

170^e SESSION DU COMITÉ EXÉCUTIF

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CE170.R13
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RÉSOLUTION

CE170.R13

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

LA 170^e SESSION DU COMITÉ EXÉCUTIF,

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

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 BSP à compter du 1^{er} janvier 2022 ;

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 ;

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 BSP ;

Prenant acte de la nécessité de l'application uniforme des conditions d'emploi pour les membres du personnel du BSP et des institutions appartenant au régime commun des Nations Unies,

DÉCIDE :

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^{er} 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^{er} 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.
2. D'établir le traitement annuel du Sous-directeur du Bureau sanitaire panaméricain, à partir du 1^{er} janvier 2022, à US\$ 186 738,¹ avant la contribution du personnel, donnant lieu à un traitement net correspondant de \$138 747.
3. D'établir le traitement annuel du Directeur adjoint du Bureau sanitaire panaméricain, à partir du 1^{er} janvier 2022, à \$188 253 avant la contribution du personnel, donnant lieu à un traitement net correspondant de \$139 747.
4. D'établir le traitement annuel du Directeur du Bureau sanitaire panaméricain, à compter du 1^{er} janvier 2022, à \$207 368, avant la contribution du personnel, donnant lieu à un traitement net correspondant de \$152 363.

Appendice

¹ 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 :

Indemnity (Terminal remuneration)	
Years of service	Staff holding fixed-term appointments
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 [...]

(Sixième réunion, le 22 juin 2022)
