



Governing Body

355th Session, Geneva, 17–27 November 2025

Programme, Financial and Administrative Section

PFA

Personnel Segment

Date: 17 October 2025

Original: English

Ninth item on the agenda

Amendments to the Staff Regulations

Purpose of the document

In this document, the Governing Body is invited to approve amendments to the Staff Regulations. The proposed amendment to article 4.2(c) is a means to resolve the contradiction with article 4.2(b) and would be made in conjunction with an amendment to footnote 1 of the salary scale for the Professional and higher categories set out in article 3.1. The proposed amendment to article 12.2 is intended to streamline disciplinary proceedings (see the draft decision in paragraph 7).

Relevant strategic objective: None.

Main relevant outcome: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: None.

Legal implications: Amendments to the Staff Regulations.

Financial implications: None.

Follow-up action required: Amend the Staff Regulations.

Author unit: Human Resources Development Department (HRD).

Related documents: [GB.349/PFA/8](#); [GB.350/PFA/9](#).

► Amendment to article 4.2. of the Staff Regulations concerning the filling of vacancies

1. There is a contradiction between article 4.2(b) and article 4.2(c) of the Staff Regulations: while article 4.2(b) requires that the Director-General consult with the Officers of the Governing Body before making appointments to vacancies of Deputy Director-General, Assistant Director-General, and Treasurer and Financial Comptroller, article 4.2(c) requires that the designation of a Deputy Director-General be made both after consultation with the Officers of the Governing Body and with the agreement of the Governing Body. The contradiction was introduced in the amendments made in 2024 to article 4.2, prior to which article 4.2(c) related only to “a Principal Deputy Director-General”.¹
2. The proposal to remove the word “Principal” when presented to the Governing Body for approval was not accompanied by an explanation. At the same, the reference to a Principal Deputy Director-General was retained in footnote 1 of the salary scale for the Professional and higher categories set out in article 3.1 of the Staff Regulations. The deletion of the word “Principal” in article 4.2(c) must, therefore, be understood to be an error.
3. To remedy this contradiction, the Office proposes the deletion of article 4.2(c). This would both resolve the contradiction and reflect the fact that no Principal Deputy Director-General has been designated since 1967.
4. In conjunction with the deletion of article 4.2(c) of the Staff Regulations, footnote 1 of the salary scale for the Professional and higher categories set out in article 3.1 of the Staff Regulations should likewise be deleted.

► Amendments to article 12.2 of the Staff Regulations concerning the Disciplinary Committee

5. Following general recommendations made by the Joint Advisory Appeals Board, the Office is advised to amend paragraph 2 of article 12.2 of the Staff Regulations in order to ensure that the ex officio members of the Disciplinary Committee, namely the Legal Adviser and the Director of the Human Resources Development Department, may be replaced, if necessary, by another official of their department.
6. The Governing Body is asked to approve this amendment, which will add to the procedural efficiency of the Disciplinary Committee and has no negative impact on the quality of its proceedings.

¹ See GB.350/PFA/9.

► Draft decision

7. The Governing Body approved the amendments to the Staff Regulations set out in Appendices I and II to document GB.355/PFA/9, with effect from 1 December 2025.

► Appendix I

Article 4.2

Filling of vacancies

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(b) Appointments to vacancies of Deputy Director-General, Assistant Director-General and Treasurer and Financial Comptroller shall be made by the Director-General after consultation with the Officers of the Governing Body.

~~(c) The Director-General may designate a Deputy Director-General, in which event such designation shall be made after consultation with the Officers of the Governing Body and with the agreement of the Governing Body.~~

(c) (Deleted)

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Article 3.1

Salary scales

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Salary scale for the Professional and higher categories (showing annual salaries in US\$) Effective 1 January 2025

Grade	Rate/Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
DDG	Gross ⁽⁴⁾	235 064												
	Net-U ⁽¹²⁾	170 642												
ADG	Gross	213 655												
	Net-U ⁽²³⁾	156 512												
D.2	Gross	171 094	174 964	178 835	182 709	186 585	190 456	194 326	198 202	202 071	205 942			
	Net-U	128 422	130 976	133 531	136 088	138 646	141 201	143 755	146 313	148 867	151 422			
D.1	Gross	152 417	155 817	159 223	162 626	166 015	169 420	172 820	176 215	179 620	183 017	186 417	189 812	193 215
	Net-U	116 095	118 339	120 587	122 833	125 070	127 317	129 561	131 802	134 049	136 291	138 535	140 776	143 022
P.5	Gross	131 486	134 214	136 944	139 667	142 397	145 120	147 851	150 612	153 506	156 395	159 291	162 177	165 076
	Net-U	101 540	103 450	105 361	107 267	109 178	111 084	112 996	114 904	116 814	118 721	120 632	122 537	124 450
P.4	Gross	107 389	110 020	112 653	115 283	117 914	120 546	123 181	125 813	128 444	131 071	133 709	136 334	138 967
	Net-U	84 672	86 514	88 357	90 198	92 040	93 882	95 727	97 569	99 411	101 250	103 096	104 934	106 777
P.3	Gross	87 779	90 022	92 267	94 508	96 754	98 996	101 346	103 784	106 219	108 653	111 094	113 529	115 966
	Net-U	70 212	71 917	73 623	75 326	77 033	78 737	80 442	82 149	83 853	85 557	87 266	88 970	90 676
P.2	Gross	67 978	69 983	71 988	73 995	76 004	78 012	80 022	82 022	84 030	86 037	88 043	90 055	92 059
	Net-U	55 163	56 687	58 211	59 736	61 263	62 789	64 317	65 837	67 363	68 888	70 413	71 942	73 465
P.1	Gross	52 163	53 867	55 570	57 274	58 975	60 682	62 382	64 087	65 789	67 495	69 196	70 897	72 603
	Net-U	43 144	44 439	45 733	47 028	48 321	49 618	50 910	52 206	53 500	54 796	56 089	57 382	58 678

Gross Gross salaries.

Net-U Net Unified equivalents after application of staff assessment.

The normal qualifying period for in-grade movement between consecutive steps is one year.

★ Steps marked with an asterisk will be granted biennially.

⁽⁴⁾ Where the Director General designates a Deputy Director General as Principal Deputy Director General, his or her net salary is increased by \$600 and his or her gross salary by the corresponding amount.

⁽¹²⁾ Plus a representation allowance of CHF7,650.

⁽²³⁾ Plus a representation allowance of CHF6,375.

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► Appendix II

Article 12.2

Disciplinary Committee

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2. The Disciplinary Committee shall be composed of four members or their substitutes, who are nominated by the Director-General and all of whom are officials of grade D.1 or higher. The Committee shall elect a chairperson and establish its own procedure. One representative of the Legal Adviser and one representative of the Director of the Human Resources Development Department shall serve as ex officio members of the Committee with an advisory role. The members of the Disciplinary Committee may not at the same time be members of the Joint Advisory Appeals Board or of any internal body whose mandate may have an impact on the employment situation of the official concerned. All members of the Disciplinary Committee shall be bound by strict standards of confidentiality during and after the disciplinary proceedings.

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