



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



50th DIRECTING COUNCIL

62nd SESSION OF THE REGIONAL COMMITTEE

Washington, D.C., USA, 27 September-1 October 2010

Provisional Agenda Item 5.4

CD50/23 (Eng.)
29 July, 2010
ORIGINAL: ENGLISH

SALARY OF THE DIRECTOR AND AMENDMENTS TO THE STAFF REGULATIONS OF THE PAN AMERICAN SANITARY BUREAU

Amendment to the Staff Rules

1. The Executive Committee at its 146th Session considered the modifications to the Staff Rules made by the Director of the Pan American Sanitary Bureau and confirmed them in Resolution CE146.R13.

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, effective from 1 January 2009, an increase of 3.04% 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 gain/no loss” 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 146th 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 the PASB.

Salary of the Director

4. Based on the Executive Committee's action (paragraph 3, above) and for consistency, similar adjustments should also be made to the salary of the Director. Pursuant to Staff Rule 330.4, any adjustment 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 for its approval an amendment to Staff Regulation 4.3 (see Annex A). This amendment is considered necessary to ensure that the principles of diversity and inclusion are taken into consideration during the staff selection process.

Action by the Directing Council

6. The Directing Council is requested to consider the resolution in Annex B proposed by the Executive Committee concerning the salary of the Director and the amendment to Staff Regulation 4.3.

Annexes

STAFF REGULATIONS

FORMER TEXT	NEW TEXT
<p style="text-align: center;">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; shall be based on a full assessment of an individual's relevant skills and experience; and shall normally be made on a competitive basis. 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.</p> <p>...</p>	<p style="text-align: center;">ARTICLE IV Appointment and Promotion</p> <p>...</p> <p>4.3. Selection of staff members shall take into consideration the principles of diversity and inclusion and be made without regard to race, creed or sex or disability; shall be based on a full assessment of an individual's relevant skills and experience; and shall normally be made on a competitive basis. 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.</p> <p>...</p>



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CD50/23 (Eng.)
Annex B
ORIGINAL: SPANISH

PROPOSED RESOLUTION

**SALARY OF THE DIRECTOR AND AMENDMENTS
TO PASB STAFF REGULATIONS**

THE 50th DIRECTING COUNCIL,

Having reviewed Document CD50/23;

Considering the revision to the base/floor salary scale for the professional and higher-graded categories of staff of the Pan American Sanitary Bureau, effective 1 January 2010;

Taking into account the decision by the Executive Committee at its 146th Session to adjust the salaries of the Deputy Director and Assistant Director of the Pan American Sanitary Bureau (Resolution CE146. R13),

RESOLVES:

1. To establish the annual salary of the Director of the Pan American Sanitary Bureau, beginning on 1 January 2010, at US\$ 201,351 before staff assessment, resulting in a modified net salary of \$143,878 (dependency rate) or \$129,483 (single rate).
2. To approve the amendment to Staff Regulation 4.3, which clarifies that the principles of diversity and inclusion are to be considered in the hiring of personnel.