

## 154th SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 16-20 June 2014

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*Provisional Agenda Item 6.1*

CE154/28  
5 May 2014  
Original: English

### AMENDMENTS TO THE PASB STAFF RULES AND REGULATIONS

#### **Introduction**

1. The Staff Regulations of the Pan American Sanitary Bureau (PASB) may be supplemented or amended by the Directing Council or the Pan American Sanitary Conference of the Pan American Health Organization (PAHO) pursuant to Staff Regulation 12.1.
2. In accordance with Staff Rule 020, the Staff Rules of the PASB may be amended by the Director, subject to confirmation by the Executive Committee of PAHO.
3. Accordingly, the Director will submit for confirmation to the 154th Session of the Executive Committee the amendments to the Staff Rules issued by the Director since the Committee's 152nd Session (Annex A).

#### **Amendments to the Staff Rules**

4. These amendments are made in order to maintain consistency in the conditions of employment of staff of the Pan American Sanitary Bureau and the World Health Organization, in light of experience and in the interest of good human resources management.

#### ***Remuneration of Professional and Higher Categories***

5. The United Nations General Assembly (UNGA), at its Sixty-eighth Session, approved the International Civil Service Commission recommendation that the current base/floor salary scale for the professional and higher categories be increased by 0.19% 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); the increase would take effect on 1 January 2014.<sup>1</sup>

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<sup>1</sup> Resolution A/RES/68/253.

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6. Amendments to Appendix 1 of the Staff Rules have been prepared accordingly and appear in Annex B of this document.

***Salaries of Staff in Ungraded Posts and the Director's Salary***

7. As a result of the change in salary for staff in the professional and higher categories, a similar revision of salaries for the posts of Director, Deputy Director, and Assistant Director is also required.

8. Using the same process of consolidating post adjustment multiplier points into the base salary on a no-loss/no-gain basis, the salaries for these three positions have been adjusted accordingly. According to Staff Regulation 3.1, the salary of the Director shall be fixed by the Executive Committee. The salaries of the Deputy Director and Assistant Director shall be determined by the Director of the Bureau with the approval of the Executive Committee.

***Review of the Level of the Education Grant***

9. The UNGA also approved at its Sixty-eighth Session a special measure, allowing reimbursement of expenses related to education up to the maximum established for the United States dollar inside the United States zone, for three English-curriculum schools in Brussels—namely, the International School of Brussels, the British School of Brussels, and St. John's International School—as from the academic year in progress on 1 January 2013.<sup>2</sup>

10. Amendments to Appendix 2 of the Staff Rules have been prepared accordingly and are set out in Annex C.

***Assignment Grant***

11. Staff Rule 365 has been reorganized for clarity, to separate the provisions applicable to fixed-term staff and those applicable to temporary staff, to better define the two components of the assignment grant, and to introduce new Rule 365.5.2 on reappointment to the same duty station within one year of the date of separation.

12. Staff Rule 365.1 has been amended to identify the two components of the assignment grant and to remove reference to staff holding temporary appointments. (Temporary appointments have been moved to Staff Rule 365.6.)

13. Staff Rule 365.2 addresses the per diem portion of the assignment grant.

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<sup>2</sup> Ibid.

14. New Staff Rule 365.2.2 contains text from former Staff Rule 365.1.2 and defines “eligible dependents” and, for consistency with the World Health Organization, to delete the six-month required stay at the duty station.

15. New Staff Rule 365.2.3 clarifies the entitlement of a dependent child not residing with the staff member due to school attendance.

16. Staff Rule 365.3 addresses and more clearly defines the lump sum portion of the assignment grant.

17. Staff Rule 365.4 has been reworded for clarity.

18. New Staff Rule 365.5.1 is former Staff Rule 365.2 renumbered.

19. New Staff Rule 365.5.2 has been added to address payment of the Daily Subsistence Allowance (DSA) portion of the assignment grant when a staff member who was separated from service is offered a new appointment to the same duty station within one year of separation. This rule is being introduced to provide consistency in the application of the grant and to prevent the possible misuse of the temporary appointment contract.

20. Staff Rule 365.6 has been amended to consolidate and clearly define the assignment grant entitlement for staff holding temporary appointments.

#### ***End-of-Service Grant***

21. Staff Rule 375 has been amended to clarify that qualifying staff members holding fixed-term appointments of limited duration are entitled to an end-of-service grant.

#### ***Within-Grade Increase Based on Service Time***

22. Staff Rule 555.2, which ceased to have effect as of August 2013, has been deleted. Staff Rule 555.1 has consequently been renumbered.

#### ***Adoption Leave***

23. Staff Rule 765 has been amended to clarify the entitlement to adoption leave for staff holding fixed-term appointments and for those holding temporary appointments.

#### **Financial Implications**

24. The financial implications of the amendments in the 2014-2015 biennium are minimal.

**Action by the Executive Committee**

25. The Executive Committee is requested to review the Amendments to the PASB Staff Rules contained in the present document, and consider approval of the proposed resolution attached as Annex D.

Annexes

Annex A

Amendments to PASB Staff Rules Issued by the Director since the  
152nd Session of the Executive Committee

FORMER TEXT	NEW TEXT
<p><b>365. ASSIGNMENT GRANT</b></p> <p>365.1 On authorized travel upon appointment or upon reassignment to an official station for a period of at least one year, staff members, except those holding temporary appointments as defined in Rule <a href="#">420.4</a> , shall be paid an assignment grant. The amount of the grant shall be the equivalent of:</p> <p>365.1.1 travel per diem in respect of the staff member for a period of 30 days from arrival at the official station;</p> <p>365.1.2 travel per diem for 30 days at half rate, after their arrival, in respect of each entitled family member accompanying or joining the staff member at the duty station for at least six months. This portion of the assignment grant for a dependent child studying outside the duty station is paid in conjunction with the first round trip to the official station provided that the child is expected to return to the duty station for future school vacations. Upon reaching age 21, children are not entitled to the assignment grant.</p>	<p><b>365. ASSIGNMENT GRANT</b></p> <p>365.1 On authorized travel upon appointment or upon reassignment to an official station for a period of at least one year, <b>a fixed-term</b> staff members <del>except those holding temporary appointments as defined in Rule <a href="#">420.4</a> , shall</del> <b>will</b> be paid an assignment grant. <del>The amount of the grant shall be the equivalent of.</del> <b>The assignment grant consists of two components: a) the Daily Subsistence Allowance (DSA) travel per diem applicable to both removal and non-removal duty stations, and b) the lump sum portion for non-removal duty stations only. (See, Staff Rule 365.6 with respect to temporary staff.)</b></p> <p><b>365.2 The per diem portion of the assignment grant will be paid to fixed-term staff members as follows:</b></p> <p><del>365.1.1</del> <b>365.2.1 travel per diem in respect of the</b> with respect to a staff member <b>himself or herself, an amount equal to for a period of 30 days from of full per diem as of the date of</b> arrival at the official station;</p> <p><del>365.1.2</del> <b>365.2.2 travel per diem for 30 days at half rate, after their arrival, in respect of each entitled family member with respect to the staff member's spouse and dependent children</b> accompanying or joining the staff member at the duty station, <del>for at least six months,</del> <b>per diem for 30 days at half rate as of the date of their arrival at the duty station;</b></p> <p><del>365.2.3</del> <b>This portion of the assignment grant for</b> with respect to a dependent child studying outside the duty station, <b>per diem as defined in 365.2.2 to be</b> is paid in conjunction with the first round trip to the official station provided that the child <del>is expected to return to the duty station for future</del> <b>resides with the staff member at the duty station during</b> school vacations. Upon reaching age 21, children are not entitled to the assignment grant.</p>

FORMER TEXT	NEW TEXT
<p>365.2 No assignment grant shall be paid for children born, or for any other dependent acquired, after the arrival of the staff member at the official station.</p> <p>365.3 Subject to conditions established by the Bureau on the basis of conditions and procedures approved by the United Nations General Assembly for the United Nations System, the assignment grant shall be increased by a maximum of two, depending on the category of the official station, whether the staff member is entitled to removal under Rule <a href="#">855.1</a>, and the duration or expected duration of the assignment at that official station. The lump sum shall be calculated and payable on the basis of the staff member's net base salary and, as applicable, the post adjustment at the official station to which the staff member is assigned at his grade and step, and rates determined by the Bureau.</p> <p>365.4 If a staff member resigns from the Bureau within six months of the date of his appointment or reassignment, any assignment grant paid under Rules <a href="#">365.1</a> and <a href="#">365.3</a> is recoverable proportionately under conditions established by the Bureau.</p> <p>365.5 If both spouses are staff members of international organizations applying the common system of salaries and allowances at the same official station, the grant under Rule <a href="#">365.1.1</a> shall be payable to each staff member. The amount under Rule <a href="#">365.1.2</a> shall be payable to the staff member in respect of whom the child is recognized as a dependent, whereas the amount under Rule <a href="#">365.3</a> shall be payable to the spouse whose entitlement yields the higher amount.</p>	<p><b>[This text has been moved to Staff Rule 365.5]</b></p> <p>365.3 <b>The lump sum portion of the assignment grant is:</b></p> <p><b>365.3.1 payable to fixed-term staff in non-removal cases only, as defined in Staff Rule 510.2.2;</b></p> <p><b>365.3.2 equal to one-month's net salary plus the applicable post adjustment upon the staff member's arrival at the official station.</b> Subject to conditions established by the Bureau on the basis of conditions and procedures approved by the United Nations General Assembly for the United Nations System, the assignment grant <b>shall will be increased by a second lump sum if the duration of the staff member's assignment exceeds three years; a maximum of two, depending on the category of the official station, whether the staff member is entitled to removal under Rule <a href="#">855.1</a>, and the duration or expected duration of the assignment at that official station. The lump sum shall be calculated and payable on the basis of the staff member's net base salary and, as applicable, the post adjustment at the official station to which the staff member is assigned at his grade and step, and rates determined by the Bureau.</b></p> <p><b>365.4 365.3.3 recovered proportionately under conditions established by the Bureau</b> if a staff member resigns from the Bureau within six months of the date of his appointment or reassignment <b>any assignment grant paid under Rules <a href="#">365.1</a> and <a href="#">365.3</a> is recoverable proportionately under conditions established by the Bureau.</b></p> <p><b>365.5-365.4</b> If both spouses are staff members of international organizations applying the common system of salaries and allowances at the same official station, <b>the grant under Rule <a href="#">365.1.1</a> shall be payable to each staff member. The amount under Rule <a href="#">365.1.2</a> shall be payable each staff member will receive the per diem portion of the assignment grant specified under Staff Rule 365.2.1. With respect to the per diem portion of the assignment grant payable under Staff Rules 365.2.2 and 365.2.3, payment will be made</b> to the staff member in respect of whom <b>the a</b></p>

FORMER TEXT	NEW TEXT
<p>365.6 On authorized travel upon appointment a staff member holding a temporary appointment shall be paid travel per diem in respect of himself or herself for a period of up to 30 days from his or her arrival.</p>	<p>child <del>is recognized</del> <b>has been recognized by the Organization</b> as a dependent. <del>whereas the amount under Rule 365.3 shall be payable</del> <b>The lump sum portion of the assignment grant payable under Rule 365.3 will be paid</b> to the spouse whose entitlement yields the higher amount.</p> <p><del>365.2</del> <b>365.5 No assignment grant shall</b> <del>The DSA assignment grant will not</del> be paid:</p> <p><b>365.5.1</b> for children born, or for any other dependent acquired, after the arrival of the staff member at the <del>official</del> <b>duty</b> station;</p> <p><b>365.5.2 to a staff member who is separated from service and subsequently offered a new appointment at the same duty station within one year.</b></p> <p>365.6 On authorized travel upon appointment, a staff member holding a temporary appointment <del>shall will</del> be paid <del>per diem in respect of himself or herself</del> <b>the per diem portion of the assignment grant only with respect of himself or herself, in accordance with Staff Rule 365.2.1. Temporary staff are not eligible to receive the lump sum portion of the assignment grant. Any payment made under Staff Rule 365.2.1 may not be inconsistent with Staff Rule 365.5.2.</b></p>
<p><b>375. END-OF-SERVICE GRANT</b></p> <p>375.1 Staff members holding a fixed-term appointment shall be entitled to a grant based on their years of service if:</p> <p>375.1.1 their appointment is not renewed after completing five years of continuous qualifying service;</p> <p>375.1.2 they did not receive or decline an offer of renewal of appointment;</p> <p>375.1.3 the staff member has not reached the statutory age of retirement as defined under Rule <a href="#">1020.1</a>; and</p>	<p><b>375. END-OF-SERVICE GRANT</b></p> <p>375.1 Staff members holding a fixed-term appointment, <del>shall</del> <b>including staff members in posts of limited duration with five or more years of service, will</b> be entitled to a grant based on their years of service <del>if provided that:</del></p> <p>375.1.1 their appointment is not renewed after completing five years of continuous qualifying service;</p> <p>375.1.2 they did not receive or decline an offer of renewal of appointment;</p> <p>375.1.3 the staff member has not reached the statutory age of retirement as defined under Rule <a href="#">1020.1</a>; and</p>

FORMER TEXT	NEW TEXT
<p>375.1.4 the staff member's performance has been certified as being satisfactory.</p>	<p>375.1.4 the staff member's performance has been certified as being satisfactory.</p>
<p><b>555. WITHIN-GRADE INCREASE BASED ON MERIT OR SERVICE TIME</b></p> <p>555.1 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, and whose conduct has been satisfactory, may be granted one extra within grade step or exceptionally two, up to the normal maximum step in the grade. Such increase shall not affect the staff member's eligibility for regular with-grade increases.</p> <p>555.2 After 1 February 1994, a staff member holding a fixed-term or service appointment may qualify, on a one time basis, for a within-grade increase based on years of service if he or she:</p> <p>555.2.1 commenced service with the Bureau prior to 1 March 1993;</p> <p>555.2.2 has performed satisfactorily; and</p> <p>555.2.3 has completed either 20, 25 or 30 years of uninterrupted service. Service time with the World Health Organization shall be included if credited under Rule 480.1.4.</p>	<p><b>555. WITHIN-GRADE INCREASE BASED ON MERIT OR SERVICE TIME</b></p> <p><del>555.1</del> 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, and whose conduct has been satisfactory, may be granted one extra within grade step or exceptionally two, up to the normal maximum step in the grade. Such increase shall not affect the staff member's eligibility for regular with-grade increases.</p> <p><del>555.2 After 1 February 1994, a staff member holding a fixed-term or service appointment may qualify, on a one time basis, for a within-grade increase based on years of service if he or she:</del></p> <p><del>555.2.1 commenced service with the Bureau prior to 1 March 1993;</del></p> <p><del>555.2.2 has performed satisfactorily; and</del></p> <p><del>555.2.3 has completed either 20, 25 or 30 years of uninterrupted service. Service time with the World Health Organization shall be included if credited under Rule 480.1.4.</del></p>
<p><b>765. ADOPTION LEAVE</b></p> <p>Subject to conditions established by the Bureau, and upon presentation of satisfactory evidence of the adoption of a child, a staff member shall be entitled to adoption leave for a total period of eight weeks.</p>	<p><b>765. ADOPTION LEAVE</b></p> <p>765.1 Subject to conditions established by the Bureau, and upon presentation of satisfactory evidence of the adoption of a child, <b>staff members holding fixed-term appointments, as defined in Staff Rule 420.3, or service appointments as defined in Staff Rule 420.2,</b> shall be entitled to adoption leave for a total period of eight weeks.</p> <p><b>765.2 Staff members holding temporary appointments, as defined in Rule 420.4, shall be entitled to four weeks of adoption leave.</b></p>



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

**365. ASSIGNMENT GRANT**

365.1 On authorized travel upon appointment or upon reassignment to an official station for a period of at least one year, a fixed-term staff member will be paid an assignment grant. The assignment grant consists of two components: *a*) the Daily Subsistence Allowance (DSA) travel per diem applicable to both removal and non-removal duty stations, and *b*) the lump sum portion for non-removal duty stations only. (See, Staff Rule 365.6 with respect to temporary staff.)

365.2 The per diem portion of the assignment grant will be paid to fixed-term staff members as follows:

365.2.1 with respect to a staff member himself or herself, an amount equal to 30 days of full per diem as of the date of arrival at the official station;

365.2.2 with respect to the staff member's spouse and dependent children accompanying or joining the staff member at the duty station, per diem for 30 days at half rate as of the date of their arrival at the duty station;

365.2.3 with respect to a dependent child studying outside the duty station, per diem as defined in 365.2.2 to be paid in conjunction with the first round trip to the official station provided that the child resides with the staff member at the duty station during school vacations. Upon reaching age 21, children are not entitled to the assignment grant.

365.3 The lump sum portion of the assignment grant is:

365.3.1 payable to fixed-term staff in non-removal cases only, as defined in Staff Rule 510.2.2;

365.3.2 equal to one-month's net salary plus the applicable post adjustment upon the staff member's arrival at the official station. Subject to conditions established by the Bureau on the basis of conditions and procedures approved by the United Nations General Assembly for the United Nations System, the assignment grant will be increased by a second lump sum if the duration of the staff member's assignment exceeds three years;

365.3.3 recovered proportionately under conditions established by the Bureau if a staff member resigns from the Bureau within six months of the date of his appointment or reassignment.

365.4 If both spouses are staff members of international organizations applying the common system of salaries and allowances at the same official station, each staff member will receive the per diem portion of the assignment grant specified under Staff Rule 365.2.1. With respect to the per diem portion of the assignment grant payable under Staff Rules 365.2.2 and 365.2.3, payment will be made to the staff member in respect of whom a child has been recognized by the Organization as a dependent. The lump sum portion of the assignment grant payable under Rule 365.3 will be paid to the spouse whose entitlement yields the higher amount.

\* This table presents the clean version of the proposed amendments of the Staff Rules in order to facilitate Member States' review.

365.5 The DSA assignment grant will not be paid:

365.5.1 for children born, or for any other dependent acquired, after the arrival of the staff member at the duty station;

365.5.2 to a staff member who is separated from service and subsequently offered a new appointment at the same duty station within one year.

365.6 On authorized travel upon appointment, a staff member holding a temporary appointment will be paid the per diem portion of the assignment grant only with respect of himself or herself, in accordance with Staff Rule 365.2.1. Temporary staff are not eligible to receive the lump sum portion of the assignment grant. Any payment made under Staff Rule 365.2.1 may not be inconsistent with Staff Rule 365.5.2.

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**375. END-OF-SERVICE GRANT**

375.1 Staff members holding a fixed-term appointment, including staff members in posts of limited duration with five or more years of service, will be entitled to a grant based on their years of service provided that:

375.1.1 their appointment is not renewed after completing five years of continuous qualifying service;

375.1.2 they did not receive or decline an offer of renewal of appointment;

375.1.3 the staff member has not reached the statutory age of retirement as defined under Rule 1020.1; and

375.1.4 the staff member's performance has been certified as being satisfactory.

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

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, and whose conduct has been satisfactory, may be granted one extra within grade step or exceptionally two, up to the normal maximum step in the grade. Such increase shall not affect the staff member's eligibility for regular with-grade increases.

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**765. ADOPTION LEAVE**

765.1 Subject to conditions established by the Bureau, and upon presentation of satisfactory evidence of the adoption of a child, staff members holding fixed-term appointments, as defined in Staff Rule 420.3, or service appointments as defined in Staff Rule 420.2, shall be entitled to adoption leave for a total period of eight weeks.

765.2 Staff members holding temporary appointments, as defined in Rule 420.4, shall be entitled to four weeks of adoption leave.

**Annex B**

**Appendix 1**

**Salary Scale for the Professional and Higher Categories Showing Annual Gross Salaries and Net Equivalents after Application of Staff Assessment**

**Effective 1 January 2014  
(in U.S. Dollars)**

Level		STEPS														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
			*	*	*	*	*									
D-2	Gross	141 519	144 521	147 523	150 549	153 680	156 810									
	Net D	112 309	114 500	116 692	118 884	121 076	123 267									
	Net S	103 177	105 026	106 869	108 706	110 539	112 360	*	*	*	*	*				
D-1	Gross	129 315	131 952	134 582	137 219	139 858	142 490	145 129	147 763	150 414						
	Net D	103 400	105 325	107 245	109 170	111 096	113 018	114 944	116 867	118 790						
	Net S	95 575	97 246	98 916	100 579	102 241	103 899	105 549	107 199	108 844			*	*	*	
P-5	Gross	106 944	109 185	111 429	113 668	115 914	118 153	120 399	122 640	124 882	127 125	129 367	131 608	133 852		
	Net D	87 069	88 705	90 343	91 978	93 617	95 252	96 891	98 527	100 164	101 801	103 438	105 074	106 712		
	Net S	80 887	82 342	83 792	85 241	86 688	88 130	89 572	91 011	92 447	93 881	95 313	96 739	98 167	*	*
P-4	Gross	88 108	90 108	92 106	94 105	96 106	98 104	100 114	102 277	104 441	106 603	108 770	110 930	113 095	115 260	117 425
	Net D	72 605	74 185	75 764	77 343	78 924	80 502	82 083	83 662	85 242	86 820	88 402	89 979	91 559	93 140	94 720
	Net S	67 611	69 049	70 488	71 920	73 354	74 787	76 219	77 647	79 074	80 502	81 925	83 349	84 773	86 193	87 613
P-3	Gross	72 411	74 262	76 114	77 962	79 815	81 665	83 514	85 368	87 218	89 068	90 922	92 770	94 623	96 472	98 322
	Net D	60 205	61 667	63 130	64 590	66 054	67 515	68 976	70 441	71 902	73 364	74 828	76 288	77 752	79 213	80 674
	Net S	56 198	57 542	58 889	60 232	61 579	62 922	64 265	65 612	66 955	68 300	69 640	70 982	72 319	73 661	75 001
P-2	Gross	59 387	61 043	62 697	64 354	66 010	67 663	69 322	70 973	72 629	74 287	75 941	77 597			
	Net D	49 916	51 224	52 531	53 840	55 148	56 454	57 764	59 069	60 377	61 687	62 993	64 302			
	Net S	46 819	48 006	49 189	50 375	51 559	52 745	53 949	55 151	56 358	57 561	58 761	59 968			
P-1	Gross	46 487	47 968	49 442	50 995	52 582	54 173	55 766	57 359	58 946	60 537					
	Net D	39 514	40 773	42 026	43 286	44 540	45 797	47 055	48 314	49 567	50 824					
	Net S	37 273	38 432	39 591	40 748	41 906	43 064	44 222	45 366	46 504	47 643					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

=The normal qualifying period for in-grade movement between consecutive steps is one year except at those steps marked with an asterisk, for which a two-year period at the preceding step is required.

## Annex C

**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 2013)**

Country/ currency area	(1)	(2)	(3)	(4)	(5)	(6)
	<i>Maximum admissible educational expenses and maximum grant for disabled children</i>	<i>Maximum education grant</i>	<i>Flat rate when boarding not provided</i>	<i>Additional flat rate for boarding (for staff serving at designated duty stations)</i>	<i>Maximum grant for staff members serving at designated duty stations</i>	<i>Maximum admissible educational expenses for attendance (only when flat rate for boarding is paid)</i>
<b>Part A</b>						
Austria (Euro)	18 240	13 680	3 882	5 824	19 504	13 064
Belgium <sup>1</sup> (Euro)	16 014	12 011	3 647	5 470	17 481	11 152
Denmark (Krone)	122 525	91 894	28 089	42 134	134 028	85 073
France <sup>1</sup> (Euro)	11 497	8 623	3 127	4 691	13 314	7 328
Germany (Euro)	20 130	15 098	4 322	6 484	21 582	14 368
Ireland (Euro)	17 045	12 784	3 147	4 721	17 505	12 849
Italy (Euro)	21 601	16 201	3 223	4 836	21 037	17 304
Netherlands (Euro)	18 037	13 528	3 993	5 990	19 518	12 713
Spain (Euro)	17 153	12 864	3 198	4 797	17 661	12 888
Japan yen (yen)	2 324 131	1 743 098	609 526	914 290	2 657 388	1 511 429
Sweden (krona)	157 950	118 462	26 219	39 328	157 790	175 641
Switzerland (Swiss franc)	32 932	24 699	5 540	8 310	33 009	25 545
United Kingdom of Great Britain and Northern Ireland (pound sterling)	25 864	19 398	3 821	5 731	25 129	20 769
<b>Part B</b>						
United States dollar (outside the United States of America)	21 428	16 071	3 823	5 735	21 806	16 331
<b>Part C</b>						
United States dollar (in the United States) <sup>2</sup>	45 586	34 190	6 265	9 399	43 589	37 233

<sup>1</sup> Except for the following schools where the US\$ in the U.S. levels will be applied: *a*). American School of Paris; *b*). American University of Paris; *c*). British School of Paris; *d*). École Active Bilingue Victor Hugo; *e*). European Management School of Lyon; *f*) International School of Paris; *g*). Marymount School of Paris; *h*). École Active Bilingue Jeanine Manuel; *i*). International School of Brussels; *j*). British School of Brussels; and *k*). St. John's International School in Brussels.

<sup>2</sup> U.S. dollar in the USA applies, as a special measure, for China, Indonesia, Hungary, Romania and Russian Federation. Effective school year in progress on 1 January 2013 special measures for Romania are discontinued. Special measures are introduced in Thailand and for the American Cooperative School in Tunis, Tunisia and the American International School of Johannesburg, South Africa.

## 154th SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 16-20 June 2014

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CE154/28  
Annex D  
Original: English

### *PROPOSED RESOLUTION*

#### AMENDMENTS TO THE PASB STAFF RULES AND REGULATIONS

##### *THE 154th SESSION OF THE EXECUTIVE COMMITTEE,*

Having considered the amendments to the Staff Rules of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CE154/28;

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

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:**

1. To confirm in accordance with Staff Rule 020 the Staff Rule amendments that have been made by the Director effective 1 July 2014 concerning: assignment grant, end of service grant, within-grade increase for service time, and adoption leave.
2. To establish the annual salary of the Assistant Director of the Pan American Sanitary Bureau, beginning from 1 January 2014, at \$171,007\* before staff assessment, resulting in a modified net salary of \$133,205 (dependency rate) or \$120,527 (single rate).

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\* Unless otherwise indicated, all monetary figures in this report are expressed in United States dollars.

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3. To establish the annual salary of the Deputy Director of the Pan American Sanitary Bureau, beginning on 1 January 2014, at US\$ 172,436 before staff assessment, resulting in a modified net salary of \$134,205 (dependency rate) or \$121,527 (single rate).
  
4. To establish the annual salary of the Director of the Pan American Sanitary Bureau, beginning on 1 January 2014, at \$189,744 before staff assessment, resulting in a modified net salary of \$146,321 (dependency rate) or \$131,682 (single rate).



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Annex E

## Report on the Financial and Administrative Implications of the Proposed Resolution for PASB

<p><b>1. Agenda item:</b> 6.1 Amendments to the PASB Staff Rules and Regulations</p>
<p><b>2. Linkage to Program and Budget 2014-2015:</b></p> <p>a) <b>Categories:</b> 6.4 Management and Administration</p> <p>b) <b>Program areas and outcomes:</b> Human Resources Management. Effective management and administration across the three levels of the Organization.</p>
<p><b>3. Financial implications:</b></p> <p>a) <b>Total estimated cost for implementation over the lifecycle of the resolution (estimated to the nearest US\$ 10,000, including staff and activities):</b> The financial implications associated with the Commission's recommendation on an increase of the professional base/floor salary scale were estimated at US\$ 95,000 per annum, UN system-wide.</p> <p>b) <b>Estimated cost for the 2014-2015 biennium (estimated to the nearest US\$ 10,000, including staff and activities):</b> Negligible.</p> <p>c) <b>Of the estimated cost noted in (b), what can be subsumed under existing programmed activities?</b> All costs are subsumed within the budgeted total costs for UN professional posts.</p>
<p><b>4. Administrative implications:</b></p> <p>a) <b>Indicate the levels of the Organization at which the work will be undertaken:</b> Not applicable.</p> <p>b) <b>Additional staffing requirements (indicate additional required staff full-time equivalents, noting necessary skills profile):</b> Not applicable.</p> <p>c) <b>Time frames (indicate broad time frames for the implementation and evaluation):</b> Staff Rule changes would be implemented from 1 July 2014 upon approval by PAHO's 154th Session of the Executive Committee.</p>



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**ANALYTICAL FORM TO LINK AGENDA ITEM WITH ORGANIZATIONAL MANDATES**

1. **Agenda item:** 6.1 Amendments to the PASB Staff Rules and Regulations
2. **Responsible unit:** Human Resources Management
3. **Preparing officer:** Ms. Cynthia Rowe
4. **List of collaborating centers and national institutions linked to this Agenda item:**  
Not applicable.
5. **Link between Agenda item and Health Agenda for the Americas 2008-2017:** Not applicable.
6. **Link between Agenda item and the PAHO Strategic Plan 2014-2019:** Category 6.4 Management and Administration.
7. **Best practices in this area and examples from countries within the Region of the Americas:**  
The Staff Rule changes are proposed for consistency with decisions taken by the 68<sup>th</sup> Session of the United Nations General Assembly, the World Health Organization and in the interest of good human resources management practices.
8. **Financial implications of this Agenda item:** Minimal. The costs are subsumed within the budgeted total costs for UN professional posts.

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