leave accrues to all staff members except:</p> <p>630.3.1 to those appointed on a "when-actually-employed" basis;</p> <p><u>New Rule</u></p> <p>630.3.2 to holders of temporary appointments as defined in Rule 420.3 engaged on a daily basis;</p> <p><i>Previously 630.3.2</i></p> <p>630.3.3 to consultants appointed under Rule 1310 who are governed, instead, by the conditions established for them;</p> <p>630.3.4 <i>Previously 630.3.3 – unchanged</i></p> <p>630.3.5 <i>Previously 630.3.4 – unchanged</i></p>

Staff Rule/Subject	Existing text	Proposed text
640. Home leave	<p>640.3 A staff member is eligible for home leave when:</p> <p>640.3.1 his official station is outside the country and area of his recognized place of residence as established under Rule 460; and</p> <p>640.3.2 his service is expected to continue at least six months beyond the date of return from home leave or six months beyond the date of eligibility for home leave, whichever is later; and</p> <p>640.3.3 he is not locally recruited under Rule 1310, is not appointed on a short-term basis under Rule 1320, and is not appointed as a consultant under Rule 1330; and</p> <p>640.3.4 he has met the requirements for qualifying service under Rule 640.4.</p>	<p><i>640.1 and 640.2 unchanged</i></p> <p>640.3 Staff members are eligible for home leave when:</p> <p>640.3.1 their official station is outside the country and area of their recognized place of residence as established under Rule 460; and</p> <p>640.3.2 their service is expected to continue at least six months beyond the date of return from home leave or six months beyond the date of eligibility for home leave, whichever is later; and</p> <p>640.3.3 they are not locally recruited under Rule 1310, do not hold a temporary appointment as defined in Rule 420.3, and are not appointed as a consultant under Rule 1330; and</p> <p>640.3.4 they have met the requirements for qualifying service under Rule 640.4.</p>
660. Leave for military training or service	<p>660.1 Upon application, a staff member, other than one referred to in Rules 1320 and 1330, may be granted leave of absence for military training or service required by his government for a period not exceeding one year in the first instance but subject to extension on request. At the staff member's option, such absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose the provisions of Rule 655.2 shall apply.</p>	<p>660.1 Upon application, staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, may be granted leave of absence for military training or service required by their government for a period not exceeding one year in the first instance but subject to extension on request. At the staff members' option, such absence shall be charged as either leave without pay or as annual leave to the extent accrued and thereafter to leave without pay. During any period of leave without pay for this purpose the provisions of Rule 655.2 shall apply.</p>

Staff Rule/Subject	Existing text	Proposed text
720. Accident and illness insurance	<p>720.1 Staff Health Insurance:</p> <p>A staff member appointed for one year or more shall participate in the Bureau's Staff Health Insurance, and his spouse and eligible dependents shall also be covered by it, in accordance with rules established by the Director in consultation with the staff. Staff members shall contribute to the cost.</p>	<p>720.1 Staff Health Insurance:</p> <p>720.1.1 Staff members appointed for one year or more shall participate in the Bureau's Staff Health Insurance, and their spouse and eligible dependents shall also be covered by it, in accordance with rules established by the Director in consultation with the staff. Staff members shall contribute to the cost.</p> <p><i>New Rule</i></p> <p>720.1.2 Staff members holding temporary appointments as defined in Rule 420.3 shall also participate in the Bureau's Staff Health Insurance, in accordance with rules established by the Director. Their eligible family members may be covered by it, in accordance with rules established by the Director. Staff members shall contribute to the cost.</p>
760. Maternity leave and paternity leave ¹	<p>760.1 Staff members appointed for periods of one year or more shall be entitled to maternity leave and paternity leave with full salary and allowances.</p> <p>760.2 Maternity leave. On presentation of a certificate from a duly recognized medical practitioner stating that her confinement will probably take place within six weeks, a staff member shall be entitled to maternity leave. At the request of the staff member and on medical advice, the Director may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected date of confinement. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than ten weeks after the actual date of confinement.</p>	<p>760.1 Staff members other than consultants appointed under Rule 1330 shall be entitled to maternity leave and paternity leave, subject to the conditions specified in this Rule.</p> <p>760.2 Maternity leave for staff holding an appointment of one year or more</p> <p>On presentation of a certificate from a duly recognized medical practitioner stating that her confinement will probably take place within six weeks, a staff member shall be entitled to maternity leave. At the request of the staff member and on medical advice, the Director may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected date of confinement. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than ten weeks after the actual date of confinement. The leave is paid with full salary and allowances.</p>

¹ Paternity leave is introduced on a trial basis for two years, with effect from 1 January 2001, to be reviewed in January 2003.

Staff Rule/Subject	Existing text	Proposed text
	<p>760.3 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.</p> <p>760.4 Where both parents of a newborn child are staff members of the Pan American Sanitary Bureau, any unused portion of maternity leave to which the mother would otherwise have been entitled under Rule 760.2 may be used by the father of the child, under conditions established by the Director.</p> <p>760.5 Paternity leave. A staff member shall be entitled to paternity leave for up to five days upon presentation of satisfactory evidence of the birth of his child.</p>	<p><i>New rule</i></p> <p>760.3 Maternity leave for staff holding temporary appointments</p> <p>For a staff member holding a temporary appointment as defined in Rule 420.3, maternity leave shall be granted under conditions established by the Director.</p> <p>760.4 <i>Previously 760.3 - unchanged</i></p> <p>760.5 <i>Previously 760.4 - unchanged</i></p> <p><i>Previously 760.5</i></p> <p>760.6 Paternity leave</p> <p>A staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, shall be entitled to paternity leave for up to five days upon presentation of satisfactory evidence of the birth of his child.</p>
<p>770. Grant in case of death</p>	<p>770.1 On the death of a staff member holding a fixed-term or career-service appointment, whose death does not result in any indemnity payment from the Bureau's accident and illness insurance policy, a payment shall be made to:</p>	<p>770.1 On the death of a staff member, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330, holding a fixed-term or career-service appointment, whose death does not result in any indemnity payment from the Bureau's accident and illness insurance policy, a payment shall be made to:</p>

Staff Rule/Subject	Existing text	Proposed text
820. Travel of spouse and children	820.2 Except for staff referred to in Rules 1320 and 1330, the Bureau shall pay the travel expenses of a staff member's spouse and dependent children as defined in Rule 820.1 under the following circumstances:	820.1 <i>Unchanged</i> 820.2 Except for staff members holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330 , the Bureau shall pay the travel expenses of a staff member's spouse and dependent children as defined in Rule 820.1 under the following circumstances:
825. Special education grant travel	The Bureau shall, in accordance with terms and conditions determined by the Director, pay travel expenses of a staff member's dependent child in respect of whom the staff member is entitled to the special education grant under Rule 355. In this case, the provisions for education grant travel under Rule 820.2.5 shall not apply, except for the round trips under Rules 820.2.5.2. and 820.2.5.3. The provisions of this Rule shall apply to professional and higher graded staff not serving in the country of their recognized place of residence, and to staff referred to in Rule 1310.4 recruited outside the local area as well as outside the country of the official station. They shall not apply to other staff referred to in Rule 1310, nor to staff referred to in Rules 1320 and 1330.	The Bureau shall, in accordance with terms and conditions determined by the Director, pay travel expenses of a staff member's dependent child in respect of whom the staff members are entitled to the special education grant under Rule 355. In this case, the provisions for education grant travel under Rule 820.2.5 shall not apply, except for the round trips under Rules 820.2.5.2. and 820.2.5.3. The provisions of this Rule shall apply to professional and higher category staff not serving in the country of their recognized place of residence, and to staff referred to in Rule 1310.4 recruited outside the local area as well as outside the country of the official station. They shall not apply to other staff referred to in Rule 1310, nor to staff holding temporary appointments as defined in Rule 420.3 nor to consultants appointed under Rule 1330.
1040. Completion of temporary appointments	Temporary appointments, both fixed-term and short-term, shall terminate automatically on the completion of the agreed period of service in the absence of any offer and acceptance of extension. However, a staff member serving under a fixed-term appointment of one year or more, whom it has been decided not to reappoint, shall be notified thereof not later than three months before the date of expiry of the contract. Such a staff member who does not wish to be considered for reappointment shall also give notice of his intention within the minimum period specified above.	1040. Completion of appointments In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall terminate automatically on the completion of the agreed period of service. Where it has been decided not to offer an extension of appointment to a staff member holding a fixed-term appointment, the staff member shall be notified thereof no less than three months before the expiry of the appointment. Such a staff member who does not wish to be considered for reappointment shall also give notice of his intention within the minimum period specified above.

Staff Rule/Subject	Existing text	Proposed text
	<p>1050.1 The temporary appointment of a staff member engaged for a post of limited duration may be terminated prior to its expiration date if that post is abolished.</p> <p>1050.2 When a post of indefinite duration - or any post held by a staff member with a career-service appointment - comes to an end, a reduction in force shall (if the post was filled) take place, in accordance with procedures established by the Director, based upon the following principles:</p> <p>1050.2.1 competition for retention shall be limited to staff holding relevant posts at the same grade as the post to be abolished, or one grade lower;</p> <p>1050.2.2 if the post is in the professional category and above, competition shall extend to all offices; if the post is subject to local recruitment, competition shall be limited to the locality in which the post is to be abolished;</p> <p>1050.2.3 staff members holding career-service appointments shall be given priority for retention. The Director may establish priorities among the temporary staff;</p>	<p>1050. Abolition of post</p> <p>1050.1 The fixed-term appointment of a staff member engaged on a post of limited duration may be terminated prior to its expiration date if that post is abolished.</p> <p>1050.2 When a post of indefinite duration - or any post held by a staff member with a service appointment¹ – is abolished or comes to an end, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with procedures established by the Director, and based upon the following principles:</p> <p><i>Subparagraphs have been revised and reordered</i></p> <p><u>New Rules</u></p> <p>1050.2.1 the reassignment process shall be coordinated by a Reassignment Committee established by the Director.</p> <p>1050.2.2 the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with due regard given to the performance, qualifications and experience of the staff member concerned;</p> <p>1050.2.3 the Director may establish priorities for reassigning staff members;</p> <p>1050.2.4 the reassignment period shall normally end within six months from its commencement; this period may be exceptionally extended by the Director for up to an additional six months;</p> <p>1050.2.5 during the reassignment period, the staff member may be provided with training to enhance specific existing qualifications;</p>

¹ In this Rule, references to staff members holding service appointments shall be interpreted to include staff members holding career-service appointments.

Staff Rule/Subject	Existing text	Proposed text
	<p>1050.2.4 within any priority group, preference for retention shall be based first upon performance, and, when this is not decisive, upon seniority of service;</p> <p>1050.2.5 a staff member's appointment shall not be terminated before he has been made a reasonable offer of reassignment if such offer is immediately possible.</p> <p>1050.3 Termination under this Rule shall require the giving of at least three months' notice to a staff member holding a career-service appointment or a confirmed fixed-term appointment of one year or more and at least one month's notice to any other staff member.</p> <p>1050.4 A staff member whose appointment is terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.2:</p>	<p><i>Previously 1050.2.2</i></p> <p>1050.2.6 if the post is in the professional category or above, the reassignment process shall extend to all offices; if the post is subject to local recruitment, the reassignment process shall be limited to the locality in which the post is to be abolished;</p> <p><i>New Rules</i></p> <p>1050.2.7 staff members shall be given due preference for vacancies during the reassignment period, within the context of Rule 1050.2.2;</p> <p>1050.2.8 staff members may be reassigned to vacant posts at the same grade as the post to be abolished, or one grade lower;</p> <p>1050.2.9 the staff member's appointment shall be terminated if no reassignment decision is made during the reassignment period.</p> <p>1050.3 Termination under this Rule shall require the giving of at least three months' notice to a staff member holding a service appointment or a non-probationary fixed-term appointment and at least one month's notice to any other staff member.</p> <p>1050.4 Staff members whose appointment are terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.2:</p>

Staff Rule/Subject	Existing text			Proposed text		
	Years of Service	Indemnity (Terminal remuneration) Staff holding Career-service Appointments	appd	Years of Service	Indemnity (Terminal remuneration) Staff holding service Appointments	Staff holding fixed-term appointments
	Less than 1			Less than 1))One week per
1		One week per unexpired		1)) unexpired
2	3 months	month of contract,		2)	Not applicable)month of contract, subject
3	3 months	subject to a minimum of 6		3))to a minimum of 6 weeks
4	4 months	weeks and a maximum of		4))and a maximum of 3 months
5	5 months	3 months		5)		4 months
6	6 months	3 months		6	6 months	5 months
7	7 months	5 months		7	7 months	6 months
8	8 months	7 months		8	8 months	7 months
9	9 months	9 months		9	9 months	9 months
10	9.5 months	9.5 months		10	9.5 months	9.5 months
11	10 months	10 months		11	10 months	10 months
12	10.5 months	10.5 months		12	10.5 months	10.5 months
13	11 months	11 months		13	11 months	11 months
14	11.5 months	11.5 months		14	11.5 month	11.5 months
15 or more	12 months	12 months		15 or more	12 months	12 months
			<p><i>New Rule</i></p> <p>1050.4.1 In the case of termination of appointment under Rule 1050.2, the indemnity shall be increased by 50 percent.</p> <p>1050.4.2 In other cases, the Director may decide to increase the indemnity by up to 50 percent if the conditions so warrant.</p>			
1050.5	The appointment of a staff member who has satisfactorily served the Bureau for five years or more shall be considered as having been terminated under this Rule if the appointment was not renewed because of the abolition or intended abolition of a post.		1050.5 Deleted			
1050.6	Posts of indefinite duration comprise those that continue in existence unless and until an express decision is taken to abolish them. Posts of limited duration automatically lapse at the end of the period for which they were established unless an express decision is taken to continue them. The Director shall determine the categories of posts falling within each of the above two definitions.		1050.5 Previously 1050.6 – unchanged			

Staff Rule/Subject	Existing text	Proposed text
1320. Short-term staff	The Director may appoint short-term staff for conference and other short-term service without regard to the provisions of other sections of the Staff Rules.	The Director may establish conditions of service for temporary appointments for conference and other short-term service without regard to the provisions of other sections of the Staff Rules.

ANNEX 2

AMENDMENT TO THE STAFF REGULATIONS

Staff Regulation	Existing text	Proposed text
4.5	The Director shall appoint the Deputy Director and Assistant Director for a specific duration with the approval of the Executive Committee. Other staff members shall be granted either permanent or temporary appointments, under such terms and conditions consistent with these regulations as the Director may prescribe.	The Director shall appoint the Deputy Director and Assistant Director for a specific duration with the approval of the Executive Committee. Other staff members shall be granted appointments of a duration, and under such terms and conditions consistent with these regulations as the Director may prescribe.