



Pan American Health Organization



Regional Office of the
World Health Organization





AMENDMENTS TO THE PAHO STAFF RULES AND REGULATIONS

Washington, D.C.

June 2010

HRM



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Background

- The 2010 amendments to PAHO's Staff Rules and Staff Regulations are based on:
 - decisions taken by the United Nations General Assembly at its 64th Session on the basis of recommendations made by the International Civil Service Commission (ICSC)
 - experience and best practices in the interest of good human resources management

Amendments Based on UNGA Decisions and ICSC Recommendations

- **Post Adjustment Consolidation**
 - *3.04 percent of post adjustment into base salary on a no-gain/no-loss basis*
 - salaries of staff in the professional and higher categories including the Director, Deputy Director and Assistant Director

Amendments Based on Experience and in the Interest of Good HR Management

- Editorial changes are being made for enhanced clarity
- Substantive Staff Rule amendments are proposed with respect to:
 - **Recruitment Policies** (SR 410.1 and SReg 4.3) – to ensure principles of diversity and inclusion are considered in PAHO's recruitment processes.
 - **Appointment Policies** (SR 420.5) -- to delete reference to the "When Actually Employed" (WAE) category of appointment. This change is made for consistency with the contract reform framework of WHO and other UN agencies.

Amendments Based on Experience and in the Interest of Good HR Management (cont'd)

- **Paternity Leave** (SR 763) – introduces two weeks of paternity leave for staff members holding temporary appointments. Currently female staff members holding temporary appointments are entitled to eight weeks of maternity leave.
- **Appeals** (SR 1230.4.1) -- clarifies the meaning of “final action” for appeal purposes.



Decisions

- **The Executive Committee is requested to approve:**
 - the salary changes for the posts of Deputy Director and Assistant Director
 - all other substantive and editorial amendments to PAHO's Staff Rules
- **The Executive Committee is asked to recommend to the 50th Directing Council:**
 - the salary revision for the post of Director
 - the amendment of Staff Regulation 4.3



QUESTIONS?



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