

# 172nd SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 26–30 June 2023

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CE172.R11  
Original: English

## ***RESOLUTION***

### ***CE172.R11***

#### **AMENDMENTS TO THE PAN AMERICAN SANITARY BUREAU STAFF REGULATIONS AND RULES**

##### ***THE 172nd SESSION OF THE EXECUTIVE COMMITTEE,***

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in Annex A to Document CE172/24;

Acknowledging the recommendation of the International Civil Service Commission in its 2022 Annual Report to increase the base/floor salary scale for the professional and higher categories and pay protection points by 2.28% on a no-loss/no-gain basis, and PASB's implementation of that recommendation as of 1 January 2023;

Taking into consideration the actions of the Seventy-fifth World Health Assembly regarding the remuneration of the Regional Directors, Assistant Directors-General, and the Deputy Director-General based on the United Nations General Assembly's approval of the amended base/floor salary scale for the professional and higher categories on a no-loss/no-gain basis;

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

Recognizing the need for uniformity in the conditions of employment of staff of the Pan American Sanitary Bureau and the United Nations common system agencies,

#### ***RESOLVES:***

1. To confirm, in accordance with Staff Rule 020, the Staff Rule amendments that have been made by the Director effective 1 January 2023 concerning the remuneration of staff in the professional and higher categories and the change in allowance for children with disabilities, and the Staff Rule amendments that have been made by the Director effective 1 July 2023 regarding parental leave and the number of official holidays.
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2. To establish the annual salary of the Assistant Director of the Pan American Sanitary Bureau, beginning on 1 January 2023 at US\$ 191,565<sup>1</sup> before staff assessment, with a corresponding net base salary of \$141,933.
3. To establish the annual salary of the Deputy Director of the Pan American Sanitary Bureau, beginning on 1 January 2023, at \$193,080 before staff assessment, with a corresponding net base salary of \$142,933.
4. To establish the annual salary of the Director of the Pan American Sanitary Bureau, beginning on 1 January 2023, at \$212,632 before staff assessment, with a corresponding net base salary of \$155,837.

Annex

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<sup>1</sup> Unless otherwise indicated, all monetary figures in this document are expressed in United States dollars.

**Annex**

**AMENDMENTS TO THE STAFF RULES  
OF THE PAN AMERICAN SANITARY BUREAU**

**The amendments presented below shall apply to the specific articles indicated in each case:**

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

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, 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.

**620. OFFICIAL HOLIDAYS**

Eleven holidays are observed per year and, except as otherwise decided by the Director, follow, as far as practicable, the 11 most commonly observed holidays in the locality.

**760. PARENTAL LEAVE**

760.1 Upon presentation of satisfactory evidence of the birth or adoption of a child, staff members shall be entitled to parental leave as established herein. This leave is paid with full salary and allowances.

760.2 Staff members holding fixed-term appointments under Staff Rule 420.2:

(1) who give birth to a child are entitled to 26 weeks of parental leave, except that in the case of multiple births, the gestational parent is entitled to a total of 30 weeks of parental leave. Parental leave for a gestational parent shall not terminate less than 10 weeks after the actual date of birth.

(2) who are the non-gestational parent are entitled to parental leave for a period of 16 weeks. On the birth or adoption of more than one child, parental leave will be extended by two weeks.

760.3 Staff members holding temporary appointments under Staff Rule 420.3:

(1) who give birth to a child are entitled to 13 weeks of parental leave, except that in the case of multiple births, the gestational parent is entitled to a total of 15 weeks of parental leave.

(2) who are the non-gestational parent are entitled to eight weeks of parental leave. On the birth or adoption of more than one child, the non-gestational parent is entitled to a total of nine weeks of parental leave.

760.4 A parent who breastfeeds shall be allowed nursing leave of sufficient time each day to nurse their child until the child reaches the age of two years.

**The amendments presented below shall apply to the specific articles indicated in each case:**

760.5 Where both parents of a newborn child are staff members of the Pan American Sanitary Bureau, any unused portion of parental leave granted under Staff Rules 760.2 and 760.3 to the gestational parent may be used by the non-gestational parent of the child, under conditions established by the Bureau.

760.6 Parental leave must be exhausted within 12 months from the date of the birth of the child or, for a nonbiological child, the date of arrival.

*(Seventh meeting, 29 June 2023)*

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