



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



48th DIRECTING COUNCIL

60th SESSION OF THE REGIONAL COMMITTEE

Washington, D.C., USA, 29 September-3 October 2008

Provisional Agenda Item 5.4

CD48/23 (Eng.)
13 August 2008
ORIGINAL: ENGLISH

SALARY OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU AND AMENDMENT TO STAFF REGULATION 4.3

Amendment to the Staff Rules

1. In accordance with its mandate, the Executive Committee at its 142nd Session in June considered the changes to the Staff Rules that were made by the Director of the Pan American Sanitary Bureau and adopted in Resolution CE142.R7.

Salaries of Professional and Higher Categories and Staff in Ungraded Posts

2. The International Civil Service Commission recommended and the United Nations General Assembly endorsed, with effect from 1 January 2008, an increase of 1.97% to the base/floor salary scale for the professional and higher categories through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points, i.e., on a “no loss/no gain” basis.

3. To maintain uniformity with WHO and the United Nations Common System, the Director of the Pan American Sanitary Bureau (PASB) approved similar adjustments in the base/floor salary scale for PASB staff in the professional and higher categories. Those adjustments were confirmed by PAHO’s Executive Committee at its 142nd Session. In conformity with Staff Rule 330.4, similar adjustments were also approved by the Director and confirmed by the Executive Committee with respect to the salaries of the Deputy Director and Assistant Director of PASB.

Salary of the Director

4. Based on the action of the Executive Committee in paragraph 3 (above) and for consistency, similar adjustments should also be made with respect to the salary of the Director. Pursuant to Staff Rule 330.4, any adjustments to the salary of the Director must be approved by the Pan American Sanitary Conference or the Directing Council.

Amendment to Staff Regulation 4.3

5. In accordance with Staff Regulation 12.1, the Director submits to the Directing Council an amendment to Staff Regulation 4.3 (see Annex A), for its approval. This amendment is considered necessary in order that the Bureau may continue to advance the rotation and mobility of staff members, without promotion, into vacant posts both at its headquarters and at country level.

Action by the Directing Council

6. The Directing Council is requested to consider the resolution proposed by the Executive Committee concerning the salary of the Director and the amendment to Staff Regulation 4.3 (see CE142.R7, Annex B).

Annexes

STAFF REGULATIONS

FORMER TEXT	NEW TEXT
<p>ARTICLE IV Appointment and Promotion</p> <p>....</p> <p>4.3 Selection of staff members shall be without regard to race, creed, or sex. So far as is practicable, selection shall be made on a competitive basis.</p> <p>....</p>	<p>ARTICLE IV Appointment and Promotion</p> <p>....</p> <p>4.3 Selection of staff members shall be made without regard to race, creed or sex; <u>shall be based on a full assessment of an individual's relevant skills and experience; and</u> so far as is practicable shall <u>normally</u> be made on a competitive basis. <u>A competitive selection process shall not be required where it is in the interest of the Bureau to fill a vacant post by reassignment of a staff member without promotion.</u></p> <p>....</p>



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142nd SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 23-27 June 2008

CD48/23 (Eng.)
Annex B

ORIGINAL: ENGLISH

RESOLUTION

CE142.R7

AMENDMENTS TO THE STAFF RULES AND REGULATIONS OF THE PAN AMERICAN SANITARY BUREAU

THE 142nd SESSION OF THE EXECUTIVE COMMITTEE,

Having considered the amendments to the Staff Rules and Regulations of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE142/31;

Taking into account the actions of the Sixty-first World Health Assembly regarding the remuneration of the Regional Directors, Assistant Directors-General and the Director-General;

Bearing in mind the provisions of Staff Rule 020 and Staff Regulation 3.1 of the Pan American Sanitary Bureau; and

Recognizing the need for uniformity in the conditions of employment of staff of the Pan American Sanitary Bureau and the World Health Organization,

RESOLVES:

2. To confirm in accordance with Staff Rule 020 the amendments to the Staff Rules that have been made by the Director with effect from 1 July 2008 concerning dependants' allowance, mobility and hardship scheme; assignment grant; end-of-service grant;

recruitment policies; meritorious within-grade increase; leave for military training or service; and staff in posts subject to local recruitment.

3. To establish the annual salary of the Deputy Director of the Pan American Sanitary Bureau as from 1 January 2008 at US\$ 172,546 before staff assessment, resulting in a modified net salary of \$125,155 (dependency rate) or \$113,332 (single rate).

4. To establish the annual salary of the Assistant Director of the Pan American Sanitary Bureau as from 1 January 2008 at US\$ 171,008 before staff assessment, resulting in a modified net salary of \$124,155 (dependency rate) or \$112,332 (single rate).

5. To recommend to the 48th Directing Council that it adjust the annual salary of the Director of the Pan American Sanitary Bureau and approve the amendment to Staff Regulation 4.3 by adopting the following resolution:

THE 48th DIRECTING COUNCIL,

Considering the revision to the base/floor salary scale for the professional and higher-graded categories of staff, effective 1 January 2008 (Document CD48/__); and

Taking into account the decision of the Executive Committee at its 142nd Session to adjust the salaries of the Deputy Director and Assistant Director of the Pan American Sanitary Bureau,

RESOLVES:

1. To establish the annual salary of the Director of the Pan American Sanitary Bureau as from 1 January 2008 at US\$ 189,929 before staff assessment, resulting in a modified net salary of \$136,454 (dependency rate) or \$122,802 (single rate).

2. To approve the amendment to Staff Regulation 4.3 with respect to the appointment and promotion of staff.

(Eighth meeting, 26 June 2008)