



ORGANISATION PANAMÉRICAINNE DE LA SANTÉ
ORGANISATION MONDIALE DE LA SANTÉ



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CONFIRMATION DES AMENDEMENTS APPORTÉS AU RÈGLEMENT DU PERSONNEL

En conformité aux dispositions de l'article 020 du Règlement du Personnel, le Directeur soumet pour confirmation au Comité exécutif, les amendements apportés au Règlement du Personnel depuis la 132^e Session, en annexes au présent document.

Les amendements proposés décrits à la Section I du présent document, ont déjà été adoptés par le Conseil exécutif de l'Organisation mondiale de la Santé lors de sa 115^e Réunion tenue en janvier 2005. Par conséquent, les amendements proposés à la Section I ont pour objectif d'assurer la conformité à la résolution CE59R19, adoptée par le Comité exécutif à l'occasion de sa 59^e Session en 1968, qui demandait que le Directeur prenne les mesures nécessaires pour maintenir une similarité étroite entre les Règlements de l'OPS et de l'OMS. Le texte des amendements proposés au Règlement du Personnel de l'OPS est donné à l'Annexe 1.

Les amendements proposés décrits à la Section II du présent document sont apportés à la lumière de l'expérience du Bureau et dans l'intérêt de la bonne gestion du personnel. Le texte de ces amendements proposés au Règlement de l'OPS est donné à l'Annexe 2.

La Section III contient les amendements proposés aux articles 1.13 et 1.15 du Règlement du Personnel, qui sont faits à la lumière de l'expérience du Bureau en ce qui concerne les employés recrutés au niveau national. Le texte de ces amendements proposés au Règlement du Personnel de l'OPS est donné à l'Annexe 3.

Le Comité exécutif est prié de considérer deux projets de résolutions qui confirment les amendements contenus dans le présent document, révisent les traitements du personnel des postes de la catégorie professionnelle et de rang supérieur, et du Directeur adjoint et du Sous-Directeur; et de recommander au 46^e Conseil directeur une révision du traitement du Directeur du BSP et des articles 1.13 et 1.15 du Règlement du Personnel.

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Rémunération des catégories professionnelles et de rang supérieur

1. Dans son rapport de 2004 à l'Assemblée générale des Nations Unies, la Commission de la Fonction publique internationale (la « CFPI ») a recommandé un ajustement à la hausse de 1,88 % de l'échelle salariale de base du régime commun des Nations Unies pour les catégories professionnelles et de rang supérieur, à compter du 1^{er} janvier 2005. L'Assemblée générale a approuvé cette recommandation le 23 décembre 2004. Cet ajustement était nécessaire pour faire concorder l'échelle salariale de base avec les traitements de la fonction publique qui sert de comparateur – la fonction publique fédérale des États-Unis à Washington, D.C. L'ajustement consiste en une consolidation de l'ajustement de poste (l'élément coût de la vie) dans le traitement net de base sur une base de « ni perte ni profit », assurant par conséquent, *inter alia*, que les indemnités qui sont liées au traitement de base (l'indemnité de mobilité et de difficulté d'existence et certaines enveloppes de départ) progressent au même rythme que l'inflation. Les amendements à **l'article 330.2 du Règlement du personnel** ont été préparés en conséquence. De plus, un changement rédactionnel à l'article 330.2 est mentionné au paragraphe 10 du présent document.

Traitements du Directeur adjoint, du Sous-Directeur et du Directeur

2. En conséquence du changement dans l'échelle salariale du personnel des catégories professionnelles et de rang supérieur, une révision similaire des traitements des postes de Directeur adjoint, Sous-Directeur et Directeur est également requise.

3. En utilisant le même processus de consolidation des points multiplicateurs de l'ajustement de poste dans le traitement de base, sur une base de « ni perte ni profit », les traitements de ces trois positions ont été ajustés en conséquence. En vertu de l'article 330.4 du Règlement du Personnel, le Comité exécutif est prié d'approuver les changements de traitements pour les postes de Directeur adjoint et Sous-Directeur, et de recommander à la 46^e Conférence sanitaire panaméricaine la révision du traitement applicable au poste de Directeur.

Revue des niveaux de l'allocation pour frais d'études

4. Conformément à la méthodologie approuvée, en vertu de laquelle les niveaux de l'allocation pour frais d'études sont revus tous les deux ans, la CFPI a recommandé à l'Assemblée générale des Nations Unies une augmentation des dépenses maximums autorisées et l'allocation maximum pour l'éducation dans les pays/zones de monnaie

suivants : Allemagne (euro), Autriche (euro), Belgique (euro), Danemark (couronne danoise), Espagne (euro), le dollar des États-Unis dans les États-Unis d'Amérique et le dollar des États-Unis en dehors des États-Unis d'Amérique, France (euro), Irlande (euro), Italie (euro), Japon (yen), Pays-Bas (euro), Royaume-Uni de Grande-Bretagne et Irlande du Nord (livre sterling), Suède (couronne suédoise), Suisse (franc suisse).

5. Également dans l'esprit de la méthodologie approuvée, la CFPI a recommandé que les montants forfaitaires et les montants supplémentaires pour le remboursement des frais de pension excédant l'allocation maximum payable aux membres du personnel dans des lieux d'affectation désignés, soit révisée dans les pays/zones de monnaie suivants : Autriche (euro), Danemark (couronne danoise), Espagne (euro), France (euro), Irlande (euro), Italie (euro), Norvège (couronne norvégienne), Pays-Bas (euro), Royaume-Uni de Grande-Bretagne et Irlande du Nord (livre sterling), et la Suède (couronne suédoise). Les changements dans les niveaux de l'allocation pour frais d'études sont applicables à compter de l'année scolaire en cours le 1^{er} janvier 2005. Des amendements supplémentaires aux **articles 350 et 355 du Règlement du personnel** sont contenus dans les paragraphes 13 à 15.

6. L'Assemblée générale a approuvé cette recommandation le 23 décembre 2004.

Congé de paternité

7. Lors de sa 128^e Réunion, le Comité exécutif a confirmé l'introduction d'un congé de paternité d'un maximum de cinq jours à titre d'essai, qui serait revu à la lumière des développements dans le régime commun. Par la suite, le Comité a accepté d'étendre la période d'essai jusqu'à janvier 2004, dans l'espoir que la revue que devait entreprendre la CFPI aurait été terminée à l'époque.

8. La CFPI a maintenant terminé son examen et constaté que la durée du congé de paternité permise par des organisations séparées du régime commun des Nations Unies varie de un jour à huit semaines. Au vu de ces constatations, la CFPI a recommandé à l'Assemblée générale d'accorder un congé de paternité de quatre semaines pour le personnel assigné au siège ou aux lieux d'affectation avec famille, et d'un maximum de huit semaines pour le personnel assigné à des lieux d'affectation sans famille ou dans des circonstances exceptionnelles, telles que des complications de la grossesse ou le décès de la mère. **L'article 760.6 du Règlement du personnel** a été amendé en conséquence. L'Assemblée générale a confirmé la recommandation de la CFPI de mettre en application le congé de paternité dans l'ensemble du régime commun des Nations Unies, dans le cadre des paramètres établis dans le Rapport annuel de 2004 de la CFPI. Ce nouveau droit sera disponible pour les pères des enfants nés à partir du 1^{er} janvier 2005.

Postes temporaires

9. Pour répondre aux besoins de l'Organisation, un membre du personnel peut être occasionnellement appelé à assumer à titre temporaire les fonctions afférentes à un poste établi d'une classe plus élevée que celle du poste qu'il occupe pour une période plus longue que la période de 12 mois spécifiée dans **l'article 320.5 du Règlement du personnel**. Par conséquent, un degré de flexibilité est introduit dans l'application de cet article du Règlement. L'article 320.5 du Règlement du personnel a été amendé en conséquence.

Traitements

10. Le barème des traitements contenu dans **l'article 330.2 du Règlement du personnel** est transféré à l'appendice 1 du Règlement du personnel. Ce format facilitera les aspects administratifs des mises à jour futures. L'article 330.2 du Règlement du personnel a été amendé en conséquence.

Promotions

11. La promotion à la suite d'une reclassification d'un poste fait l'objet de l'article 560.2 du Règlement du personnel, par lequel le membre du personnel occupant le poste a droit à une promotion si il ou elle possède les qualifications nécessaires et si ses services ont été satisfaisants. Il a été décidé que dans l'intérêt de l'équité et de la transparence pour tous les membres du personnel, si un poste occupé est reclassé de la catégorie des services généraux à la catégorie professionnelle ou de plus d'un échelon dans la même catégorie, le poste sera annoncé au personnel et la sélection pour ce poste se fera sur une base compétitive. Par conséquent, **l'article 560 du Règlement du personnel** a été amendé pour tenir compte de ces nouvelles dispositions.

Allocations pour personnes à charge

12. Des changements rédactionnels sont apportés à **l'article 340 du Règlement du personnel** pour des raisons de clarté.

Allocation pour frais d'études des enfants et allocation spéciale pour frais d'études des enfants handicapés

13. **L'article 350 du Règlement du personnel** est amendé pour en simplifier la présentation. Également, une différence commise par inadvertance dans le traitement des enfants poursuivant des études non universitaires a été éliminée, et la possibilité de prolonger l'âge limite de l'allocation en raison d'obligations liées au service national ou pour cause de maladie est introduite. Ces deux derniers changements alignent le

Règlement du personnel de l'OPS sur ceux des Nations Unies et d'autres organisations appartenant au régime commun.

14. Une correction est apportée à la terminologie utilisée dans **l'article 355 du Règlement du personnel** pour assurer l'uniformité. L'article du Règlement du personnel est également amendé pour clarifier et simplifier les conditions de l'allocation spéciale pour frais d'études des enfants handicapés. L'allocation est payable jusqu'à l'attribution du premier diplôme post-secondaire et la limite d'âge maximum a été prolongée de 25 à 28 ans afin d'aligner le Règlement du personnel de l'OPS sur ceux des Nations Unies et d'autres organisations appartenant au régime commun.

15. Les montants en US \$ de l'allocation pour frais d'études des enfants sont éliminés des **articles 350.1, 350.2.2 et 355 du Règlement du personnel**. Au lieu de cela, une liste complète qui comprend non seulement le montant en US \$ mais aussi les montants en monnaie locale dans les pays désignés établis sur la base des montants recommandés par la CFPI figure à l'appendice 2 du Règlement du personnel. Ce format facilitera les aspects administratifs des mises à jour futures. Les articles 350.1, 350.2.2 et 355 ont été amendés en conséquence.

Allocation de rapatriement et déménagement du mobilier

16. L'addition d'un nouvel article aux dispositions existantes des **articles 370 et 855 du Règlement du personnel** a pour but d'éviter la duplication des allocations quand deux conjoints sont membres du personnel d'organisations appartenant au régime commun des Nations Unies. L'amendement sera complété par des dispositions dans le Manuel de l'OMS/OPS, afin de clarifier les allocations dans ces situations.

Paiements et retenues

17. La deuxième phrase de **l'article 380.3.1 du Règlement du personnel** est éliminée et incorporée dans **l'article 550.1 du Règlement du personnel** (augmentation à l'intérieur de la classe) pour éviter une référence croisée inutile. La dernière phrase de l'article 380.3.1 du Règlement du personnel est éliminée car, depuis l'introduction de l'informatique, il n'y a plus lieu que la date effective d'une augmentation de salaire soit le premier jour du mois le plus proche de la date de l'approbation définitive. Par exemple, une nouvelle affectation et une promotion peuvent prendre effet n'importe quel jour du mois.

Bénéficiaires d'un membre du personnel (nouvel article 495)

18. En cas de décès d'un membre du personnel, tous les paiements qui lui sont dus sont versés au(x) bénéficiaire(s) qu'il a désigné(s) ou à la succession du membre du

personnel. Ce processus peut impliquer de longues procédures administratives. L'introduction de **l'article 495 du Règlement du personnel** formalisera un processus par lequel le membre du personnel nommera un ou plusieurs bénéficiaires au moment de sa nomination. Il incombera au membre du personnel d'aviser l'Organisation de toute révocation ou de tout changement de bénéficiaire(s) et les paiements seront versés au(x) bénéficiaire(s) désigné(s). L'introduction de cet article aligne le Règlement du personnel de l'OPS sur ceux des Nations Unies. **L'article 630.8 du Règlement du personnel** a été amendé pour indiquer les dispositions de ce nouvel article.

Augmentation à l'intérieur de la classe

19. **L'article 550.1 du Règlement du personnel** est amendé pour clarifier la date effective d'une augmentation à l'intérieur de la classe sans référence croisée à l'article 380.3.1. du Règlement du personnel.

Congé spécial

20. Un congé spécial, soit avec traitement intégral ou partiel, soit sans traitement, peut être accordé à la demande du membre du personnel. Il peut se présenter toutefois des cas où un membre du personnel peut être mis en congé spécial dans l'intérêt de l'Organisation. **L'article 650 du Règlement du personnel** a été amendé en conséquence.

Congé de maladie

21. **L'article 740.1 du Règlement du personnel** a été édité pour tenir compte de l'application réelle des dispositions du congé de maladie. Il n'existe pas de condition selon laquelle l'octroi du congé de maladie se limite à une seule maladie.

Amendements au Règlement du personnel considérés nécessaires à la lumière de l'expérience et dans l'intérêt de la bonne gestion du personnel

Règles de conduite

22. **L'article 110.2 du Règlement du personnel** est amendé pour inclure la référence aux *Règles de conduite de la Commission de la fonction publique internationale (2001)* – qui sont applicables à la fonction publique internationale – et aux propres principes et politiques du Bureau en matière d'éthique et de conduite.

Conflit d'intérêt

23. **L'article 110.7 du Règlement du personnel** est amendé pour inclure la disposition selon laquelle un membre du personnel doit porter à la connaissance du

Directeur le fait qu'il ou elle ou un membre immédiat de la famille a un quelconque intérêt dans une entité donnée (et/ou une association avec ladite entité) avec laquelle le membre du personnel peut être appelé à avoir des relations officielles; qui a des intérêts commerciaux liés aux travaux de l'OPS/OMS; ou qui a un secteur d'activité commun avec l'OPS/OMS. Le terme « membre immédiat de la famille » désigne le conjoint, les enfants, les parents et les frères et sœurs du membre du personnel et les enfants, les parents et les frères et sœurs du conjoint du membre du personnel.

Faute grave

24. La définition de « faute grave » contenue dans **l'article 110.8 du Règlement du personnel** est élargie pour clarifier les types d'actions qui constituent des fautes graves afin de réglementer le comportement des membres du personnel de l'Organisation.

25. **L'article 1075.1 du Règlement du personnel** prévoit actuellement qu'un membre du personnel dont le contrat est révoqué pour faute grave peut recevoir une indemnité ne dépassant pas la moitié de celle qui serait due en vertu de l'article 1050.4. Cette disposition est annulée pour éliminer une incohérence entre le fait de révoquer un membre du personnel pour faute grave et le fait d'accorder une indemnité à ce même membre du personnel.

Lieu de résidence reconnu

26. **L'article 460 du Règlement du personnel** est amendé pour faire en sorte que les allocations (*e.g.*, éducation, rapatriement, affectation) et les droits (*e.g.*, congé dans les foyers, voyage des dépendants, frais de déménagement) accordés à un membre du personnel en poste en dehors de son lieu de résidence reconnu, cesseront d'être accordés lorsque le membre du personnel devient un résident permanent ou un citoyen du pays du lieu de son poste ou s'il est par la suite envoyé à un lieu d'affectation dans son pays d'origine. Les allocations et droits de voyage en question sont essentiellement prévus pour (1) aider les membres du personnel vivant en dehors du pays de leur lieu de résidence reconnu à maintenir leurs connections avec leur famille, leur culture et leurs intérêts nationaux; (2) assurer que les enfants de ces membres du personnel ont accès à une éducation de qualité conformément aux normes internationales; et (3) fournir une assistance aux membres du personnel pour se réinstaller dans leur lieu de résidence reconnu à la fin de leur service dans l'Organisation. La justification de ces allocations et droits ne s'applique pas aux membres du personnel dont le lieu d'affectation se situe dans le pays de leur lieu de résidence reconnu. Cet article du Règlement du personnel ne s'appliquera qu'à l'avenir.

Période de stage

27. **L'article 480 du Règlement du personnel** est amendé pour clarifier le fait que les membres du personnel de l'OMS qui sont engagés à un poste de l'OPS ne seront pas requis de passer par une période de stage et maintiendront leur statut contractuel. Ce changement est nécessaire pour assurer qu'il n'y a pas d'obstacles réglementaires ou de désincitations à la mobilité et la rotation de personnel entre l'OPS et l'OMS.

Performance

28. **Les articles 530, 550, 555 et 560.4 du Règlement du personnel** sont amendés pour indiquer que la conduite d'un membre du personnel, ainsi que sa performance, seront prises en considération par l'Organisation lors de l'évaluation du travail du membre du personnel; lors de la décision de confirmer ou de mettre fin à l'engagement du membre du personnel; et lors de la décision d'accorder une augmentation à l'intérieur de la classe ou une promotion. Cet amendement est nécessaire pour clarifier le fait que la conduite d'un membre du personnel est un aspect essentiel de son travail et qu'elle sera prise en considération par l'Organisation lors de la prise de décision affectant le statut de l'engagement du membre du personnel.

Paiement en place et lieu du préavis

29. **Les articles 1040, 1060, 1070 et 1075 du Règlement du personnel** sont amendés pour clarifier le fait qu'à la discrétion du Directeur, l'Organisation peut donner un paiement à un membre du personnel en place et lieu de la période de préavis requise dans le cadre de ces dispositions.

Fin des engagements

30. **L'article 1040 du Règlement du personnel** est amendé pour clarifier le fait que les engagements temporaires et de durée déterminée ne se terminent pas à la fin de leur achèvement mais qu'ils arrivent en fait à expiration lors de l'achèvement de la période de service convenue.

Relations avec le personnel

31. **L'article 920 du Règlement du personnel** est amendé pour faire en sorte que les représentants de la gestion et du personnel soient guidés dans leurs consultations par les directives générales des relations personnel/gestion établies dans le Manuel de l'OMS/OPS.

Mesures disciplinaires

32. **Les articles 1110.1 et N 620** de l'Annexe au Règlement du personnel sont amendés pour compléter les types existants de mesures disciplinaires que l'Organisation peut imposer lorsqu'un membre du personnel ne respecte pas les Règles de conduite de l'Organisation. À partir de l'expérience acquise, l'Organisation estime qu'un plus large éventail de mesures disciplinaires permettra d'imposer des sanctions qui sont plus cohérentes avec la nature et la gravité des infractions particulières en question et plus proportionnées à la gravité de ces infractions. Par exemple, l'Organisation a constaté que certaines infractions sont trop graves pour faire l'objet d'une réprimande écrite, mais ne sont pas suffisamment graves pour justifier une réaffectation ou une révocation. Par conséquent, l'Organisation propose d'amender les articles 1110.1 et N 620 du Règlement du personnel pour inclure la suspension sans solde et la non application d'augmentation(s) d'échelon dans une même classe comme nouvelles mesures disciplinaires. De plus, les articles 110 et N 620 sont également amendés pour supprimer la « réprimande verbale » comme mesure disciplinaire du fait qu'il faudrait créer un rapport écrit de la réprimande verbale, la rendant par conséquent superflue par rapport à la réprimande écrite prévue actuellement dans cet article du Règlement du personnel.

Procédures d'appel

33. Les procédures d'appel stipulées à la **Section 12 du Règlement du personnel** sont révisées pour des raisons de clarté. Des amendements de fond aux procédures d'appel comprennent le droit pour l'Administration d'objecter, pour des raisons fondées, à un nombre maximum de deux membres du comité d'appel sélectionnés pour entendre un cas d'appel (**article 1230.5 du Règlement du personnel**) et accordent au Comité d'appel un délai de 30 jours supplémentaires pour rendre compte de ses conclusions et de ses recommandations au Directeur (**article 1230.7.2 du Règlement du personnel**). Ces amendements sont nécessaires pour assurer que les procédures d'appel sont aisément compréhensibles pour les membres du personnel de l'Organisation, que l'intérêt de l'Organisation à assurer la neutralité des membres du Comité d'appel dans un cas particulier est protégé, et que les procédures d'appel prescrivent des échéances réalistes.

Amendements au Règlement du personnel considérés nécessaires à la lumière de l'expérience et dans l'intérêt de la bonne gestion du personnel

34. Au titre de l'examen de tous les mécanismes contractuels pour les membres du personnel de l'Organisation dans le but de réaliser une amélioration de l'efficacité et de la cohérence entre ces mécanismes, ainsi que pour assurer la conformité aux pratiques contractuelles appliquées par d'autres organismes des Nations Unies, des amendements aux **articles 1.13 et 1.15** et aux **articles N 920, N 1000 et N 1010** à l'Annexe du Règlement du personnel sont proposés pour supprimer la soumission de l'Organisation à

la juridiction locale. La soumission à la juridiction locale implique nécessairement une renonciation générale à l'une des prérogatives les plus importantes de l'Organisation, qui est l'immunité juridictionnelle. En outre, l'expérience de l'Organisation à ce jour, a démontré que cette pratique l'expose à des responsabilités potentielles considérables. Enfin, il a été déterminé que l'accès à un mécanisme d'arbitrage est cohérent avec les bonnes pratiques du système des Nations Unies et qu'il offre aux employés un mécanisme approprié et suffisant de résolution des conflits.

Mesures à prendre par le Comité exécutif

35. À la lumière de ces révisions, le Comité exécutif est invité à considérer les projets de résolutions suivants.

Projet de résolution 1

LA 136^e SESSION DU COMITÉ EXÉCUTIF,

Ayant examiné les amendements apportés par le Directeur au Règlement du personnel du Bureau sanitaire panaméricain et présentés en annexe du document CE136/22;

Prenant acte des mesures prises par la Cinquante-huitième 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

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

DÉCIDE :

1. D'établir à compter du 1^{er} janvier 2005 :
 - a) Le traitement annuel du Directeur adjoint à \$US 117 373 avec personnes à charge et à \$US 106 285 sans personne à charge.

b) Le traitement annuel du Sous-directeur à \$US 116 373 avec personnes à charge et à \$US 105 285 sans personne à charge.

2. De confirmer, en conformité à l'article 020 du Règlement du personnel, les amendements aux articles du Règlement du personnel apportés par le Directeur, avec effet à compter du 1^{er} janvier 2005, comme suit :

(a) Article 320.5 concernant les postes temporaires.

(b) Article 330.2 concernant les traitements des catégories professionnelles et de catégories supérieures.

(c) Articles 350 et 355 concernant les niveaux d'allocation pour frais d'études des enfants et d'allocation spéciale pour frais d'études des enfants handicapés.

(d) Article 340 concernant les allocations pour personnes à charge.

(e) Article 370 concernant l'allocation de rapatriement.

(f) Articles 380.3.1 et 550.1 concernant les paiements et retenues.

(g) Les nouveaux articles 495 et 630.8 concernant les bénéficiaires d'un membre du personnel.

(h) Article 550.1 concernant l'augmentation à l'intérieur de la classe.

(i) Article 560 concernant les promotions.

(j) Article 650 concernant le congé spécial.

(k) Article 760.6 concernant le congé de paternité.

(l) Article 855.3 concernant le déménagement du mobilier.

(m) Article 740.1 concernant le congé de maladie.

3. De confirmer, en conformité à l'article 020 du Règlement du personnel, les amendements aux articles du Règlement du personnel apportés par le Directeur, avec effet à compter du 1^{er} juillet 2005, comme suit :

a) Article 110 concernant les règles de conduite et les conflits d'intérêt.

- b) Articles 110.8 et 1075 concernant les fautes graves.
- c) Article 460.1 concernant le lieu de résidence reconnu du membre du personnel.
- d) Article 480 concernant la période probatoire du personnel de l'OMS.
- e) Articles 530, 550, 555 et 560.4 concernant la performance et la conduite.
- f) Article 920 concernant les relations avec le personnel.
- g) Articles 1040, 1060, 1070 et 1075 concernant le paiement versé en lieu et place du préavis.
- h) Article 1040 concernant la fin des engagements.
- i) Article 1110.1 et N 620 concernant les mesures disciplinaires.
- j) Articles 1230, 1240, 1245, 1250 concernant les procédures d'appel.
- k) Articles N 920, N 1000 et N 1010 concernant la juridiction locale.

Projet de résolution 2

LA 136^e SESSION DU COMITÉ EXÉCUTIF,

Prenant acte des mesures prises par la cinquante-huitième Assemblée mondiale de la santé concernant le traitement des Directeurs régionaux, des conseillers principaux et du Directeur général,

DÉCIDE :

De recommander au 46^e Conseil directeur l'adoption de la résolution suivante concernant le traitement du Directeur :

Le 46^e Conseil directeur,

Considérant la révision du barème des traitements de base du personnel de la catégorie professionnelle et des catégories supérieures, en vigueur au 1^{er} janvier 2005;

Tenant compte de la décision du Comité exécutif, prise lors de sa 136^e session, d'ajuster les traitements du Directeur adjoint et du Sous-directeur; et

Prenant acte de la recommandation du Comité exécutif concernant le traitement du Directeur,

DÉCIDE :

1. De fixer, avec entrée en vigueur le 1^{er} janvier 2005, le traitement annuel net du Directeur à \$US 127,970 avec personnes à charge et à \$US 115,166 par an sans personne à charge,
2. De recommander au 46^e Conseil directeur :
 - a) d'adopter les amendements au Règlement du personnel 1.13 et 1.15 relatifs aux mécanismes de règlement des différends s'adressant aux employés nationaux de l'Organisation, avec entrée en vigueur le 1^{er} juillet 2005.
 - b) de recommander au 46^e Conseil directeur de noter les amendements au Règlement du personnel apportés par le Directeur et confirmés par le Comité exécutif lors de la 136^e session.

Annexes (en anglais)

ANNEX 1
AMENDMENTS TO THE STAFF RULES FOR CONSISTENCY WITH WHO
[Note: Text in square brackets will not appear in the amended Staff Rules]

PRESENT TEXT	NEW TEXT
<p>320. SALARY DETERMINATION</p> <p><i>[320.1 to 320.4 – no changes]</i></p> <p>320.5 A staff member may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that which he occupies; such temporary arrangements shall not be continued for more than 12 months. As from the beginning of the fourth consecutive month of such service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his current pay, consisting of net base salary, post adjustment and allowances, and that which he would receive if promoted to the post of higher grade.</p>	<p>320. SALARY DETERMINATION</p> <p><i>[320.1 to 320.4 – no changes]</i></p> <p>320.5 A staff member may be officially required to assume temporarily the responsibilities of an established post of a higher grade than that which he or she occupies; such temporary arrangements shall not normally be continued for more than 12 months. As from the beginning of the fourth consecutive month of service, the staff member shall be granted non-pensionable extra pay normally equal to, but not exceeding, the difference between his or her current pay, consisting of net base salary, post adjustment and allowances, and that which he or she would receive if promoted to the post of higher grade.</p>
<p>330. SALARIES</p> <p><i>[330.1 – no changes]</i></p> <p>330.2 The following schedule of annual gross base salaries and of annual net base salaries shall apply to all professional category and directors' posts:</p>	<p>330. SALARIES</p> <p><i>[330.1 – no changes]</i></p> <p>330.2 The following schedule of annual gross base salaries and annual net base salaries shall apply applicable to all professional category and directors' posts shall be as specified in Appendix 1 to these Rules.</p>
<p>340. DEPENDANTS' ALLOWANCES</p> <p>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:</p> <p>340.1 US\$ 1936 per annum for a child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.</p> <p>340.2 US\$ 3872 per annum for a child who is physically or mentally incapacitated subject to the conditions defined in Rule 340.1 except that if the staff member has no dependent spouse and receives the "with dependent" rate of net salary by virtue of such a child, an allowance of US\$ 1,936 shall be payable..</p>	<p>340. DEPENDANTS' ALLOWANCES</p> <p>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:</p> <p>340.1 US\$ 1936 per annum for a dependent child, except that in cases where there is no dependent spouse the first dependent child is not entitled to an allowance. The entitlement shall be reduced by the amount of any benefit paid from any other public source by way of social security payments, or under public law, by reason of such child.</p> <p>340.2 US\$ 3872 per annum for a child who is physically or mentally disabled incapacitated subject to the conditions defined in Rule 340.1, except that if the staff member has no dependent spouse and receives the "with dependent" rate of net salary by virtue of such a child, an allowance of US\$ 1936 shall be payable. the allowance shall be U.S. \$ 1936 per annum.</p>

PRESENT TEXT	NEW TEXT
340.3 US\$ 693 per year for a father, mother, brother or sister.	340.3 US\$ 693 per year for a dependent father, mother, brother or sister.
340.4 In certain designated official stations, the allowances under Rules 340.1, 340.2 and 340.3 shall be established in local currency, as determined by the Director on the basis of procedures agreed among the international organizations concerned.	340.4 In certain designated official stations, the allowances under Rules 340.1, 340.2 and 340.3 shall be established in local currency, as determined by the Director on the basis of procedures agreed among the international organizations concerned.
350. EDUCATION GRANT	350. EDUCATION GRANT
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\$ 11,115 or, for expenses incurred in certain currencies as determined by the Director-General 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\$ 5,235 per child per year or, for expenses incurred in certain local currencies as determined by the Director-General 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.	350.1 Internationally recruited staff members, except those holding temporary appointments as defined in Rule 420.3 or consultants appointed under Rule 1330 , shall be are 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\$ 11,115 or, for expenses incurred in certain currencies as determined by the Director-General 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\$ 5,235 per child per year or, for expenses incurred in certain local currencies as determined by the Director-General 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. under the following conditions:
The grant is payable in respect of:	
350.1.1 each child as defined under Rule 310.5.2, except that the entitlement to the grant in respect of such a child shall extend up to the end of the scholastic year in which he reaches the age of 21;	350.1.1 the education grant is payable for each child recognized as a dependant as defined under Rule 310.5.2, except that the entitlement in respect of such a child shall extend up to the end of the scholastic school year in which the child reaches the age of 24 25, completes four years of post-secondary studies or is awarded the first recognized post-secondary degree, whichever is earlier;
350.1.2 each child as defined under Rule 310.5.2, after such child has reached the age of 21 and not beyond the scholastic year in which he reaches the age of 25, up to the end of the fourth year of post-secondary studies or award of the first recognized	350.1.2 each child as defined under Rule 310.5.2, after such child has reached the age of 21 and not beyond the scholastic year in which he reaches the age of 25, up to the end of the fourth year of post secondary studies or award of the first recognized degree, whichever is earlier. if the child's education is

PRESENT TEXT	NEW TEXT
<p>degree, whichever is earlier.</p> <p>350.2 This grant is payable for:</p> <p>350.2.1 the cost of full-time attendance at an educational institution in the country or area of the official station (see also Rule 350.2.5);</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\$ 3,490 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\$ 5,235, 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><i>[350.2.3 through 350.5 – no changes]</i></p>	<p>interrupted for at least one scholastic year by national service obligations or illness, the period of eligibility may be extended, by the period of interruption, beyond the scholastic year in which the child reaches the age of 25;</p> <p>350.1.3 the amount of the education grant for each eligible child shall be equal to 75% of admissible expenses actually incurred up to the applicable maximum grant as specified in Appendix 2 to these Rules.</p> <p>350.2 This grant is payable for:</p> <p>350.2.1 the cost of full-time attendance at an educational institution in the country or area of the official station (see also Rule 350.2.5);</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 full board if provided by the institution. Where full board is not provided by the institution, a flat amount is paid in lieu. The flat amount per child per year shall be US\$ 3490 or, for expenses incurred in certain currencies as determined by the Director General 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\$ 5235, or for expenses incurred in certain currencies as determined by the Director General on the basis of procedures agreed among the international organizations concerned, an amount established in those currencies.</p> <p><i>[350.2.3 to 350.5 – no changes]</i></p>
<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>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 dependant 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 education expenses actually incurred up to a maximum of US\$ 14, 820 or, for expenses incurred in certain currencies as determined by the Director on the basis of procedures agreed among the international organizations</p>	<p>355. SPECIAL EDUCATION GRANT FOR DISABLED CHILDREN</p> <p>355.1 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 under the following conditions:</p> <p>355.1.1 the special education grant is payable in respect of any physically or mentally incapacitated disabled child, recognized as a dependant under Rule 310.5.2, from the date on which the special teaching or training is required up to the end of the year in which such the child reaches the age of 28 or is awarded the first recognized post-secondary degree,</p>

PRESENT TEXT	NEW TEXT
	<p>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.</p> <p>whichever is earlier; 25. The amount of the grant per child per year shall be 100% of the special education expenses actually incurred up to a maximum of US\$ 14 820 or, for expenses incurred in certain currencies as determined by the Director-General 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;</p> <p>355.1.2 the amount of the special education grant for each disabled child shall be equal to 100% of admissible expenses actually incurred up to the applicable maximum grant as specified in Appendix 2 to these Rules; and</p> <p>355.1.3 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.</p>
<p>355.1 “Special educational expenses” shall mean the cost of such teaching services and equipment as are necessary to provide an educational programme designed to meet the needs of the disabled child in order that he may attain the highest possible level of functional ability. Normal educational expenses are reimbursed under Rule 350.</p>	<p><i>[Paragraph 355.1 is renumbered as 355.2]</i></p>
<p>355.2 The special grant is payable when the Organization determines, on the basis of medical evidence and in accordance with review procedures established by the Director, that one of the following circumstances applies:</p> <p>355.2.1 the child is unable by reason of physical or mental disability to attend a normal educational institution and therefore requires special teaching or training to prepare him for full integration into society;</p> <p>355.2.2 the child, while attending a normal educational institution, requires special teaching or training to assist him in overcoming the disability.</p>	<p><i>[Paragraph 355.2 is renumbered as 355.3]</i></p>
<p>355.3 The staff member is required to produce evidence that he has exhausted all</p>	<p><i>[Paragraph 355.3 is renumbered as 355.4]</i></p>

PRESENT TEXT	NEW TEXT
<p>other sources of benefits that may be available for the education and training of the child including those available from State and local governments and from the Staff Health Insurance. The amount of any benefits so received shall be deducted from the expenses taken into account in calculating the special grant.</p> <p>355.4 The grant is payable from the date, as determined by the Organization, on which the special teaching or training is required and up to the end of the year in which the child reaches the age of 25 years.</p> <p><i>[355.5 and 355.6 – no changes]</i></p>	<p>355.4 The grant is payable from the date, as determined by the Organization, on which the special teaching or training is required and up to the end of the year in which the child reaches the age of 25.</p> <p><i>[355.5 and 355.6 – no changes]</i></p>
<p>370. REPATRIATION GRANT</p> <p><i>[370.1 to 370.5 – no changes]</i></p>	<p>370. REPATRIATION GRANT</p> <p><i>[370.1 to 370.5 – no changes]</i></p> <p><i>[new rule]</i></p> <p>370.6 If both spouses are staff members of international organizations applying the common system of salaries and allowances and each is entitled to payment of a repatriation grant on separation from service, the amount of the grant paid to each shall be calculated in accordance with terms and conditions set forth in the WHO/PAHO Manual.</p>
<p>380. PAYMENTS AND DEDUCTIONS</p> <p><i>[380.1 to 380.2 – no changes]</i></p> <p>380.3 The effective date of any change in salary shall be as follows:</p> <p>380.3.1 Any increase shall be effective from the date of entitlement. The date of entitlement to a within-grade increase shall be the first of the month nearest the date of satisfactory completion of the service requirement. The date of entitlement to any other increase in salary shall be the first of the month nearest the date of final approval.</p> <p>380.3.2 Any decrease shall be effective from the first of the month following completion of the required notice period.</p>	<p>380. PAYMENTS AND DEDUCTIONS</p> <p><i>[380.1 to 380.2 – no changes]</i></p> <p>380.3 The effective date of any change in salary shall be as follows:</p> <p>380.3.1 Any increase shall be effective from the date of entitlement except as otherwise specified in these Rules. The date of entitlement to a within-grade increase shall be the first of the month nearest the date of satisfactory completion of the service requirement. The date of entitlement to any other increase in salary shall be the first of the month nearest the date of final approval.</p> <p>380.3.2 Any decrease shall be effective from the first of the month following completion of the required notice period.</p>

PRESENT TEXT	NEW TEXT
[380.4 to 380.7 – no changes]	[380.4 to 380.7 – no changes]
	<p data-bbox="1066 269 1192 295"><i>[New Rule]</i></p> <p data-bbox="1066 331 1596 357">495. STAFF MEMBER'S BENEFICIARIES</p> <p data-bbox="1066 393 1995 500">495.1 At the time of appointment, each staff member shall nominate a beneficiary or beneficiaries in writing in prescribed form. It shall be the responsibility of the staff member to notify the Organization of any revocations or changes of beneficiaries.</p> <p data-bbox="1066 535 1995 695">495.2 In the event of the death of a staff member, all amounts due to that staff member will be paid to his or her nominated beneficiary or beneficiaries, except as otherwise stated in these Staff Rules and the Regulations of the United Nations Joint Staff Pension Fund. Such payment shall afford the Bureau a complete release from all further liability in respect of any sum so paid.</p>
<p data-bbox="105 769 537 795">550. WITHIN-GRADE INCREASE</p> <p data-bbox="105 831 1037 1104">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 data-bbox="1066 769 1499 795">550. WITHIN-GRADE INCREASE</p> <p data-bbox="1066 831 1995 1133">550.1 Staff members, except those holding temporary appointments as defined in Rule 420.3, whose performance and conduct has have 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 shall be the first of the month nearest the date of satisfactory completion of the service requirement. Increases may be granted up to the maximum for the staff member's grade except that, if either Rule 555 or Rule 1310.9 applies, the normal maximum may be exceeded accordingly.</p>
[550.2 to 550.6 – no changes]	[550.2 to 550.6 – no changes]
<p data-bbox="105 1224 655 1250">560. PROMOTION (see Staff Regulation 4.4)</p> <p data-bbox="105 1286 369 1312">560.1 <i>[no changes]</i></p> <p data-bbox="105 1347 1037 1455">560.2 A staff member shall be entitled to the promotion resulting from a reclassification of the post he occupies if he has the necessary qualifications and his performance has been satisfactory. A staff member whose performance has been satisfactory may at any time be considered for</p>	<p data-bbox="1066 1224 1621 1250">560. PROMOTION (see Staff Regulation 4.4)</p> <p data-bbox="1066 1286 1331 1312">560.1 <i>[no changes]</i></p> <p data-bbox="1066 1347 1995 1481">560.2 Subject to Rule 560.3, a A staff member shall be entitled to the promotion resulting from a reclassification of the post he or she occupies if he or she has the necessary qualifications and his or her performance and conduct has have been satisfactory. A staff member whose performance has been satisfactory may at any time be considered for reassignment to a post of</p>

PRESENT TEXT	NEW TEXT
<p>reassignment to a post of higher grade for which he has the qualifications.</p>	<p>higher grade for which he has the qualifications.</p> <p><i>[New Rule]</i></p> <p>560.3 If an occupied post is reclassified from the general service category to the professional category or by more than one grade within the same category, the post shall be announced to the staff and selection for that post shall be on a competitive basis.</p> <p>560.4 A staff member whose performance and conduct have been satisfactory may at any time be considered for reassignment to a post of higher grade for which he or she has the qualifications.</p>
<p>630. ANNUAL LEAVE</p> <p>630.8 A staff member who, on leaving the service of the Organization, has not exhausted the annual leave to which he is entitled shall be paid in respect of each day of unused annual leave up to a maximum of 60 days (see Rule 380.2.2). A staff member who has taken advanced annual leave beyond that subsequently accrued shall either have the equivalent amount debited to his terminal payments or at the option of the Bureau make a cash refund. In case of death of a staff member, payment in lieu of accrued annual leave shall be made to his estate but no deduction shall be made in respect of advanced annual leave.</p>	<p>630. ANNUAL LEAVE</p> <p>630.8 A staff member who, on leaving the service of the Organization, has not exhausted the annual leave to which he or she is entitled shall be paid in respect of each day of unused annual leave up to a maximum of 60 days (see Rule 380.2.2). A staff member who has taken advanced annual leave beyond that subsequently accrued shall either have the equivalent amount debited to his or her terminal payments or at the option of the Bureau make a cash refund. In case of death of a staff member, payment in lieu of accrued annual leave shall be made to his estate or her nominated beneficiary or beneficiaries under Rule 495.2 but no deduction shall be made in respect of advanced annual leave</p>
<p>650. SPECIAL LEAVE</p> <p>Special leave with full, partial or no pay may be granted for training or research in the interest of the Bureau or for other valid reasons, including the death of an immediate family member or the adoption of a child under conditions determined by the Director. Normally, such leave shall not be granted until all accrued annual leave has been exhausted and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.</p>	<p>650. SPECIAL LEAVE</p> <p>Special leave with full, partial or no pay may be granted for training or research in the interest of the Bureau or for other valid reasons, including the death of an immediate family member or the adoption of a child under conditions determined by the Director. The Director may, at his or her initiative, place a staff member on special leave with full pay if he or she considers such leave to be in the interest of the Organization. Normally, such leave shall not be granted until all accrued annual leave has been exhausted and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.</p>
<p>740. SICK LEAVE</p> <p>740.1 Staff members, except those engaged on a “when-actually-employed” basis and those excluded by the Director under the provisions of Rules 1320 and</p>	<p>740. SICK LEAVE</p> <p>740.1 Staff members, except those engaged on a “when-actually-employed” basis and those excluded by the Director under the provisions of Rules</p>

PRESENT TEXT	NEW TEXT
<p>1330, who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>740.1.1 a staff member holding an appointment of one year's duration or more may be granted up to six months' leave with full pay in connection with any one illness or in any period of 12 consecutive months, provided that the total of all absences on account of sick leave shall not exceed nine months in any four-year period (See also Rules 655.1 and 750.1);</p> <p><i>[740.1.2 to 740.1.4, and 740.2 to 740.6 – no changes]</i></p>	<p>1320 and 1330, who are unable to perform their duties because of illness or injury, or whose attendance is prevented by public health requirements, may be granted sick leave with pay in the following amounts:</p> <p>740.1.1 a staff member holding an appointment of one year's duration or more may be granted up to six months' sick leave with full pay in connection with any one illness or in any period of 12 consecutive months, provided that the total of all absences on account of sick leave shall not exceed nine months in any four-year period (See also Rules 655.1 and 750.1);</p> <p><i>[740.1.2 to 740.1.4, and 740.2 to 740.6 – no changes]</i></p>
<p>760. MATERNITY AND PATERNITY LEAVE</p> <p><i>[760.1 to 760.5 – no changes]</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>760. MATERNITY AND PATERNITY LEAVE</p> <p><i>[760.1 to 760.5 – no changes]</i></p> <p>760.6 PATERNITY LEAVE</p> <p>Upon presentation of satisfactory evidence of the birth of his child, 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 a maximum period of four weeks for staff assigned to family duty stations. In exceptional circumstances, such as complications of pregnancy or the death of the mother, paternity leave shall be for a maximum period of eight weeks. Staff at non-family duty stations shall be entitled to paternity leave for a maximum period of eight weeks. Paternity leave must be exhausted within 12 months from the date of the child's birth.</p>
<p>855. REMOVAL OF HOUSEHOLD GOODS</p> <p><i>[855.1 to 855.2 – no changes]</i></p>	<p>855. REMOVAL OF HOUSEHOLD GOODS</p> <p><i>[855.1 to 855.2 – no changes]</i></p> <p><i>[New Rule]</i></p> <p>855.3 If both spouses are staff members of international organizations applying the common system of salaries and allowances, the entitlement to the removal of household goods shall be governed by terms and conditions set forth in the WHO/PAHO Manual.</p>

Appendix 1

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

(effective 1 January 2005)

Level		Step														
		<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>	<i>XIV</i>	<i>XV</i>
D-2	Gross	141 974	145 065	148 156	151 248	154 340	157 431									
	Net D	98 224	100 140	102 057	103 974	105 891	107 807									
	Net S	90 236	91 854	93 466	95 072	96 674	98 269									
P-6/D-1	Gross	129 405	132 119	134 832	137 457	140 261	142 974	145 689	148 403	151 116						
	Net D	90 431	92 114	93 796	95 479	97 162	98 844	100 527	102 210	103 892						
	Net S	83 587	85 050	86 509	87 965	89 418	90 867	92 312	93 755	95 194						
P-5	Gross	106 368	108 679	110 987	113 295	115 605	117 913	120 223	122 532	124 842	127 150	129 458	131 768	134 077		
	Net D	76 148	77 581	79 012	80 443	81 875	83 306	84 738	86 170	87 602	89 033	90 464	91 896	93 328		
	Net S	70 742	72 014	73 282	74 550	75 815	77 077	78 338	79 596	80 852	82 106	83 358	84 607	85 855		
P-4	Gross	86 211	88 303	90 423	92 650	94 879	97 106	99 335	101 563	103 792	106 018	108 247	110 474	112 703	114 931	117 160
	Net D	63 499	64 880	66 262	67 643	69 025	70 406	71 788	73 169	74 551	75 931	77 313	78 694	80 076	81 457	82 839
	Net S	59 132	60 390	61 647	62 901	64 155	65 407	66 659	67 909	69 157	70 405	71 651	72 896	74 140	75 383	76 625
P-3	Gross	69 779	71 715	73 656	75 589	77 530	79 467	81 402	83 342	85 280	87 217	89 156	91 161	93 226	95 287	97 350
	Net D	52 654	53 932	55 213	56 489	57 770	59 048	60 325	61 606	62 885	64 163	65 443	66 720	68 000	69 278	70 557
	Net S	49 149	50 325	51 503	52 678	53 856	55 030	56 206	57 383	58 558	59 734	60 906	62 079	63 250	64 422	65 594
P-2	Gross	56 465	58 056	59 643	61 344	63 077	64 809	66 542	68 273	70 008	71 742	73 473	75 209			
	Net D	43 655	44 800	45 943	47 087	48 231	49 374	50 518	51 660	52 805	53 950	55 092	56 238			
	Net S	40 947	41 985	43 020	44 057	45 092	46 130	47 184	48 234	49 289	50 341	51 392	52 447			
P-1	Gross	43 831	45 358	46 883	48 413	49 938	51 464	52 992	54 519	56 043	57 571					
	Net D	34 558	35 658	36 756	37 857	38 955	40 054	41 154	42 254	43 351	44 451					
	Net S	32 599	33 612	34 625	35 638	36 650	37 662	38 676	39 676	40 672	41 668					

¹ D = Rate applicable to staff members with a dependent spouse or child; S = Rate applicable to staff members with no dependent spouse or child.

Appendix 2
**EDUCATION GRANT ENTITLEMENTS APPLICABLE IN CASES
WHERE EDUCATIONAL EXPENSES ARE INCURRED IN SPECIFIED
CURRENCIES AND COUNTRIES**
(effective school year in progress 1 January 2005)

<i>Country/currency area</i>	<i>(1) Maximum admissible educational expenses and maximum grant for disabled children</i>	<i>(2) Maximum education grant</i>	<i>(3) Flat rate when boarding not provided</i>	<i>(4) Additional flat rate for boarding (for staff serving at designated duty stations)</i>	<i>(5) Maximum grant for staff members serving at designated duty stations</i>	<i>(6) Maximum admissible educational expenses for attendance (only when flat rate for boarding is paid)</i>
Part A						
Euro						
Austria	15 198	11 399	3 392	5 087	16 486	10 676
Belgium	14 446	10 835	3 147	4 720	15 555	10 251
Finland	9 082	6 812	2 382	3 572	10 384	5 907
France	10 263	7 697	2 716	4 074	11 771	6 641
Germany	18 993	14 245	3 794	5 690	19 935	13 935
Ireland	10 997	8 248	2 755	4 132	12 380	7 324
Italy	15 316	11 487	2 818	4 227	15 714	11 559
Luxembourg	12 898	9 673	3 147	4 720	14 393	8 701
Monaco	9 330	6 997	2 672	4 008	11 005	5 767
Netherlands	15 440	11 580	3 594	5 392	16 972	10 648
Spain	13 762	10 332	2 733	4 099	14 431	10 132
Denmark (krone)	89 010	66 758	23 601	35 401	102 159	57 543
Japan yen (yen)	2 324 131	1 743 098	525 930	788 895	2 531 993	1 622 891
Norway (krone)	71 632	53 724	18 338	27 507	81 231	47 181
Sweden (krona)	100 733	75 550	22 569	33 853	109 403	70 641
Switzerland (Swiss franc)	26 868	20 151	5 182	7 773	27 924	19 959
United Kingdom of Great Britain and Northern Ireland (pound sterling)	18 285	13 714	3 181	4 772	18 486	14 044
Part B						
United States dollar (outside the United States of America)	17 189	12 892	3 490	5 235	18 127	12 536
Part C						
United States dollar (in the United States)*	28 832	21 624	4 742	7 113	28 737	22 509

*Also applies, as a special measure, for China, Indonesia, Romania and the Russian Federation.

Where educational expenses are incurred in any of the currencies set out in the table above, the maximum applicable amounts are set out in columns (1) to (6) against those currencies. Where educational expenses are incurred in the United States of America, the maximum applicable amounts are set out in columns (1) to (6) against part C above. Where educational expenses are not incurred in any of the currencies set out in part A above or in the United States, the maximum applicable amounts are set out in columns (1) to (6) against part B above.

Attendance at an educational institution outside the duty station

- (i) Where the educational institution provides board, the amount shall be 75% of the admissible costs of attendance and the costs of board up to the maximum indicated in column (1), with a maximum grant indicated in column (2) per year.
- (ii) Where the educational institution does not provide board, the amount shall be a flat sum as indicated in column (3), plus 75% of the admissible costs of attendance up to a maximum grant as indicated in column (2) per year.

Attendance at an educational institution at the duty station

- (iii) The amount shall be 75% of the admissible costs of attendance up to the maximum indicated in column (1), with a maximum grant as indicated in column (2) per year.
- (iv) Where the grant is payable for the cost of boarding for attendance at an educational institution in the country of the official station but beyond commuting distance from the official station, and when no suitable education facility exists in that area, the amount of the grant shall be calculated at the same rates as specified in (i) or (ii) above.

Staff serving at designated duty stations with inadequate or no education facilities with attendance at an educational institution at the primary or secondary level outside the duty station

- (v) Where the educational institution provides board, the amount shall be:
 - a. 100% of the costs of board up to the maximum indicated in column (4); and
 - b. 75% of the admissible costs of attendance and of any part of the costs of board in excess of the amount indicated in column (4), with a maximum reimbursable amount as indicated in column (5).
- (vi) Where the educational institution does not provide board, the amount shall be:
 - a. A flat sum for board as indicated in column (4); and
 - b. 75% of the admissible costs of attendance, with a maximum reimbursable amount as indicated in column (5).

ANNEX 2
AMENDMENTS TO THE STAFF RULES BASED ON ORGANIZATION EXPERIENCE

PRESENT TEXT	NEW TEXT
110. STANDARDS OF CONDUCT FOR STAFF MEMBERS	110. STANDARDS OF CONDUCT FOR STAFF MEMBERS
110.1 <i>[no changes]</i>	110.1 <i>[no changes]</i>
110.2 The basic standards for staff members are set out in Section 1 of the Staff Regulations.	110.2 The Organization's basic standards of conduct for staff members are set out in Article I of the Staff Regulations, the International Civil Service Commission Standards of Conduct for the International Civil Service, and in PAHO's principles and policies regarding ethical conduct in the Organization.
<i>[110.3 to 110.5 – [no changes]</i>	<i>[110.3 to 110.5 – [no changes]</i>
110.6 A staff member who is offered any honor, decoration or gift from sources external to the Bureau shall report this fact to the Director who shall decide on the applicability of Staff Regulation 1.7.	110.6 A staff member who is offered any honor, decoration or gift from sources external to the Bureau shall report this fact in writing to the Director who shall decide on the applicability of Staff Regulation 1.7.
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:	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:
110.7.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity:	110.7.1 A staff member who has, or whose spouse or dependent children have, any interest in (including association with) any entity A staff member must immediately advise the Director, in writing, if he or she or any immediate family member has an interest in (including association with) any entity:
(1) with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization; or	(1) with which the staff member may be required, directly or indirectly, to have official dealings on behalf of the Organization; PAHO or WHO or
(2) which has a commercial interest in the work of WHO, or	(2) which has a commercial interest in the work of PAHO or WHO ; or
(3) which has a common area of activity with WHO shall report the interest to the Director.	(3) which has a common area of activity with PAHO or WHO. shall report the interest to the Director.

PRESENT TEXT	NEW TEXT
<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>	<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 and their immediate family members a declaration in a prescribed form disclosing designated types of interests.</p> <p>110.7.3 The term “immediate family member” means the spouse, children, parents, and siblings of the staff member and the children, parents and siblings of the staff member’s spouse.</p>
<p>110.8 “Misconduct” means:</p> <p>110.8.1 any improper action by a staff member in his official capacity;</p> <p>110.8.2 any conduct by a staff member, unconnected with his official duties, tending to bring the Bureau into public discredit;</p> <p>110.8.3 any improper use or attempt to make use of his position as a staff member for his personal advantage;</p> <p>110.8.4 any conduct contrary to the terms of his oath or declaration.</p>	<p>110.8 “Misconduct” means:</p> <p>110.8.1 any improper action by a staff member in his or her official capacity that:</p> <p>(1) is inappropriate;</p> <p>(2) is unethical;</p> <p>(3) is fraudulent;</p> <p>(4) constitutes deliberate wrongdoing;</p> <p>(5) demonstrates serious negligence or disregard for the Organization’s interests;</p> <p>(6) demonstrates intentional or substantial disregard for the staff member’s duties and obligations to the Organization; or</p> <p>(7) violates the Staff Regulations, Staff Rules or Organization policy.</p> <p>110.8.2 any conduct by a staff member, unconnected with his or her official duties, tending to that could bring the Organization into public discredit;</p> <p>110.8.3 any improper use or attempt to make use of his or her position as a staff member for personal advantage;</p> <p>110.8.4 any conduct contrary to the terms of the oath or declaration.</p>

PRESENT TEXT	NEW TEXT
<p>460. DETERMINATION OF RECOGNIZED PLACE OF RESIDENCE</p>	<p>460. DETERMINATION OF RECOGNIZED PLACE OF RESIDENCE</p> <p><i>[New Rule]</i></p> <p>460.1 The grants and travel entitlements accorded to staff members serving outside the country of their recognized place of residence will be lost if the staff member becomes a permanent resident or citizen of the country of the duty station or if he or she is subsequently assigned to a duty station that has been determined to be his or her recognized place of residence.</p>
<p>480. INTERORGANIZATION TRANSFERS</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><i>[480.1.1 and 480.1.2 – no change]</i></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><i>[480.1.4 and 480.2 – no changes]</i></p>	<p>480. INTERORGANIZATION TRANSFERS</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><i>[480.1.1 and 480.1.2 – no change]</i></p> <p>480.1.3 except for appointees transferred from the World Health Organization, 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><i>[480.1.4 and 480.2 – no changes]</i></p>
<p>530. PERFORMANCE PLANNING AND EVALUATION</p> <p><i>[530.1 and 530.2 – no changes]</i></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 The evaluation of performance as reflected in these reports shall be the basis for assisting the staff member to make his most effective contribution to the work of the Bureau and for decisions concerning the staff member’s status and retention in the Bureau.</p>	<p>530. PERFORMANCE PLANNING AND EVALUATION</p> <p><i>[530.1 and 530.2 – no changes]</i></p> <p>530.3 The performance and conduct 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 The evaluation of performance and conduct as reflected in these reports shall be the basis for assisting the staff member to make his most effective contribution to the work of the Bureau and for decisions concerning the staff member’s status and retention in the Bureau.</p>

PRESENT TEXT	NEW TEXT
<p>555. MERITORIOUS WITHIN-GRADE INCREASE</p> <p>555.1 A staff member whose performance has been especially meritorious beyond that which may reasonably be expected of a normally well-qualified staff member may be granted one, or exceptionally two, extra within-grade steps. Such increase shall not affect the staff member's eligibility for normal within-grade increases up to the normal maximum step in the grade.</p> <p><i>[555.2 – no changes]</i></p>	<p>555. MERITORIOUS WITHIN-GRADE INCREASE</p> <p>555.1 A staff member whose performance has been especially meritorious beyond that which may reasonably be expected of a normally well-qualified staff member, and whose conduct has been satisfactory, may be granted one, or exceptionally two, extra within-grade steps. Such increase shall not affect the staff member's eligibility for normal within-grade increases up to the normal maximum step in the grade.</p> <p><i>[555.2 – no changes]</i></p>
<p>920. STAFF REPRESENTATIVES</p> <p>In any consultations concerning personnel policy or conditions of service, the duly elected representatives of the staff shall be recognized by the Bureau as representing the views of that portion of the staff from which elected. Any proposal to change the Staff Regulations or Staff Rules of the Bureau shall be referred to the elected representatives of the staff for comment.</p>	<p>920. STAFF REPRESENTATIVES</p> <p>920.1 In any consultations concerning personnel policy or conditions of service, the duly elected representatives of the staff shall be recognized by the Bureau as representing the views of that portion of the staff from which elected. Any proposal to change the Staff Regulations or Staff Rules of the Bureau shall be referred to the elected representatives of the staff for comment. In the interest of maintaining sound management/staff relations, management and staff representatives shall be guided by the principles set forth in the WHO/PAHO Manual.</p>
<p>1040. COMPLETION OF APPOINTMENTS</p> <p>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.</p>	<p>1040. COMPLETION OF APPOINTMENTS</p> <p>In the absence of any offer and acceptance of extension, fixed-term and temporary appointments shall terminate expire 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. At the discretion of the Director, payment in lieu of notice may be given to the staff member. Such a A staff member who does not wish to be considered for reappointment shall also give notice of his or her intention within the minimum period specified above.</p>
<p>1060. NON-CONFIRMATION OF APPOINTMENT</p> <p>If, during an initial or extended probationary period, a staff member's performance or conduct is not satisfactory, or if he is found unsuited to international service, the appointment shall not be confirmed but terminated. The staff member shall be given one month's notice. No indemnity is payable.</p>	<p>1060. NON-CONFIRMATION OF APPOINTMENT</p> <p>If, during an initial or extended probationary period, a staff member's performance or conduct is not satisfactory, or if he or she is found unsuited to international service, the appointment shall not be confirmed but terminated. The staff member shall be given one month's notice or, at the discretion of the Director, payment in lieu of notice. No indemnity is payable.</p>

PRESENT TEXT	NEW TEXT
<p>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</p> <p><i>[1070.1 and 1070.2 – no changes]</i></p> <p>1070.3 A staff member whose appointment is terminated under this Rule shall be entitled to a notice period equivalent to that specified in Rule 1050.3.</p> <p><i>[1070.4 – no changes]</i></p>	<p>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</p> <p><i>[1070.1 and 1070.2 – no changes]</i></p> <p>1070.3 A staff member whose appointment is terminated under this Rule shall be entitled to a notice period equivalent to that specified in Rule 1050.3. At the discretion of the Director, payment in lieu of notice may be provided to the staff member.</p> <p><i>[1070.4 – no changes]</i></p>
<p>1075. MISCONDUCT</p> <p>1075.1 A staff member may be dismissed for misconduct as defined in Rule 110.8 and subject to the notification of charges and reply procedure required by Rule 1130. The staff member shall be given one month's notice. The Director may grant him an indemnity not exceeding one-half of that payable under Rule 1050.4. No end-of-service grant is payable.</p>	<p>1075. MISCONDUCT</p> <p>1075.1 A staff member may be dismissed for misconduct as defined in Rule 110.8 and subject to the notification of charges and reply procedure required by Rule 1130. The staff member shall be given one month's notice or, at the discretion of the Director, payment in lieu of notice. The Director may grant him an indemnity not exceeding one-half of that payable under Rule 1050.4. No indemnity or end-of-service grant is payable.</p>
<p>1110. DISCIPLINARY MEASURES</p> <p>1110.1 A staff member who fails to observe the standards of conduct as defined under Article 1 of the Staff Regulations and Staff Rule 110 shall be subject to disciplinary measures. According to the gravity of the offence, this may take the form of any or a combination of the following:</p> <p>1110.1.1 oral reprimand;</p> <p>1110.1.2 written reprimand;</p> <p>1110.1.3 reassignment with or without reduction in grade;</p> <p>1110.1.4 dismissal for misconduct;</p> <p>1110.1.5 summary dismissal for serious misconduct.</p>	<p>1110. DISCIPLINARY MEASURES</p> <p>1110.1 A staff member who fails to observe the standards of conduct as defined under Article I of the Staff Regulations and Staff Rule 110 shall be subject to disciplinary measures. According to the gravity of the offence, this may take the form of any one or a combination of the following:</p> <p>1110.1.1 oral reprimand; written reprimand;</p> <p>1110.1.2 written reprimand; temporary suspension without pay;</p> <p>1110.1.3 reassignment with or without reduction in grade; withholding of within-grade increase(s);</p> <p>1110.1.4 dismissal for misconduct; reassignment with or without reduction in grade;</p> <p>1110.1.5 summary dismissal for serious misconduct; dismissal for misconduct;</p> <p>1110.1.6 summary dismissal for serious misconduct.</p>

PRESENT TEXT		NEW TEXT	
1230.	BOARD OF APPEAL	1230.	BOARD OF APPEAL
1230.1	Subject to the provisions of Rule 1230.7, a staff member may appeal against any administrative action or decision affecting his appointment status on the grounds that the action or decision complained of resulted from one or more of the following factors:	1230.1	Subject to the provisions of Rule 1230.7 4 , a staff member may appeal against any administrative action or decision affecting his or her appointment status on the grounds that the action or decision complained of resulted from one or more of the following factors:
1230.1.1	personal prejudice on the part of a supervisor or of any other responsible official;	1230.1.1	personal prejudice on the part of a supervisor or of any other responsible official;
1230.1.2	incomplete consideration of the facts;	1230.1.2	incomplete consideration of the facts;
1230.1.3	failure to observe or apply correctly the provisions of the Staff Regulations or Staff Rules, or the terms of his contract;	1230.1.3	failure to observe or apply correctly the provisions of the Staff Regulations or Staff Rules, or the terms of his or her contract;
1230.1.4	improper application of the WHO post classification standards.	1230.1.4	improper application of the WHO PAHO post classification standards.
1230.2	To hear appeals on these grounds there is at headquarters a Board of Appeal.	1230.2	To hear appeals on these grounds there is at headquarters a Board of Appeal. A Board of Appeal shall be established at PAHO Headquarters to hear appeals on the grounds specified in Rule 1230.1.
1230.3	The reporting procedure of the Board shall be as follows:	1230.37	The reporting procedure of the Board of Appeal shall be as follows:
1230.3.1	The headquarters Board of Appeal shall report its findings and recommendations to the Director, with whom the final decision shall rest. The Director shall inform the appellant of his decision within sixty calendar days of the date of the receipt by him of the findings and recommendations of the Board, and at the same time send him a copy of the report. If no decision is taken by the Director within this period, the recommendations of the Board shall be deemed to have been rejected and such rejection shall be subject to appeal, as provided in Rule 1240, as if a final action had been taken on it;	1230.37.1	The headquarters Board of Appeal Examining Appeal Panel shall report its findings and recommendations to the Director, with whom the final decision shall rest. The Director shall inform the appellant of his the the decision taken within sixty 60 calendar days of the date of receipt by him of the findings and recommendations of the Board the Examining Appeal Panel's report and at the same time send him a copy of the report send to the appellant, at the same time, a copy of the report. If no decision is taken by the Director within this period, the recommendations of the Board an Examining Appeal Panel shall be deemed to have been rejected and such rejection shall be subject to appeal, as provided in Rule 1240, as if a final action had been taken;
1230.3.2	the Board of Appeal shall report its findings and recommendations to the Director within ninety calendar days of the date that the appellant's full statement of his case is received by the Board. This period may be extended by the	1230.37.2	the Board of appeal shall report its The findings and recommendations of an Examining Appeal Panel shall be submitted to the Director within ninety calendar days of the date that the appellant's full statement of his case is

PRESENT TEXT	NEW TEXT
<p>Board if the appellant and the administration concerned agree.</p>	<p>received by the Board 120 calendar days of:</p>
	<p>(1) the date that all pleadings and relevant documentation have been received by the Examining Appeal Panel; or</p> <p>(2) the conclusion of an oral hearing, if one was requested by the appellant, and receipt of any relevant documentation requested by the Examining Appeal Panel during the hearing.</p>
	<p>This period may be extended by the Board of Appeal if both the appellant and the Administration concerned agree.</p>
<p>1230.4 The headquarters Board of Appeal shall consist of five members having equal votes, as follows:</p>	<p>1230.43 The headquarters Board of Appeal shall consist of five members having equal votes, as follows The Board of Appeal shall be composed of:</p>
<p>1230.4.1 a chairman and three alternate chairmen appointed by the Director after consultation with the representatives of the staff;</p>	<p>1230.4.3.1 one chairman chairperson and three alternates chairmen appointed by the Director after consultation with the representatives of the staff.</p>
<p>1230.4.2 two members drawn from the list of four members and eight alternates appointed by the Director.</p>	<p>1230.43.2 two members drawn from the list of four members and eight alternates appointed by the Director twelve members appointed by the Director;</p>
<p>1230.4.3 two members representing the staff, drawn from a panel organized in three groups:</p>	<p>1230.43.3 two members representing the staff, drawn from a panel organized in three groups: a twelve-member panel elected biennially by the staff, organized into three groups as follows:</p>
<p>Group I - staff in grades subject to local recruitment</p>	<p>Group I – staff in grades subject to local recruitment three staff members from the general service category;</p>
<p>Group II – staff in grades P-1 through P-3</p>	<p>Group II – three staff members in grades P-1 through P-3; and</p>
<p>Group III – staff in grades P-4 through D-2.</p>	<p>Group III – six staff members in grades P-4 through D-2</p>
	<p>1230.3.4 a non-voting secretary and alternate appointed by the Director, whose services shall be provided by the Bureau</p>

PRESENT TEXT	NEW TEXT
<p>The members of the panel shall be elected biennially by the staff, four persons being elected for each of Groups I and II and six persons for Group III. They shall be eligible for re-election at the end of their term of office. In hearings by the Board, at least one member shall be from the group to which the staff member appealing to the Board belongs and none shall be in a group below that to which he belongs</p> <p>Subject to this Rule, the members of each group shall be called upon in rotation by the Secretary of the Board, as required, to constitute the Board. The staff member appealing to the Board shall have the right to object to not more than two members, whether appointed by the Director or drawn from the staff panel. If objection is raised against members from the staff panel, they shall be replaced by the next members due to serve from that panel. If objection is raised against members appointed by the Director, they shall be replaced by alternate or substitute members appointed by the Director.</p>	<p>The members of the panel shall be elected biennially by the staff, four persons being elected for each of Groups I and II and six persons for Group III. They shall be eligible for re-election at the end of their term of office. In hearings by the Board, at least one member shall be from the group to which the staff member appealing to the Board belongs and none shall be in a group below that to which he belongs [see 1230.5 and 1230.6]</p> <p>1230.6 Subject to this rule The members of each group the Board of Appeal shall be called upon in rotation by the Secretary of the Board, as required, to constitute the Board an Examining Appeal Panel. The staff member appealing to the Board The appellant shall have the right to object to not more than two members, whether appointed by the Director or drawn from the staff panel. The Administration shall also have the right to object to not more than two members but must make a showing of good cause, in writing, to the Chairperson of the Examining Appeal Panel. If objection is raised against members from the staff panel, they shall be replaced by other members of the staff panel. If objection is raised against members appointed by the Director, they shall be replaced by alternate or substitute other members appointed by the Director.</p> <p>Staff panel members shall be eligible for re-election at the end of their terms of office.</p>
	<p>1230.5 The Board Chairperson shall convene a five-member Examining Appeal Panel to hear appeal cases. The Examining Appeal Panel shall consist of the following members, each having an equal vote:</p> <p>1230.5.1 The Chairperson or an alternate;</p> <p>1230.5.2 Two board members appointed by the Director; and</p> <p>1230.5.3 Two board members selected from the staff panel. In hearings by an Examining Appeal Panel, at least one member of the staff panel shall be from the group to which the appellant belongs and none shall be from a lower group.</p>
<p>1230.5 Secretarial services to the Board shall be provided by the Bureau.</p>	<p>1230.5 Secretarial services to the Board shall be provided by the Bureau. [See 1230.3.4]</p>
<p>1230.6 The headquarters Board of Appeal shall establish its own rules of procedure, provided that the appellant shall, if he so wishes, be heard by the Board in person and/or through a representative of his choice. Any</p>	<p>1230.6 1230.6 The headquarters Board of Appeal shall establish its own rules of procedure, provided that the appellant shall can, if he so wishes upon request, be heard by the Board an Examining Appeal Panel in person</p>

PRESENT TEXT	NEW TEXT
<p>travel occasioned by such appearance shall be at the appellant's expense unless the Board hearing the appeal determines that the appearance of the staff member himself is essential to the proper consideration of the appeal. The Board may, in light of its findings and if it finds it reasonable, recommend full or partial payment of those expenses claimed by the appellant which are directly connected with the appeal.</p>	<p>and/or through a representative of his or her choice. Any travel occasioned by such appearance shall be at the appellant's expense unless the Board Examining Appeal Panel hearing the appeal determines that the appearance of the staff member himself appellant is essential to for a proper consideration of the appeal. The Board Examining Appeal Panel may, in light of its findings and if it finds it reasonable, recommend full or partial payment of those expenses claimed by the appellant which are directly connected with the appeal</p>
<p>1230.7 The following provisions shall govern the conditions of appeal:</p> <p>1230.7.1 No staff member shall bring an appeal before the Board until all the existing administrative channels have been tried and the action complained of has become final. An action is to be considered as final when it has been taken by a duly authorized official and the staff member has received written notification of the action.</p> <p>1230.7.2 If the staff member has submitted a written request relating to his appointment status, the request shall be deemed to have been rejected and such rejection shall be subject to appeal as if final action had been taken on it as in Rule 1230.7.1 above if no definitive reply to that request has been made within:</p> <ol style="list-style-type: none"> 1) two months for staff at headquarters; 2) three months for staff assigned to other duty stations. <p>1230.7.3 A staff member wishing to appeal against a final action must dispatch to the Board, within sixty calendar days after receipt of such notification, a written statement of his intention to appeal, specifying the action against which appeal is made and the subsection or sections of Rule 1230.1 under which the appeal is filed. The Board shall open its proceedings at the earliest possible moment after receipt of the appellant's full statement of his case.</p>	<p>1230.74 The following provisions shall govern the conditions of appeal:</p> <p>1230.74.1 No staff member shall bring an appeal before the Board until all the existing administrative channels have been tried and the action complained of has become final. An action is final when it has been taken by a duly authorized official and the staff member has received written notification of the action.</p> <p>1230.74.2 If the staff member has submitted a written request relating to his or her appointment status, the request shall be deemed to have been rejected and such rejection shall be subject to appeal as if final action had been taken on it as in Rule 1230.9.1 above if no definitive reply to that request has been made within 60 calendar days.</p> <ol style="list-style-type: none"> 1) two months for staff at headquarters; 2) three months for staff assigned to other duty stations. <p>1230.74.3 A staff member wishing to appeal against a final action must dispatch to the Board, within sixty 60 calendar days after receipt of such notification, a written statement of intent to appeal, specifying the action against which the appeal is filed made and the subsection(s) of Rule 1230.1 under which the appeal is filed. The Board shall open its proceedings at the earliest possible moment after receipt of the appellant's full statement of his case.</p>

PRESENT TEXT		NEW TEXT	
1240.	ADMINISTRATIVE TRIBUNAL	1240.	ADMINISTRATIVE TRIBUNAL
1240.1	Pending definitive arrangements for the use of the Administrative Tribunal of the United Nations, disputes between the Bureau and a staff member which cannot be resolved internally may be referred to the Administrative Tribunal of the International Labour Organization, in accordance with the provisions of the Statute of the Tribunal.	1240.1	<i>[no changes]</i>
1240.2	An appeal may be made to the Tribunal when the decision contested is a final decision and the person concerned has exhausted such other means of resisting it as are open to him under these Rules, and in particular Rules 1210 to 1230.	1240.2	An appeal may be made to the Tribunal when the decision contested is a final decision and the person concerned has exhausted such other means of resisting it as are open to him all internal avenues of appeal under these Rules, and in particular Rules 1210 to 1230.
1245.	EFFECT OF APPEALS ON ADMINISTRATIVE ACTION Except as provided in Rule 1210.2, the filing of an appeal under any of the procedures described in this section shall not constitute grounds for delaying the administrative action against which the appeal is made.	1245.	EFFECT OF APPEALS ON ADMINISTRATIVE ACTION <i>[no changes]</i>
1250.	AVAILABILITY OF RULES OF PROCEDURE Copies of the rules of procedure of the headquarters Board of Appeal and the Statute of the Tribunal shall be maintained in all personnel offices of the Bureau and made available to any staff member on request.	1250.	AVAILABILITY OF RULES OF PROCEDURE Copies of the rules of procedure of the headquarters Board of Appeal and the Statute of the Tribunal shall be maintained in all personnel offices of the Bureau and made available to any staff member upon request.
N 620	Breaches of conduct shall be dealt with by way of any one or combination of the following: N 620.1 oral warning; N 620.2 written reprimand N 620.3 assignment to a less responsible post; N 620.4 dismissal.	N 620	Breaches of conduct shall be dealt with by way of any one or a combination of the following: N 620.1 oral warning; written reprimand; N 620.2 written reprimand temporary suspension without pay; N 620.3 assignment to a less responsible post; withholding of within-grade increase(s); N 620.34 assignment to a less responsible post; N 620.4 5 dismissal.

PRESENT TEXT	NEW TEXT
<p>N 920 In the event that it has not been possible to settle the grievance as indicated in Staff Rule N 910 by common agreement, disputes should be resolved by way of arbitration, as reflected in the individual appointment documentation or as prescribed by prevailing government legislation. Arbitration should take place in no case sooner then 90 days following the date on which the grievance has been officially referred to the Director.</p>	<p>N 920 In the event that it has not been possible to settle the grievance as indicated in Staff Rule N 910 by common agreement, disputes should be resolved by way of arbitration, as reflected in the individual appointment documentation or as prescribed by prevailing government legislation. Arbitration should take place in no case sooner then 90 days following the date on which the grievance has been officially referred to the Director.</p>
<p>N 1000 Any matter arising which has not been foreseen by the above-mentioned Staff Rules shall be considered, reviewed and settled in accordance with the Bureau's practices and/or local legislation and practices.</p>	<p>N 1000 Any matter arising which has not been foreseen by the above-mentioned Staff Rules shall be considered, reviewed and settled in accordance with the Bureau's practices and/or local legislation and practices, without prejudice to the privileges and immunities of the Organization.</p>
<p>N 1010 In case of differences between local legislation and any provision of these Rules, the local legislation shall prevail.</p>	<p>N 1010 In case of differences between local legislation and any provision of these Staff Rules, the local legislation the Staff Rules shall prevail.</p>

ANNEX 3
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>