

## 170<sup>e</sup> SESSION DU COMITÉ EXÉCUTIF

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### AMENDEMENTS AU STATUT ET AU RÈGLEMENT DU PERSONNEL DU BUREAU SANITAIRE PANAMÉRICAIN

#### **Introduction**

1. Le Statut du personnel du Bureau sanitaire panaméricain (BSP) peut être complété ou amendé par le Conseil directeur ou par la Conférence sanitaire panaméricaine de l'Organisation panaméricaine de la Santé (OPS) en vertu de l'article 12.1 du Statut du personnel.
2. Conformément aux dispositions de l'article 020 du Règlement du personnel, le Directeur peut amender le Règlement du personnel du BSP, sous réserve de confirmation par le Comité exécutif de l'OPS.
3. En conséquence, la Directrice soumet pour confirmation à la 170<sup>e</sup> session du Comité exécutif les amendements au Règlement du personnel qu'elle a apportés depuis la 168<sup>e</sup> session du Comité exécutif, comme indiqué dans les annexes A et B du présent document. Aucun amendement de fond au Règlement du personnel n'est proposé à l'heure actuelle.
4. Les présents amendements sont apportés aux fins de cohérence entre les conditions d'emploi du personnel du Bureau sanitaire panaméricain et celles des organisations appartenant au régime commun des Nations Unies, et pour les aligner sur celles de l'Organisation mondiale de la Santé (OMS), compte tenu de l'expérience et dans l'intérêt d'une bonne gestion des ressources humaines.

#### ***Rémunération du personnel des catégories professionnelle et de rang supérieur***

5. Dans son rapport correspondant à l'année 2021, la Commission de la Fonction publique internationale recommande que le barème actuel des traitements de base minima pour les catégories professionnelle et de rang supérieur ainsi que les niveaux de protection de la rémunération soient augmentés de 0,92 %. Pour ce faire, il convient d'appliquer la méthode standard de consolidation consistant à augmenter les traitements de base et à réduire proportionnellement les niveaux des coefficients d'ajustement de poste, le résultat ne modifiant pas la rémunération nette effectivement perçue (c'est-à-dire, selon le principe

ni gain ni perte). Les niveaux de protection de la rémunération s'appliquent aux membres du personnel dont le traitement était, au moment du passage en 2017 au barème unifié, supérieur à celui qui correspond au dernier échelon de la classe. Aux fins de cohérence avec le régime commun des traitements, allocations et avantages des Nations Unies, ces augmentations établies par le BSP sont entrées en vigueur à compter du 1<sup>er</sup> janvier 2022.

6. Les amendements à l'appendice 1 du Règlement du personnel figurent dans l'annexe B du présent document.

### ***Traitements du personnel hors classes et du Directeur***

7. En conséquence des changements de traitements du personnel des catégories professionnelle et de rang supérieur, une révision similaire est également nécessaire pour le traitement du Directeur, du Directeur adjoint et du Sous-Directeur, dans le but de tenir compte des modifications apportées dans les niveaux des coefficients d'ajustement de poste. Cette révision est effectuée selon la méthode de consolidation standard (c'est-à-dire selon le principe ni gain ni perte pour le personnel).

8. Par conséquent, après révision, selon le principe ni gain ni perte :

- a) Le traitement annuel du Sous-directeur du Bureau sanitaire panaméricain, à compter du 1<sup>er</sup> janvier 2022, est établi à US\$ 186 738,<sup>1</sup> avant la contribution du personnel, donnant lieu à un traitement net correspondant de \$138 747.<sup>2</sup>
- b) Le traitement annuel du Directeur adjoint du Bureau sanitaire panaméricain, à compter du 1<sup>er</sup> janvier 2022, est établi à \$188 253 avant la contribution du personnel, donnant lieu à un traitement net correspondant de \$139 747.<sup>3</sup>
- c) Le traitement annuel du Directeur du Bureau sanitaire panaméricain, à compter du 1<sup>er</sup> janvier 2022, est établi à \$207 368, avant la contribution du personnel, donnant lieu à un traitement net correspondant de \$152 363.<sup>4</sup>

### ***Allocation pour frais d'études***

9. À la suite d'un examen effectué par la Commission de la Fonction publique internationale du régime d'allocation pour frais d'études et de la somme forfaitaire fixée

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<sup>1</sup> Sauf stipulation contraire, toutes les valeurs monétaires dans le présent document sont exprimées en dollars des États-Unis.

<sup>2</sup> Depuis au moins 1948, le traitement net du Sous-directeur du BSP est établi à \$1000 de moins que le traitement net du Directeur adjoint (document OSP.CE6 M/2 [1948]).

<sup>3</sup> Depuis 1962, le traitement net du Directeur adjoint du BSP est fixé au même niveau que celui des Directeurs régionaux de l'OMS, en tenant compte de la double responsabilité du BSP en tant que Secrétariat de l'OPS et en tant que Bureau régional de l'OMS pour les Amériques (documents CSP16/8 [1962], CES4/5, Add. I [1966], CE61/8 [1969] et CD19/45 [1969]).

<sup>4</sup> Le traitement net du Directeur du BSP est fixé au même niveau que celui du Directeur général adjoint de l'OMS, en tenant compte de la double responsabilité du BSP en tant que Secrétariat de l'OPS et en tant que Bureau régional de l'OMS pour les Amériques (documents CE45/15, Rev. I [1962] et CD19/45 [1969], ainsi que résolutions CSP16.R20 [1962] et CD19.R22 [1969]).

pour le remboursement des frais d'internat, l'Assemblée générale des Nations Unies a approuvé un ajustement de l'échelle de remboursement mobile pour le calcul de la prestation d'allocation pour frais d'études. Cet élément est décrit à l'appendice 2 du Règlement du personnel, qui figure dans l'annexe B du présent document.

### ***Engagements de service***

10. Aux termes de l'article 420.2 du Règlement du personnel, un « engagement de service » est un engagement à durée indéterminée. Depuis 1994, le Bureau n'a pas offert aux membres de son personnel des engagements de service, appelés auparavant des contrats de carrière. Seuls les engagements à durée déterminée ou temporaires sont maintenant offerts au personnel du BSP. À l'heure actuelle, aucun membre du personnel du BSP n'occupe un poste de service : ils ont pris leur retraite ou ont quitté l'Organisation. Par conséquent, la suppression des termes « engagement de service » et « contrat de carrière », ainsi que des avantages connexes, du Règlement du personnel est jugée nécessaire car ce type d'engagement ou de nomination est maintenant obsolète. Cette modification nécessitera également la révision et la renumérotation des dispositions de l'article 420 du Règlement du personnel, telles qu'elles figurent à l'annexe A du présent document.

11. À la suite de ce qui précède, tout article du Règlement du personnel qui fait référence à l'article 420 du Règlement du personnel, et dans lequel sont utilisés les termes « engagement de service » ou « contrat de carrière », ou qui décrit les avantages applicables aux postes de fonctionnaires occupant des postes de service sera modifié pour refléter ces changements, en particulier : articles 320.3, 360.1, 360.2, 360.3, 370.1, 420, 550.1, 555, 560.1, 560.2, 560.3, 565.1, 565.2, 570.1, 640.5, 740.1.1, 760.2, 765.3, 855.1, 1030.1, 1030.2.2, 1050.2, 1050.3, 1050.4, 1070.1 et 1070.2 du Règlement du personnel.

### **Amendements d'ordre rédactionnel au Règlement du personnel**

12. Certains articles du Règlement du personnel sont amendés pour des motifs d'ordre rédactionnel, y compris pour unifier le vocabulaire et rendre le texte plus précis. En ce qui concerne ces amendements, l'intention n'est pas de modifier sur le fond l'application des dispositions actuelles. Les amendements apportés au Règlement du personnel pour des motifs d'ordre rédactionnel sont les suivants :

- a) Modifier les articles 340.2 et 355.1.1 du Règlement du personnel pour remplacer « enfant handicapé physique ou mental » par « enfant ayant un handicap physique ou mental ». Ce changement s'appliquera également à la règle 355.2 du Règlement du personnel dans la version espagnole uniquement, étant donné que la version anglaise reflète correctement la terminologie appropriée. Cette modification est nécessaire pour mettre à jour et utiliser la terminologie appropriée dans le Règlement.
- b) Modifier l'article 350.2.2 du Règlement du personnel afin d'éliminer le montant en dollars de la prestation d'allocation pour frais d'internat. Au lieu de cela, le montant en dollars sera inclus dans un document de politique, ce qui permettra de maintenir la cohérence avec d'autres allocations et subventions.

- c) Modifier les articles 355.3.1 et 355.3.2 du Règlement du personnel pour remplacer l'expression « établissement d'enseignement normal » par « établissement d'enseignement traditionnel ».

**Incidences financières**

13. Les incidences financières associées à la recommandation de la CFPI en faveur d'une augmentation dans le barème des traitements de base minima sont estimées à environ \$494 000 par an dans l'ensemble du système des Nations Unies.

14. Les incidences financières de l'ajustement de l'échelle mobile de remboursement et du montant forfaitaire de l'allocation pour frais d'internat, tel que recommandé par la CFPI à l'Assemblée générale des Nations Unies, sont estimées à \$6,55 millions par an dans l'ensemble du système des Nations Unies.

**Mesure à prendre par le Comité exécutif**

15. Le Comité exécutif est invité à examiner les amendements au Statut et au Règlement du personnel du Bureau sanitaire panaméricain présentés dans ce document, à formuler tous commentaires qu'il juge pertinents et à considérer l'approbation du projet de résolution à l'annexe C.

Annexes

## Annexe A

**Amendements au Règlement du personnel du BSP établis par la Directrice  
depuis la 168<sup>e</sup> session du Comité exécutif \***

TEXTE PRÉCÉDENT	NOUVEAU TEXTE
<p><b>320. SALARY DETERMINATION</b></p> <p>[...]</p> <p>320.3 On promotion to a higher grade the net base salary of a staff member holding a service or fixed term appointment shall be fixed at the lowest step in the new grade</p> <p>[...]</p>	<p><b>320. SALARY DETERMINATION</b></p> <p>[...]</p> <p>320.3 On promotion to a higher grade the net base salary of a staff member holding a <del>service or</del> fixed term appointment shall be fixed at the lowest step in the new grade</p> <p>[...]</p>
<p><b>340. DEPENDANTS' AND SINGLE PARENT'S ALLOWANCES</b></p> <p>340. Staff members appointed to the professional or higher categories, except those holding temporary appointments as defined in Rule 420.4, are entitled to an allowance, as follows:</p> <p>[...]</p> <p>340.2 For a child who is physically or mentally disabled as defined in Staff Rule 310.5.2, an amount equivalent to double the dependent child 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><b>340. DEPENDENTS' AND SINGLE PARENT'S ALLOWANCES</b></p> <p>340. Staff members appointed to the professional or higher categories, except those holding temporary appointments as defined in Rule <del>420.4</del> <b>420.3</b>, are entitled to an allowance, as follows:</p> <p>[...]</p> <p>340.2 For a child who <del>is physically or mentally disabled</del> <b>has a physical or mental disability</b> as defined in Staff Rule 310.5.2, an amount equivalent to double the dependent child 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><b>350. EDUCATION GRANT</b></p> <p>[...]</p> <p>350.2.2 the cost of full-time attendance at</p>	<p><b>350. EDUCATION GRANT</b></p> <p>[...]</p> <p>350.2.2 the cost of full-time attendance at</p>

\* Le Statut et le Règlement du personnel du Bureau sanitaire panaméricain sont disponibles en anglais et en espagnol uniquement.

TEXTE PRÉCÉDENT	NOUVEAU TEXTE
<p>an educational institution outside the country or area of the duty station. An additional lump sum of \$5,000 is payable, to a staff member assigned to a non-Headquarters duty station, for boarding related expenses incurred at the primary and secondary education levels outside the country or commuting area of the duty station.</p> <p>[...]</p>	<p>an educational institution outside the country or area of the duty station. <del>An additional lump sum of \$5,000 is payable,</del> <del>to</del> <b>For staff members</b> assigned to a non-Headquarters duty stations, <b>an additional lump sum for</b> boarding-related expenses incurred <del>at the</del> <b>for</b> primary and secondary education levels <b>only outside the country or commuting area of the duty station is also payable.</b></p> <p>[...]</p>
<p><b>355. SPECIAL EDUCATION GRANT FOR CHILDREN WITH DISABILITIES</b></p> <p>355.1.1 the special education grant is payable in respect of any child who is physically or mentally disabled and is recognized as a dependant under Rule 310.5.2. The grant is payable from the date on which the special teaching or training is required up to the end of the year in which the child reaches the age of 28 or is awarded the first recognized post-secondary degree, whichever is earlier;</p> <p>[...]</p> <p>355.3.1 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>355.3.2 the child, while attending a normal educational institution, requires special teaching or training to assist him in overcoming the disability.</p>	<p><b>355. SPECIAL EDUCATION GRANT FOR CHILDREN WITH DISABILITIES</b></p> <p>355.1.1 the special education grant is payable in respect of any child who <del>is physically or mentally disabled</del> <b>has a physical or mental disability</b> and is recognized as a dependent under Rule 310.5.2. The grant is payable from the date on which the special teaching or training is required up to the end of the year in which the child reaches the age of 28 or is awarded the first recognized post-secondary degree, whichever is earlier;</p> <p>[...]</p> <p>355.3.1 the child is unable, by reason of physical or mental disability, to attend a <del>normal</del> <b>traditional</b> educational institution and therefore requires special teaching or training <del>to prepare him for full integration into society;</del></p> <p>355.3.2 the child, while attending a <del>normal</del> <b>traditional</b> educational institution, requires special teaching or training <del>to assist him in overcoming the disability.</del></p>

TEXTE PRÉCÉDENT	NOUVEAU TEXTE
<p><b>360. MOBILITY INCENTIVE, HARDSHIP ALLOWANCE AND NON-FAMILY SERVICE ALLOWANCE</b></p> <p>[...]</p> <p>360.1 Mobility Incentive: In order to provide incentives for mobility, an allowance is paid to staff members holding fixed-term or service appointments.</p> <p>360.2 Hardship Allowance: In order to recognize varying degrees of hardship at different duty stations, a hardship allowance is paid to staff members holding fixed-term, service or temporary appointments.</p> <p>360.3 Non-Family Service Allowance: In order to recognize service in duty stations with family restrictions, a non-family service allowance is paid to staff members holding fixed-term, service or temporary appointments.</p>	<p><b>360. MOBILITY INCENTIVE, HARDSHIP ALLOWANCE AND NON-FAMILY SERVICE ALLOWANCE</b></p> <p>[...]</p> <p>360.1 Mobility Incentive: In order to provide incentives for mobility, an allowance is paid to staff members holding fixed-term <del>or service</del> appointments.</p> <p>360.2 Hardship Allowance: In order to recognize varying degrees of hardship at different duty stations, a hardship allowance is paid to staff members holding fixed-term, <del>service</del> or temporary appointments.</p> <p>360.3 Non-Family Service Allowance: In order to recognize service in duty stations with family restrictions, a non-family service allowance is paid to staff members holding fixed-term, <del>service</del> or temporary appointments.</p>
<p><b>370. REPATRIATION GRANT</b></p> <p>370.1 A staff member who on leaving the service of the Bureau, other than by summary dismissal under Rule 1075.2, has performed at least five years of continuous service outside the country of his or her recognized place of residence under a fixed-term or service appointment shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.3 [...]</p>	<p><b>370. REPATRIATION GRANT</b></p> <p>370.1 A staff member who on leaving the service of the Bureau, other than by summary dismissal under Rule 1075.2, has performed at least five years of continuous service outside the country of his or her recognized place of residence under a fixed-term <del>or service</del> appointment shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.3 [...]</p>

TEXTE PRÉCÉDENT	NOUVEAU TEXTE
<p><b>420. APPOINTMENT POLICIES<sup>1</sup></b></p> <p><i>Footnote reference in the title of Staff Rule</i></p> <p><sup>1</sup> Staff members holding career-service appointments on 1 July 2002, and who remain below grade P-6/D-1, shall retain such appointments until they separate from the Bureau.</p> <p>420.1 Staff members may be granted service, fixed-term or temporary appointments as defined below:</p> <p>420.2 A “service appointment” is an appointment without specified time limit. A service appointment may be granted after a minimum of five years’ certified satisfactory service on fixed-term appointments and the fulfillment of such other requirements as the Director may determine.</p> <p>420.3 A “fixed-term appointment” is a time-limited appointment for one year or more. Any extension is subject to conditions determined by the Bureau.</p> <p>420.4 A “temporary appointment” is a time limited appointment for less than one year. A temporary appointment may be extended, provided that the total duration of uninterrupted service under consecutive temporary appointments does not exceed two years. A staff member who has completed the maximum period of uninterrupted service on one or more temporary appointments may not be employed by the Organization unless more than 30 calendar days have elapsed since the staff member’s separation from service. Any future employment is subject to conditions established by the Bureau.</p>	<p><b>420. APPOINTMENT POLICIES<sup>1</sup></b></p> <p><i>Footnote reference in the title of Staff Rule</i></p> <p><del><sup>1</sup> Staff members holding career-service appointments on 1 July 2002, and who remain below grade P-6/D-1, shall retain such appointments until they separate from the Bureau.</del></p> <p>420.1 Staff members may be granted service, fixed-term or temporary appointments as defined below:</p> <p><del>420.2 A “service appointment” is an appointment without specified time limit. A service appointment may be granted after a minimum of five years’ certified satisfactory service on fixed-term appointments and the fulfillment of such other requirements as the Director may determine.</del></p> <p><del>420.3</del> <b>420.2</b> A “fixed-term appointment” is a time-limited appointment for one year or more. Any extension is subject to conditions determined by the Bureau.</p> <p><del>420.4</del> <b>420.3</b> A “temporary appointment” is a time-limited appointment for less than one year. A temporary appointment may be extended, provided that the total duration of uninterrupted service under consecutive temporary appointments does not exceed two years. A staff member who has completed the maximum period of uninterrupted service on one or more temporary appointments may not be employed by the Organization unless more than 30 calendar days have elapsed since the staff member’s separation from service. Any future employment is subject to conditions established by the Bureau.</p>



TEXTE PRÉCÉDENT	NOUVEAU TEXTE
<p>420.5 Appointments may be on a full-time or part-time basis.</p>	<p><del>420.5</del> <b>420.4</b> Appointments may be on a full-time or part-time basis.</p>
<p>420.6 All staff, including staff members seconded to the Organization, shall be appointed initially on fixed-term appointments as defined in Rule 420.3, or on temporary appointments as defined in Rule 420.4.</p>	<p><del>420.6</del> <b>420.5</b> All staff, including staff members seconded to the Organization, shall be appointed initially on fixed-term appointments as defined in Rule <del>420.3</del> <b>420.2</b>, or on temporary appointments as defined in Rule <del>420.4</del> <b>420.3</b>.</p>
<p>420.7 Any fixed term appointment of one year or more shall be subject to a period of probation. After the first year of probation, the appointment may be confirmed or the probationary period may be extended up to two years when necessary for adequate evaluation of the staff member's performance, conduct and suitability for international service. In exceptional circumstances, the appointment of a staff member on probation may be terminated for poor performance or unsuitability for international service after the first six months of the probationary period following appointment.</p>	<p><del>420.7</del> <b>420.6</b> Any fixed-term appointment of one year or more shall be subject to a period of probation. After the first year of probation, the appointment may be confirmed or the probationary period may be extended up to two years when necessary for adequate evaluation of the staff member's performance, conduct, and suitability for international service. In exceptional circumstances, the appointment of a staff member on probation may be terminated for poor performance or unsuitability for international service after the first six months of the probationary period following appointment.</p>
<p>420.8 Any misstatement of fact made or material information withheld, by a job applicant during the application, selection, or appointment process may provide grounds for the withdrawal of an offer of appointment or, if an appointment has already been made, for the cancellation of employment with the Bureau after notification under Staff Rule 1130. In the event of cancellation of employment, the staff member shall be given one month's notice or, at the discretion of the Bureau, payment in lieu of notice. No indemnity or end-of-service grant is payable. At its discretion, the Bureau may provide a repatriation grant pursuant to Staff Rule 370.</p>	<p><del>420.8</del> <b>420.7</b> Any misstatement of fact made or material information withheld by a job applicant during the application, selection, or appointment process may provide grounds for the withdrawal of an offer of appointment or, if an appointment has already been made, for the cancellation of employment with the Bureau after notification under Staff Rule 1130. In the event of cancellation of employment, the staff member shall be given one month's notice or, at the discretion of the Bureau, payment in lieu of notice. No indemnity or end-of-service grant is payable. At its discretion, the Bureau may provide a repatriation grant pursuant to Staff Rule 370.</p>

TEXTE PRÉCÉDENT	NOUVEAU TEXTE
<p><b>550. WITHIN-GRADE INCREASE</b></p> <p>550.1 Staff members, holding service appointments as defined in Staff Rule 420.2 and fixed-term appointments as defined in Staff Rule 420.3, whose performance and conduct have been certified by the supervisors as being satisfactory [...]</p>	<p><b>550. WITHIN-GRADE INCREASE</b></p> <p>550.1 Staff members, holding <del>service appointments as defined in Staff Rule 420.2 and</del> fixed-term appointments as defined in Staff Rule 420.3<del>2</del>, whose performance and conduct have been certified by the supervisors as being satisfactory [...]</p>
<p><b>555. WITHIN-GRADE INCREASE BASED ON MERIT</b></p> <p>A staff member holding a fixed-term or service appointment whose performance has been especially meritorious beyond that which may reasonably be expected of a normally well-qualified staff member [...]</p>	<p><b>555. WITHIN-GRADE INCREASE BASED ON MERIT</b></p> <p>A staff member holding a fixed-term <del>or service</del> appointment whose performance has been especially meritorious beyond that which may reasonably be expected of a normally well-qualified staff member [...]</p>
<p><b>560. PROMOTION</b></p> <p>560.1 Promotion is the advancement of a staff member holding a fixed term or service appointment to a post of higher grade, as a result either of the reclassification of the post he occupies or of reassignment to a different post.</p> <p>560.2 Subject to Rule 560.3, a staff member holding a fixed term or service appointment shall be entitled to the promotion [...]</p> <p>560.3 If an occupied post is reclassified from the general service category to the national or international professional category or by more than one grade within the same category, or if the post has been reclassified previously while occupied by the same incumbent, the post shall be announced to the staff and selection for that post shall be on a competitive basis. In such cases, the incumbent of the</p>	<p><b>560. PROMOTION</b></p> <p>560.1 Promotion is the advancement of a staff member holding a fixed term <del>or service</del> appointment to a post of higher grade, as a result either of the reclassification of the post he occupies or of reassignment to a different post.</p> <p>560.2 Subject to Rule 560.3, a staff member holding a fixed term <del>or service</del> appointment shall be entitled to the promotion [...]</p> <p>560.3 If an occupied post is reclassified from the general service category to the national or international professional category or by more than one grade within the same category, or if the post has been reclassified previously while occupied by the same incumbent, the post shall be announced to the staff and selection for that post shall be on a competitive basis. In such cases, the incumbent of the</p>

TEXTE PRÉCÉDENT	NOUVEAU TEXTE
<p>reclassified post may be granted extra pay as of the fourth consecutive month following the effective date of the reclassification, in accordance with the provisions of Rule 320.5, if he or she holds a fixed term or service appointment.</p>	<p>reclassified post may be granted extra pay as of the fourth consecutive month following the effective date of the reclassification, in accordance with the provisions of Rule 320.5, if he or she holds a fixed term <del>or service</del> appointment.</p>
<p><b>565. REASSIGNMENT</b></p> <p>565.1 A reassignment is any formal movement of a staff member holding a fixed-term or service appointment from one post to another. [...]</p> <p>565.2 A staff member holding a fixed-term or service appointment may be reassigned whenever it is in the interest of the Bureau [...]</p>	<p><b>565. REASSIGNMENT</b></p> <p>565.1 A reassignment is any formal movement of a staff member holding a fixed-term <del>or service</del> appointment from one post to another. [...]</p> <p>565.2 A staff member holding a fixed-term <del>or service</del> appointment may be reassigned whenever it is in the interest of the Bureau [...]</p>
<p><b>570. REDUCTION IN GRADE</b></p> <p>570.1 The grade of staff members holding a fixed-term or service appointment may be reduced as a consequence of reclassification of the post occupied or reassignment to a different post of lower grade. The latter may result:</p> <p>[...]</p>	<p><b>570. REDUCTION IN GRADE</b></p> <p>570.1 The grade of staff members holding a fixed-term <del>or service</del> appointment may be reduced as a consequence of reclassification of the post occupied or reassignment to a different post of lower grade. The latter may result:</p> <p>[...]</p>
<p><b>640. HOME LEAVE</b></p> <p>[...]</p> <p>640.5 Eligible staff members, as defined in Rule 640.4, holding temporary, fixed term, or service appointments are granted home leave when:</p> <p>[...]</p>	<p><b>640. HOME LEAVE</b></p> <p>[...]</p> <p>640.5 Eligible staff members, as defined in Rule 640.4, holding temporary; <del>or fixed term;</del> <del>or service</del> appointments are granted home leave when:</p> <p>[...]</p>

TEXTE PRÉCÉDENT	NOUVEAU TEXTE
<p><b>740. SICK LEAVE</b></p> <p>[...]</p> <p>740.1.1 a staff member holding a fixed-term or service appointment of one year's duration or more may be granted up to six months' sick leave with full pay in any period of 12 consecutive months [...]</p>	<p><b>740. SICK LEAVE</b></p> <p>[...]</p> <p>740.1.1 a staff member holding a fixed-term <del>or service</del> appointment of one year's duration or more may be granted up to six months' sick leave with full pay in any period of 12 consecutive months [...]</p>
<p><b>760. MATERNITY LEAVE</b></p> <p>[...]</p> <p>760.2 Staff members holding fixed-term or service appointments who give birth to a child are entitled to 16 weeks of maternity leave, [...]</p> <p>760.3 Staff members holding temporary appointments as defined in Rule 420.4 [...]</p>	<p><b>760. MATERNITY LEAVE</b></p> <p>[...]</p> <p>760.2 Staff members holding fixed-term <del>or service</del> appointments who give birth to a child are entitled to 16 weeks of maternity leave, [...]</p> <p>760.3 Staff members holding temporary appointments as defined in Rule <del>420.4</del> <b>420.3</b> [...]</p>
<p><b>855. RELOCATION SHIPMENT</b></p> <p>855.1 Staff members holding a fixed-term or service appointment who are installed for at least one year at duty station that is not their recognized placed of residence [...]</p>	<p><b>855. RELOCATION SHIPMENT</b></p> <p>855.1 Staff members holding a fixed-term <del>or service</del> appointment who are installed for at least one year at <b>a</b> duty station that is not their recognized placed of residence [...]</p>
<p><b>1030. TERMINATION FOR REASONS OF HEALTH</b></p> <p>1030.1 [...] The staff member shall be given three months' notice if serving on a service or fixed-term appointment and one month's notice if serving on a temporary appointment. The staff member shall always have the option of resigning.</p> <p>1030.2 Prior to such termination the following conditions must be filled: [...]</p>	<p><b>1030. TERMINATION FOR REASONS OF HEALTH</b></p> <p>1030.1 [...] The staff member shall be given three months' notice if serving on a <del>service or</del> fixed-term appointment and one month's notice if serving on a temporary appointment. The staff member shall always have the option of resigning.</p> <p>1030.2 Prior to such termination the following conditions must be filled: [...]</p>

TEXTE PRÉCÉDENT	NOUVEAU TEXTE
<p>1030.2.2 reassignment possibilities for staff members holding service or fixed-term appointments shall be explored and an offer made if this is feasible;</p> <p>[...]</p>	<p>1030.2.2 reassignment possibilities for staff members holding <del>service or</del> fixed-term appointments shall be explored and an offer made if this is feasible;</p> <p>[...]</p>
<p><b>1050. ABOLITION OF POST</b></p> <p>[...]</p> <p>1050.2 When a post of indefinite duration – or any post held by a staff member with a service appointment<sup>2</sup> – is abolished, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with established procedures, specifically:</p> <p><i>Footnote reference under Staff Rule 1050.2</i></p> <p><sup>2</sup> In this Rule, references to staff members holding service appointments shall be interpreted to include staff members holding career-service appointments.</p> <p>1050.3 Termination under this Rule shall require the giving of at least three months’ notice to a staff member holding a service appointment or a non-probationary fixed term appointment against a post of indefinite duration or one of limited duration and at least one month’s notice to any other staff member.</p> <p>1050.4 Staff members whose appointments are terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.3:</p>	<p><b>1050. ABOLITION OF POST</b></p> <p>[...]</p> <p>1050.2 When a post of indefinite duration <del>– or any post held by a staff member with a service appointment<sup>2</sup></del> – is abolished, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with established procedures, specifically:</p> <p><i>Footnote reference under Staff Rule 1050.2</i></p> <p><del><sup>2</sup> In this Rule, references to staff members holding service appointments shall be interpreted to include staff members holding career-service appointments.</del></p> <p>1050.3 Termination under this Rule shall require the giving of at least three months’ notice to a staff member holding a <del>service appointment</del> or a non-probationary fixed-term appointment against a post of indefinite duration or one of limited duration and at least one month’s notice to any other staff member.</p> <p>1050.4 Staff members whose appointments are terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.3:</p>

TEXTE PRÉCÉDENT			NOUVEAU TEXTE		
<b>Indemnity (Terminal remuneration)</b>			<b>Indemnity (Terminal remuneration)</b>		
<b>Years of service</b>	<b>Staff holding service appointments</b>	<b>Staff holding fixed-term appointments</b>	<b>Years of service</b>	<b>Staff holding service appointments</b>	<b>Staff holding fixed-term appointments</b>
Less than 1	Not applicable	One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months	Less than 1	Not applicable	One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months
1			1		
2			2		
3			3		
4			4		
5		4 months	5		4 months
6	6 months	5 months	6	<del>6 months</del>	5 months
7	7 months	6 months	7	<del>7 months</del>	6 months
8	8 months	7 months	8	<del>8 months</del>	7 months
9	9 months	9 months	9	<del>9 months</del>	9 months
10	9.5 months	9.5 months	10	<del>9.5 months</del>	9.5 months
11	10 months	10 months	11	<del>10 months</del>	10 months
12	10.5 months	10.5 months	12	<del>10.5 months</del>	10.5 months
13	11 months	11 months	13	<del>11 months</del>	11 months
14	11.5 months	11.5 months	14	<del>11.5 months</del>	11.5 months
15 or more	12 months	12 months	15 or more	<del>12 months</del>	12 months
[...]			[...]		
<b>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</b>			<b>1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE</b>		
1070.1 A staff member's fixed term or service appointment may be terminated if his performance is unsatisfactory or if he proves unsuited to his work or to international service. [...]			1070.1 A staff member's fixed term <del>or service</del> appointment may be terminated if his performance is unsatisfactory or if he proves unsuited to his work or to international service. [...]		
1070.2 Prior to termination action, a staff member holding a fixed term or service appointment shall be given a written warning [...]			1070.2 Prior to termination action, a staff member holding a fixed term <del>or service</del> appointment shall be given a written warning [...]		

## Annexe B

## Appendice 1 du Règlement du personnel

**A. Barème des traitements pour le personnel des catégories professionnelle et de rang supérieur :  
traitements annuels bruts et équivalents nets après application des contributions du personnel  
(en dollars des États-Unis)**

À compter du 1<sup>er</sup> janvier 2022

Classes		Échelons												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
D-2	<b>Montant brut</b>	150 252	153 708	157 164	160 623	164 082	167 539	170 994	174 455	177 911	181 367			
	Net	114 666	116 947	119 228	121 511	123 794	126 076	128 356	130 640	132 921	135 202			
D-1	<b>Montant brut</b>	134 514	137 376	140 243	143 107	145 961	148 827	151 792	154 824	157 864	160 897	163 933	166 965	170 003
	Net	103 660	105 663	107 670	109 675	111 673	113 679	115 683	117 684	119 690	121 692	123 696	125 697	127 702
P-5	<b>Montant brut</b>	115 949	118 384	120 821	123 253	125 690	128 123	130 561	132 994	135 430	137 863	140 300	142 730	145 170
	Net	90 664	92 369	94 075	95 777	97 483	99 186	100 893	102 596	104 301	106 004	107 710	109 411	111 119
P-4	<b>Montant brut</b>	94 871	97 036	99 200	101 481	103 830	106 180	108 533	110 883	113 231	115 579	117 933	120 277	122 627
	Net	75 602	77 247	78 892	80 537	82 181	83 826	85 473	87 118	88 762	90 405	92 053	93 694	95 339
P-3	<b>Montant brut</b>	77 884	79 887	81 891	83 892	85 897	87 899	89 901	91 908	93 909	95 911	97 918	99 921	102 090
	Net	62 692	64 214	65 737	67 258	68 782	70 303	71 825	73 350	74 871	76 392	77 918	79 440	80 963
P-2	<b>Montant brut</b>	60 203	61 993	63 784	65 575	67 370	69 163	70 958	72 743	74 537	76 328	78 120	79 914	81 704
	Net	49 254	50 615	51 976	53 337	54 701	56 064	57 428	58 785	60 148	61 509	62 871	64 235	65 595
P-1	<b>Montant brut</b>	46 413	47 806	49 198	50 646	52 164	53 688	55 207	56 729	58 249	59 771	61 291	62 811	64 332
	Net	38 523	39 679	40 834	41 991	43 145	44 303	45 457	46 614	47 769	48 926	50 081	51 236	52 392

<sup>1</sup> La période normale pour avoir droit à une augmentation à l'intérieur de la classe entre échelons consécutifs est d'une année. Les échelons grisés dans chaque classe sont ceux pour lesquels deux ans de service sont nécessaires pour passer à l'échelon supérieur (article 550.2 du Règlement du personnel).

**B. Niveaux de protection de la rémunération pour le personnel  
recevant un traitement supérieur au traitement maximal  
dans le barème unifié des traitements**  
(en dollars des États-Unis)

À compter du 1<sup>er</sup> janvier 2022

Classe		Niveau de protection de la rémunération 1	Niveau de protection de la rémunération 2
<b>P-4</b>	<b>Salaire brut</b>	<b>124 981</b>	<b>127 331</b>
	Salaire net	96 987	98 632
<b>P-3</b>	<b>Salaire brut</b>	<b>104 263</b>	<b>106 437</b>
	Salaire net	82 484	84 006
<b>P.2</b>	<b>Salaire brut</b>	<b>83 495</b>	-
	Salaire net	66 956	
<b>P.1</b>	<b>Salaire brut</b>	<b>65 851</b>	-
	Salaire net	53 547	



**Appendice 2 du Règlement du personnel****Admissibilité à une allocation pour frais d'études  
Barème de remboursement dégressif au titre de l'allocation pour frais d'études**Année scolaire en cours au 1<sup>er</sup> janvier 2022

<b>Fourchette des dépenses ouvrant droit à remboursement (en dollars des États-Unis)</b>	<b>Taux de remboursement (en pourcentage)</b>
0 à 13 224	86
13 225 à 19 836	81
19 837 à 26 448	76
26 449 à 33 060	71
33 061 à 39 672	66
39 673 à 46 284	61
46 285 et plus	–

## 170<sup>e</sup> SESSION DU COMITÉ EXÉCUTIF

Washington, D.C., ÉUA (session hybride), du 20 au 24 juin 2022

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CE170/26  
Annexe C  
Original : anglais

### *PROJET DE RÉSOLUTION*

#### **AMENDEMENTS AU STATUT ET AU RÈGLEMENT DU PERSONNEL DU BUREAU SANITAIRE PANAMÉRICAIN**

##### *LA 170<sup>e</sup> SESSION DU COMITÉ EXÉCUTIF,*

(PP1) Ayant examiné les amendements au Règlement du personnel du Bureau sanitaire panaméricain présentés par la Directrice à l'annexe A du document CE170/26 ;

(PP2) Prenant acte de la recommandation de la Commission de la Fonction publique internationale, dans son rapport annuel 2021, d'augmenter le barème des traitements de base/plancher du personnel des catégories professionnelle et de rang supérieur et les points de protection salariale de 0,92 % selon le principe ni gain ni perte, et de la mise en œuvre de cette recommandation par le Bureau sanitaire panaméricain à compter du 1<sup>er</sup> janvier 2022 ;

(PP3) Prenant en considération les mesures prises par la Soixante-quinzième Assemblée mondiale de la Santé concernant la rémunération des Directeurs régionaux, des Sous-directeurs généraux et du Directeur général adjoint, sur la base de l'approbation par l'Assemblée générale des Nations Unies du barème des traitements de base/plancher amendé pour le personnel des catégories professionnelle et de rang supérieur, selon le principe ni gain ni perte ;

(PP4) Gardant à l'esprit les dispositions de l'article 020 du Règlement du personnel et de l'article 3.1 du Statut du personnel du Bureau sanitaire panaméricain ;

(PP5) Prenant acte de la nécessité de l'application uniforme des conditions d'emploi pour les membres du personnel du Bureau sanitaire panaméricain et des institutions appartenant au régime commun des Nations Unies,

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***DÉCIDE :***

(OP)1. De confirmer, en vertu de l'article 020 du Règlement du personnel, les amendements du Règlement du personnel effectués par la Directrice et prenant effet le 1<sup>er</sup> janvier 2022 concernant la rémunération du personnel des catégories professionnelle et de rang supérieur, et les amendements du Règlement du personnel effectués par la Directrice et prenant effet le 1<sup>er</sup> juillet 2022 relatifs à l'allocation pour frais d'études, à la somme forfaitaire fixée pour le remboursement des frais d'internat et aux engagements de service.

(OP)2. D'établir le traitement annuel du Sous-directeur du Bureau sanitaire panaméricain, à partir du 1<sup>er</sup> janvier 2022, à US\$ 186 738,<sup>1</sup> avant la contribution du personnel, donnant lieu à un traitement net correspondant de \$138 747.

(OP)3. D'établir le traitement annuel du Directeur adjoint du Bureau sanitaire panaméricain, à partir du 1<sup>er</sup> janvier 2022, à \$188 253 avant la contribution du personnel, donnant lieu à un traitement net correspondant de \$139 747.

(OP)4. D'établir le traitement annuel du Directeur du Bureau sanitaire panaméricain, à compter du 1<sup>er</sup> janvier 2022, à \$207 368, avant la contribution du personnel, donnant lieu à un traitement net correspondant de \$152 363.

Appendice

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<sup>1</sup> Sauf stipulation contraire, toutes les valeurs monétaires dans ce document sont exprimées en dollars des États-Unis.

**Appendice**

**AMENDEMENTS AU RÈGLEMENT DU PERSONNEL  
DU BUREAU SANITAIRE PANAMÉRICAIN\***

**Les modifications présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :**

**320. SALARY DETERMINATION**

[...]

320.3 On promotion to a higher grade the net base salary of a staff member holding a fixed term appointment shall be fixed at the lowest step in the new grade [...]

**340. DEPENDENTS' AND SINGLE PARENT'S ALLOWANCES**

340. Staff members appointed to the professional or higher categories, except those holding temporary appointments as defined in Rule 420.3, are entitled to an allowance, as follows:

[...]

340.2 For a child who has a physical or mental disability as defined in Staff Rule 310.5.2, an amount equivalent to double the dependent child 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.

**350. EDUCATION GRANT**

[...]

350.2.2 the cost of full-time attendance at an educational institution outside the country or area of the duty station. For staff members assigned to a non-Headquarters duty stations, an additional lump sum for boarding-related expenses incurred for primary and secondary education levels only is also payable.

[...]

**355. SPECIAL EDUCATION GRANT FOR CHILDREN WITH DISABILITIES**

355.1.1 the special education grant is payable in respect of any child who has a physical or mental disability and is recognized as a dependent under Rule 310.5.2. The grant is payable from the date on which the special teaching or training is required up to the end of the year in which the child reaches the age of 28 or is awarded the first recognized post-secondary degree, whichever is earlier;

[...]

\* Le Statut et le Règlement du personnel du Bureau sanitaire panaméricain sont disponibles en anglais et en espagnol uniquement.

**Les modifications présentées ci-dessous s’appliqueront aux articles spécifiques indiqués dans chaque cas :**

355.3.1 the child is unable, by reason of physical or mental disability, to attend a traditional educational institution and therefore requires special teaching or training;

355.3.2 the child, while attending a traditional educational institution, requires special teaching or training.

**360. MOBILITY INCENTIVE, HARDSHIP ALLOWANCE AND NON-FAMILY SERVICE ALLOWANCE**

[...]

360.1 Mobility Incentive: In order to provide incentives for mobility, an allowance is paid to staff members holding fixed-term appointments.

360.2 Hardship Allowance: In order to recognize varying degrees of hardship at different duty stations, a hardship allowance is paid to staff members holding fixed-term or temporary appointments.

360.3 Non-Family Service Allowance: In order to recognize service in duty stations with family restrictions, a non-family service allowance is paid to staff members holding fixed-term or temporary appointments.

**370. REPATRIATION GRANT**

370.1 A staff member who on leaving the service of the Bureau, other than by summary dismissal under Rule 1075.2, has performed at least five years of continuous service outside the country of his or her recognized place of residence under a fixed-term appointment shall be entitled to a repatriation grant in accordance with the following schedules and with Rule 380.3 [...]

**420. APPOINTMENT POLICIES**

420.1 Staff members may be granted fixed-term or temporary appointments as defined below:

420.2 A “fixed-term appointment” is a time-limited appointment for one year or more. Any extension is subject to conditions determined by the Bureau.

420.3 A “temporary appointment” is a time-limited appointment for less than one year. A temporary appointment may be extended, provided that the total duration of uninterrupted service under consecutive temporary appointments does not exceed two years. A staff member who has completed the maximum period of uninterrupted service on one or more temporary appointments may not be employed by the Organization unless more than 30 calendar days have elapsed since the staff member’s separation from service. Any future employment is subject to conditions established by the Bureau.

**Les modifications présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :**

420.4 Appointments may be on a full-time or part-time basis.

420.5 All staff, including staff members seconded to the Organization, shall be appointed initially on fixed-term appointments as defined in Rule 420.2, or on temporary appointments as defined in Rule 420.3.

420.6 Any fixed-term appointment of one year or more shall be subject to a period of probation. After the first year of probation, the appointment may be confirmed or the probationary period may be extended up to two years when necessary for adequate evaluation of the staff member's performance, conduct, and suitability for international service. In exceptional circumstances, the appointment of a staff member on probation may be terminated for poor performance or unsuitability for international service after the first six months of the probationary period following appointment.

420.7 Any misstatement of fact made or material information withheld by a job applicant during the application, selection, or appointment process may provide grounds for the withdrawal of an offer of appointment or, if an appointment has already been made, for the cancellation of employment with the Bureau after notification under Staff Rule 1130. In the event of cancellation of employment, the staff member shall be given one month's notice or, at the discretion of the Bureau, payment in lieu of notice. No indemnity or end-of-service grant is payable. At its discretion, the Bureau may provide a repatriation grant pursuant to Staff Rule 370.

**550. WITHIN-GRADE INCREASE**

550.1 Staff members, holding fixed-term appointments as defined in Staff Rule 420.2, whose performance and conduct have been certified by the supervisors as being satisfactory [...]

**555. WITHIN-GRADE INCREASE BASED ON MERIT**

A staff member holding a fixed-term appointment whose performance has been especially meritorious beyond that which may reasonably be expected of a normally well-qualified staff member [...]

**560. PROMOTION**

560.1 Promotion is the advancement of a staff member holding a fixed term appointment to a post of higher grade, as a result either of the reclassification of the post he occupies or of reassignment to a different post.

560.2 Subject to Rule 560.3, a staff member holding a fixed term appointment shall be entitled to the promotion [...]

**Les modifications présentées ci-dessous s’appliqueront aux articles spécifiques indiqués dans chaque cas :**

560.3 If an occupied post is reclassified from the general service category to the national or international professional category or by more than one grade within the same category, or if the post has been reclassified previously while occupied by the same incumbent, the post shall be announced to the staff and selection for that post shall be on a competitive basis. In such cases, the incumbent of the reclassified post may be granted extra pay as of the fourth consecutive month following the effective date of the reclassification, in accordance with the provisions of Rule 320.5, if he or she holds a fixed term appointment.

**565. REASSIGNMENT**

565.1 A reassignment is any formal movement of a staff member holding a fixed-term appointment from one post to another. [...]

565.2 A staff member holding a fixed-term appointment may be reassigned whenever it is in the interest of the Bureau [...]

**570. REDUCTION IN GRADE**

570.1 The grade of staff members holding a fixed-term appointment may be reduced as a consequence of reclassification of the post occupied or reassignment to a different post of lower grade. The latter may result:

[...]

**640. HOME LEAVE**

[...]

640.5 Eligible staff members, as defined in Rule 640.4, holding temporary or fixed term appointments are granted home leave when:

[...]

**740. SICK LEAVE**

[...]

740.1.1 a staff member holding a fixed-term appointment of one year’s duration or more may be granted up to six months’ sick leave with full pay in any period of 12 consecutive months [...]

**Les modifications présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :**

**760. MATERNITY LEAVE**

[...]

760.2 Staff members holding fixed-term appointments who give birth to a child are entitled to 16 weeks of maternity leave, [...]

760.3 Staff members holding temporary appointments as defined in Rule 420.3 [...]

**855. RELOCATION SHIPMENT**

855.1 Staff members holding a fixed-term appointment who are installed for at least one year at a duty station that is not their recognized placed of residence [...]

**1030. TERMINATION FOR REASONS OF HEALTH**

1030.1 [...] The staff member shall be given three months' notice if serving on a fixed-term appointment and one month's notice if serving on a temporary appointment. The staff member shall always have the option of resigning.

1030.2 Prior to such termination the following conditions must be filled:

[...]

1030.2.2 reassignment possibilities for staff members holding fixed-term appointments shall be explored and an offer made if this is feasible;

[...]

**1050. ABOLITION OF POST**

[...]

1050.2 When a post of indefinite duration is abolished, reasonable efforts shall be made to reassign the staff member occupying that post, in accordance with established procedures, specifically:

1050.3 Termination under this Rule shall require the giving of at least three months' notice to a staff member holding a non-probationary fixed-term appointment against a post of indefinite duration or one of limited duration and at least one month's notice to any other staff member.

1050.4 Staff members whose appointments are terminated under this Rule shall be paid an indemnity in accordance with the following schedule and with due regard to Rule 380.3:



Les modifications présentées ci-dessous s'appliqueront aux articles spécifiques indiqués dans chaque cas :

<b>Indemnity (Terminal remuneration)</b>	
<b>Years of service</b>	<b>Staff holding fixed-term appointments</b>
Less than 1	One week per unexpired month of contract, subject to a minimum of 6 weeks and a maximum of 3 months
1	
2	
3	
4	
5	4 months
6	5 months
7	6 months
8	7 months
9	9 months
10	9.5 months
11	10 months
12	10.5 months
13	11 months
14	11.5 months
15 or more	12 months

[...]

**1070. UNSATISFACTORY PERFORMANCE OR UNSUITABILITY FOR INTERNATIONAL SERVICE**

1070.1 A staff member's fixed term appointment may be terminated if his performance is unsatisfactory or if he proves unsuited to his work or to international service. [...]

1070.2 Prior to termination action, a staff member holding a fixed term appointment shall be given a written warning [...]



## Rapport sur les incidences financières et administratives qu'aura pour le BSP le projet de résolution

<p><b>1. Point de l'ordre du jour :</b> 6.1 - Amendements au Statut et au Règlement du personnel du Bureau sanitaire panaméricain</p>
<p><b>2. Lien avec le <a href="#">Budget programme de l'Organisation panaméricaine de la Santé pour 2022-2023</a> :</b></p> <p><i>Résultat intermédiaire 28. Gestion et administration</i></p>
<p><b>3. Incidences financières :</b></p> <p>a) <b>Coût estimatif total de la mise en œuvre de la résolution sur toute sa durée (activités et personnel compris) :</b></p> <p>Les incidences financières associées à la recommandation de la Commission de la fonction publique internationale en faveur d'une augmentation dans le barème des traitements de base minima sont estimées à environ US\$ 494 000 par an pour l'ensemble du système des Nations Unies.</p> <p>b) <b>Coût estimatif pour l'exercice 2022-2023 (activités et personnel compris) :</b></p> <p>Insignifiant.</p> <p>c) <b>Sur le coût estimatif indiqué au point b), quel montant peut être inclus dans les activités programmées existantes ? :</b></p> <p>Tous les coûts sont inclus dans les coûts totaux budgétisés pour les postes de catégorie professionnelle de l'ONU.</p>
<p><b>4. Incidences administratives :</b></p> <p>a) <b>Indiquer les niveaux de l'Organisation où les activités seront exécutées :</b></p> <p>Le Département de la Gestion des ressources humaines révisera les documents de politique en matière de ressources humaines aux fins de conformité avec les amendements apportés au Règlement du personnel.</p> <p>b) <b>Besoins supplémentaires de dotations en personnel (indiquer le personnel supplémentaire à plein temps nécessaire, en précisant les qualifications requises) :</b></p> <p>Sans objet.</p> <p>c) <b>Calendriers (indiquer des calendriers approximatifs pour la mise en œuvre et l'évaluation) :</b></p> <p>Les amendements au Règlement du personnel entrent en vigueur lorsqu'ils sont approuvés par la Directrice, sous réserve de confirmation par le Comité exécutif, et sont évalués en permanence.</p>

## Formulaire analytique visant à lier un point de l'ordre du jour aux missions de l'Organisation

<p><b>1. Point de l'ordre du jour :</b> 6.1 - Amendements au Statut et au Règlement du personnel du Bureau sanitaire panaméricain</p>
<p><b>2. Unité responsable :</b> Gestion des ressources humaines</p>
<p><b>3. Fonctionnaire chargé de la préparation :</b> Dr Luz Marina Barillas, Directrice du Département de la Gestion des ressources humaines</p>
<p><b>4. Liens entre ce point de l'ordre du jour et le <a href="#">Programme d'action sanitaire durable pour les Amériques 2018-2030</a> :</b></p> <p>Ce point de l'ordre du jour est au service de la mise en œuvre par le Bureau sanitaire panaméricain du paragraphe 6 du Programme d'action sanitaire.</p>
<p><b>5. Liens entre ce point de l'ordre du jour et le <a href="#">Plan stratégique de l'Organisation panaméricaine de la Santé 2020-2025</a> :</b></p> <p><i>Résultat intermédiaire 28. Gestion et administration</i></p>
<p><b>6. Liste de centres collaborateurs et d'institutions nationales liés à ce point de l'ordre du jour :</b></p> <p>Sans objet.</p>
<p><b>7. Meilleures pratiques appliquées dans ce secteur et exemples tirés des pays de la Région des Amériques :</b></p> <p>Les amendements au Règlement du personnel sont proposés aux fins de cohérence avec les organisations appartenant au régime commun des Nations Unies et pour les aligner sur celui de l'Organisation mondiale de la Santé, compte tenu de l'expérience et dans l'intérêt des pratiques de bonne gestion des ressources humaines.</p>
<p><b>8. Incidences financières du point de l'ordre du jour en question :</b></p> <p>Minimales. Les coûts sont inclus dans les coûts totaux budgétisés pour les postes de catégorie professionnelle des Nations Unies.</p>

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