



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
103rd Session
Agenda item 5

EB103/INF.DOC./4
26 January 1999

Programme budget 2000-2001

Workforce profiles

1. During the review of the Proposed budget 2000-2001 by the Programme Development Committee and the Administration, Budget and Finance Committee of the Executive Board, several questions were raised in regard to the current and projected composition of WHO's workforce. The information below is provided in response.

STAFFING LEVELS FROM 1988 TO 1998 AND PROJECTIONS TO END 2001 **(see Annex 1)**

2. The workforce is grouped by:
 - senior professional staff (ungraded, D.2, D.1, P.6) (Figures 1, 2 and 4);
 - other professional staff (P.5 to P.1) (projections: Figures 3, 5 and 6);
 - general service staff (all grades) (projections: Figures 7 and 8).
3. Ungraded levels at headquarters are being phased out. Executive Directors are D.2s and receive an allowance as Cabinet members. This arrangement enables them to be redeployed to a director post if the need arises.
4. For each of the above groups, data are presented for:
 - headquarters (including interregional posts which at end 1998 numbered five senior professional staff and 21 other professional staff);
 - regions (regional and country offices).
5. The assumptions and projections used in Annex 1 are as follows:
 - **senior professional group** - replacements have been plotted through to end 2001 on the basis of actual expected staff movements (director appointments through current process, retirements, contract expiry/renewal, etc.);

- **other groups** - projections are based on an 80% retirement replacement rate. No other turnover/attrition factors are taken into account.

6. Under the above assumptions, senior staff levels at headquarters will fall from 93 at end 1998 to 85 at end 2001. In other words, about two-thirds of the vacancies occurring through retirement will be filled. (If no vacancies occurring through retirement were filled, there would be 70 such staff members). This is in fact a lower replacement rate than foreseen for the rest of the workforce (estimated at 80%) and brings the number of senior staff to its lowest point for a decade.

WORKFORCE COMPOSITION AT HEADQUARTERS

7. Annex 2 shows by cluster the number of fixed-term/career service appointments (1212) and short-term staff (615) in the professional category (Table 1) and in the general service category (Table 2). Short-term staff comprise 47 short-term consultants, 246 short-term professional staff, 275 short-term general service staff and 47 short-term language staff working at headquarters on 25 January 1999.¹ Short-term contracts vary in length and more than one may be granted to the same staff member over a calendar year. In 1998 a total of 1547 short-term contracts were granted.

¹ A significant number of short-term staff are involved in work for the Executive Board.

ANNEX 1

FIGURE 1

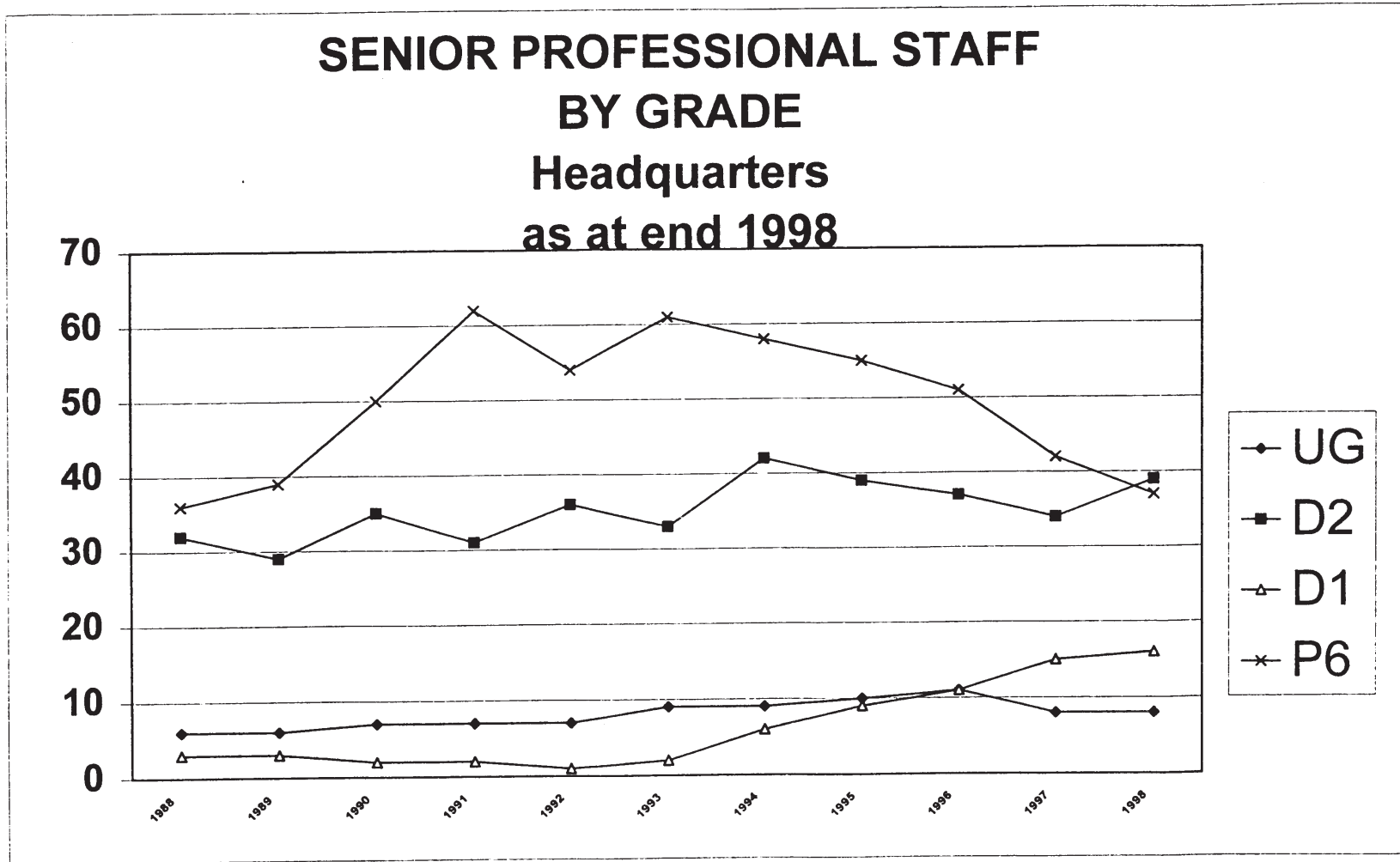


FIGURE 2

PROJECTION 2001 SENIOR PROFESSIONAL STAFF (all) Headquarters

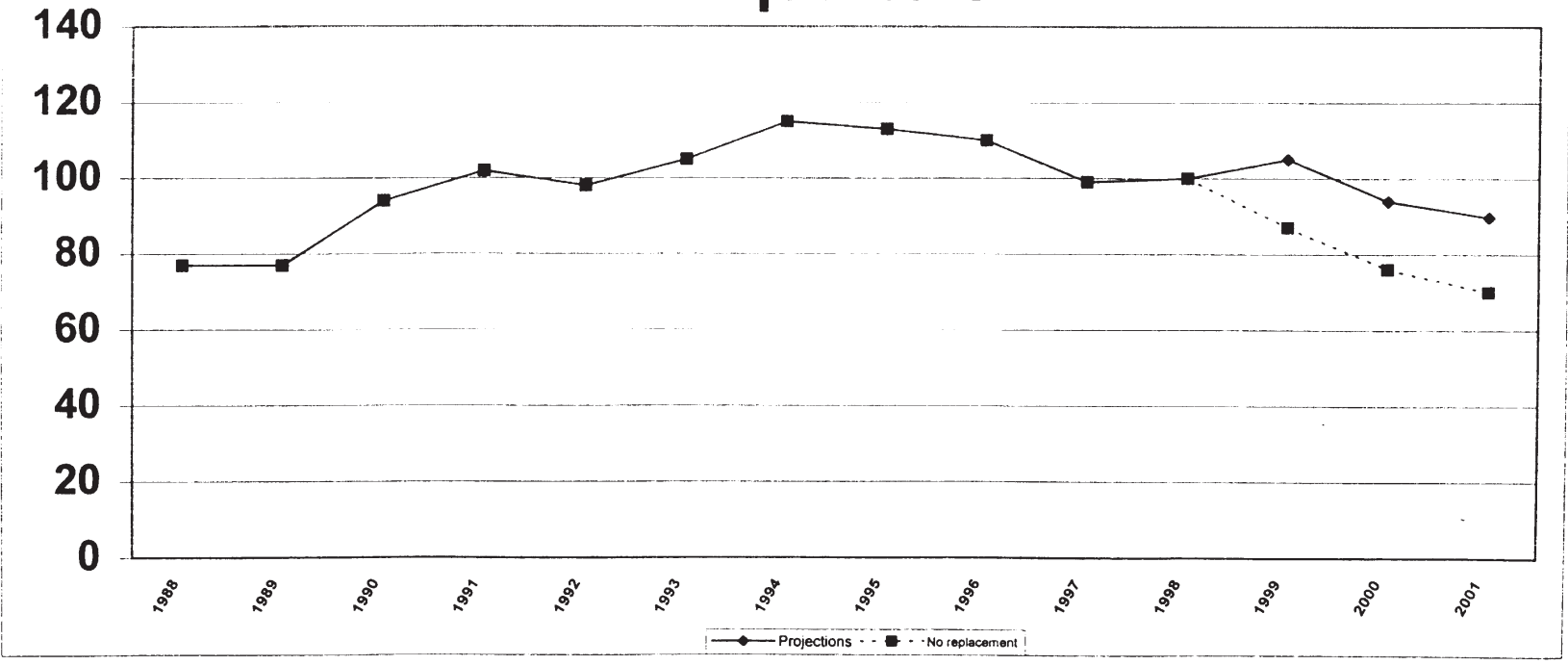


FIGURE 3

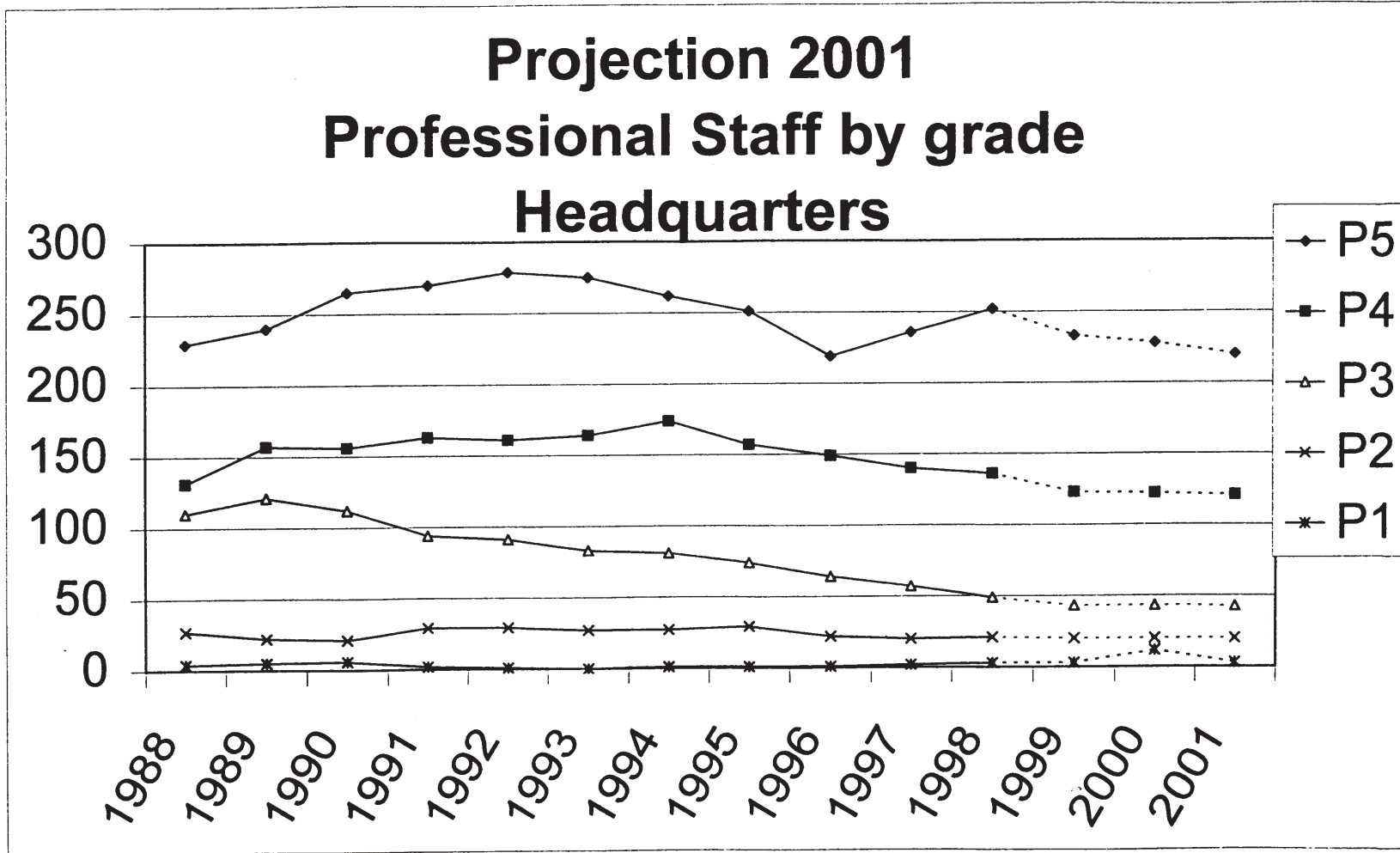


FIGURE 4

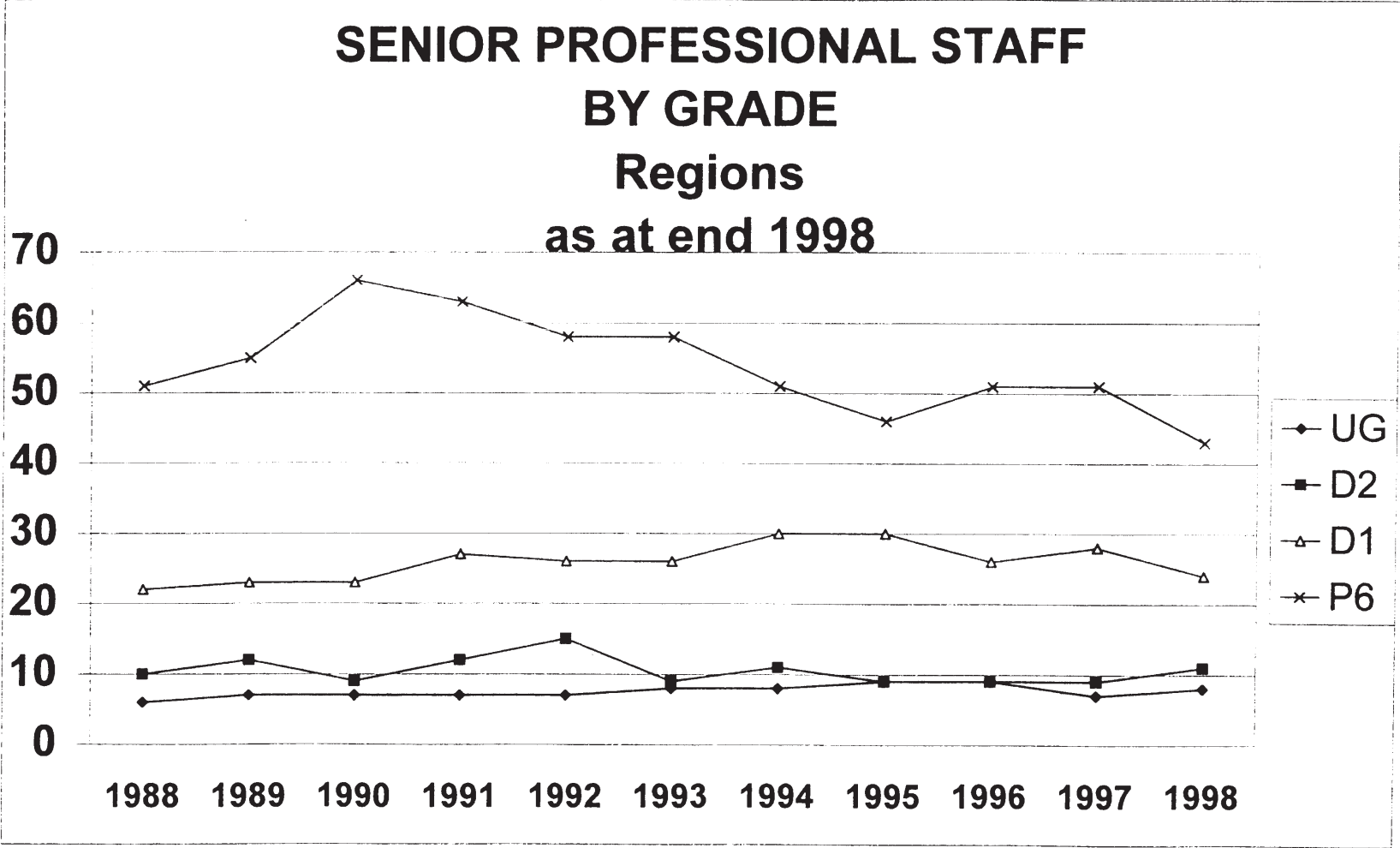


FIGURE 5

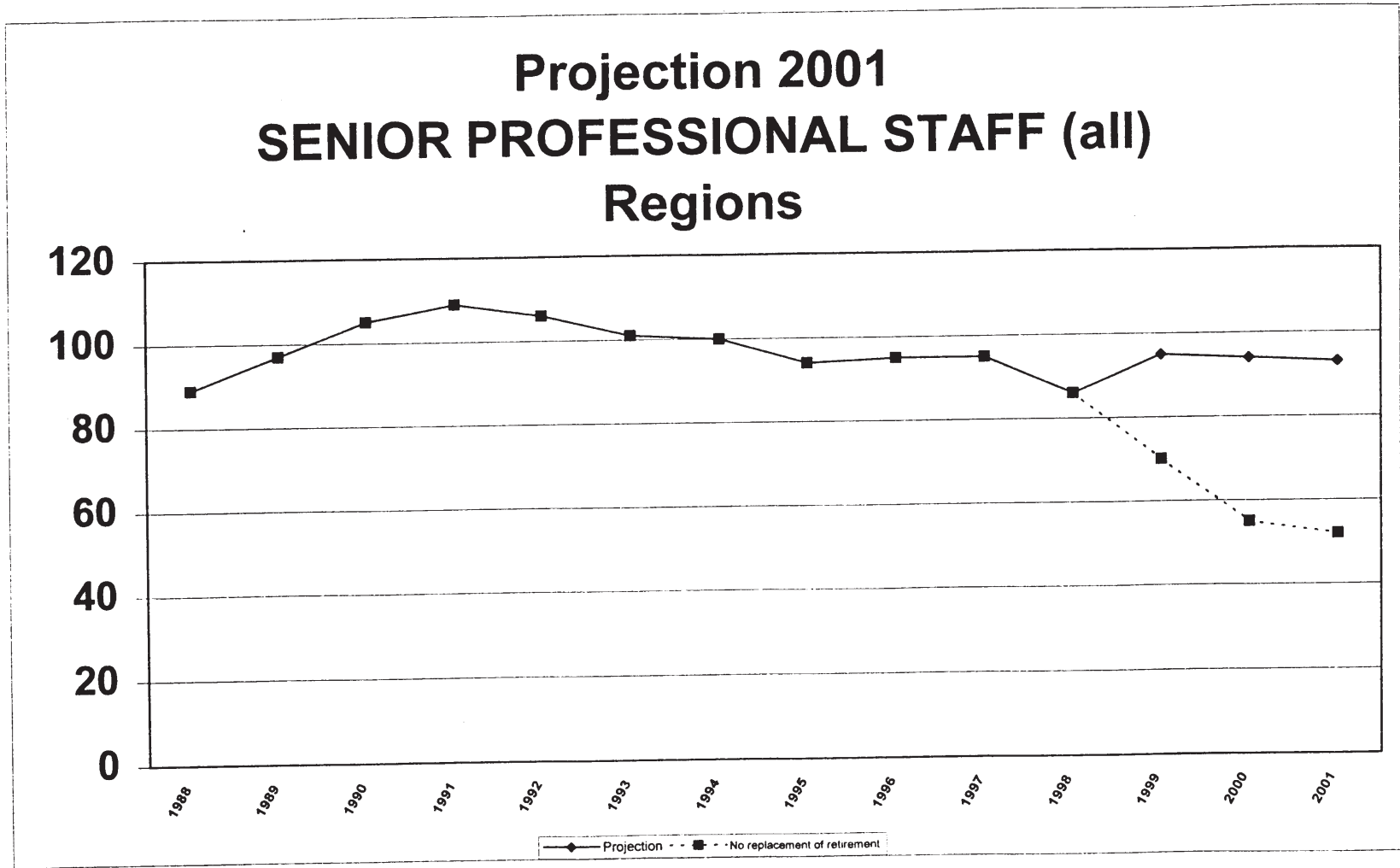


FIGURE 6

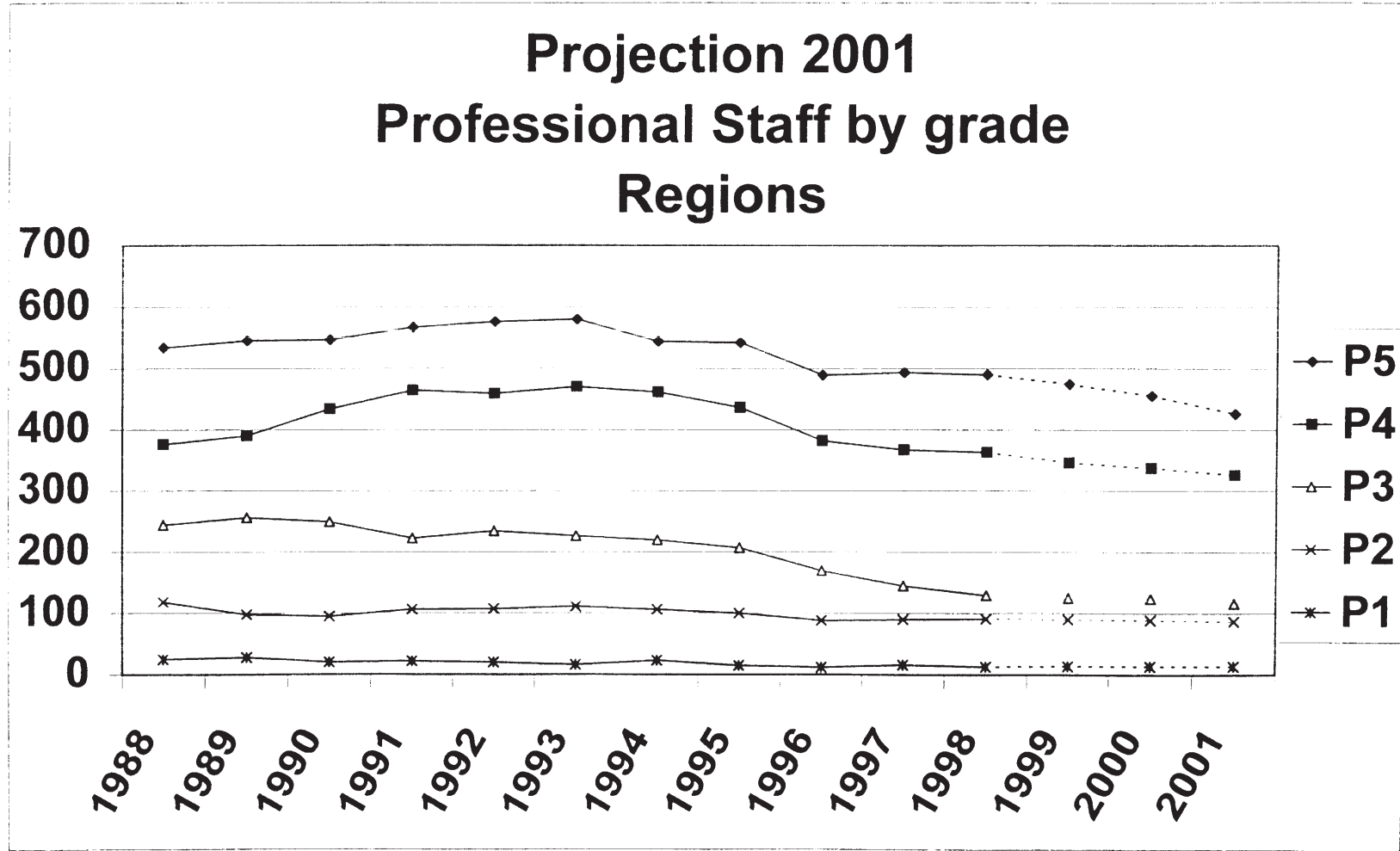


FIGURE 7

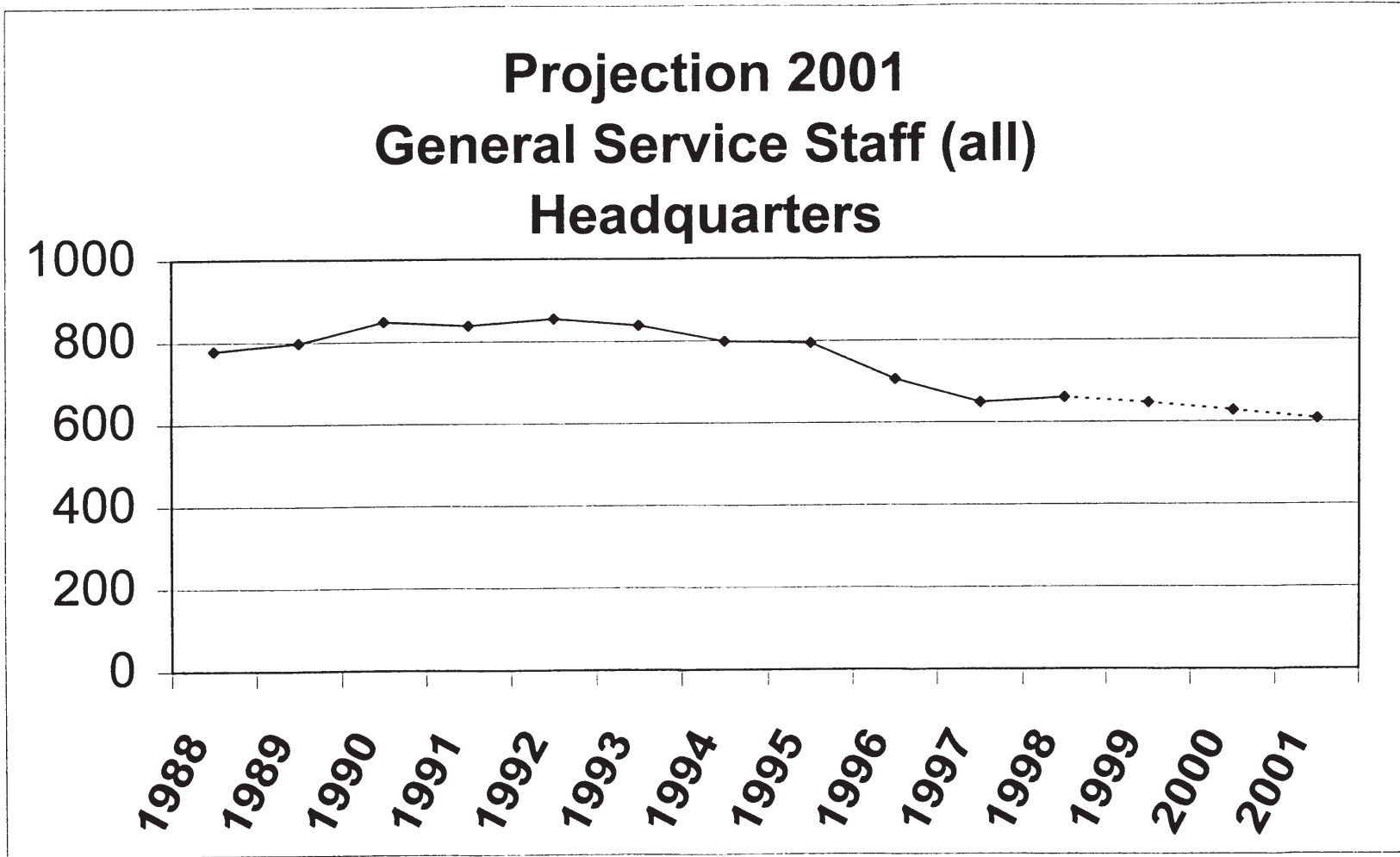
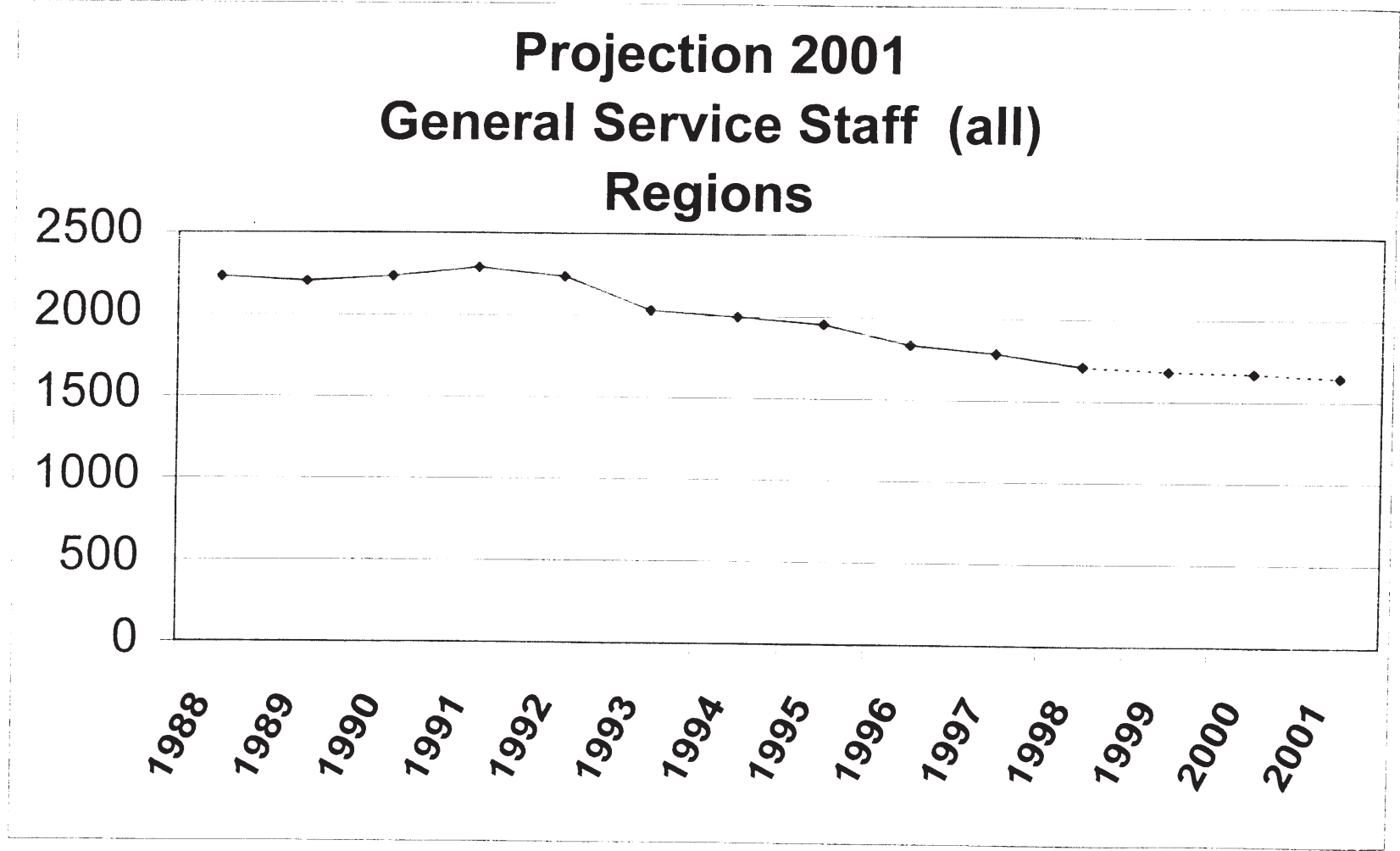


FIGURE 8



ANNEX 2

TABLE 1. STAFF DISTRIBUTION AT HEADQUARTERS BY CLUSTER AND GRADE, AS AT 25 JANUARY 1999
PROFESSIONAL CATEGORY

| Grade | Health systems and community health | Social change and mental health | Sustainable development and healthy environments | Communicable diseases | Noncommunicable diseases | Evidence and information for policy | Health technology and pharmaceuticals | External relations and governing bodies | General management | Director-General and independent functions | Others* | Total |
|---|-------------------------------------|---------------------------------|--|-----------------------|--------------------------|-------------------------------------|---------------------------------------|---|--------------------|--|-----------|------------|
| Fixed-term staff | | | | | | | | | | | | |
| UG | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 4 | 8 |
| D.2 | 2 | 4 | 3 | 5 | 2 | 2 | 5 | 2 | 5 | 4 | 3 | 37 |
| D.1 | 1 | 3 | 3 | 1 | 0 | 0 | 0 | 3 | 1 | 0 | 2 | 14 |
| P.6 | 3 | 2 | 5 | 6 | 1 | 2 | 4 | 3 | 6 | 0 | 0 | 32 |
| P.5 | 18 | 53 | 34 | 50 | 9 | 8 | 36 | 16 | 17 | 0 | 5 | 246 |
| P.4 | 6 | 12 | 11 | 17 | 2 | 12 | 9 | 22 | 32 | 0 | 10 | 133 |
| P.3 | 1 | 5 | 1 | 7 | 1 | 12 | 3 | 3 | 15 | 0 | 2 | 50 |
| P.2 | 3 | 5 | 2 | 2 | 0 | 3 | 3 | 1 | 2 | 0 | 0 | 21 |
| P.1 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Total professional staff | 34 | 84 | 61 | 89 | 15 | 40 | 60 | 51 | 78 | 7 | 26 | 545 |
| Short-term staff | | | | | | | | | | | | |
| Consultants | 6 | 3 | 4 | 4 | 1 | 1 | 25 | 1 | 1 | 0 | 1 | 47 |
| Professionals | 25 | 32 | 30 | 59 | 7 | 13 | 27 | 4 | 35 | 0 | 14 | 246 |
| Total short-term consultants and professionals | 31 | 35 | 34 | 63 | 8 | 14 | 52 | 5 | 36 | 0 | 15 | 293 |
| GRAND TOTAL | 65 | 119 | 95 | 152 | 23 | 54 | 112 | 56 | 114 | 7 | 41 | 838 |

* Included: Internal Audit; Legal Counsel; Ombudsman; Office of Press and Public Relations; ACC Subcommittee on Nutrition.

TABLE 2. STAFF DISTRIBUTION AT HEADQUARTERS BY CLUSTER AND GRADE, AS AT 25 JANUARY 1999

GENERAL SERVICE CATEGORY

| Grade | Health systems and community health | Social change and mental health | Sustainable development and healthy environments | Communicable diseases | Noncommunicable diseases | Evidence and information for policy | Health technology and pharmaceuticals | External relations and governing bodies | General management | Director-General and independent functions | Others* | Total |
|--|-------------------------------------|---------------------------------|--|-----------------------|--------------------------|-------------------------------------|---------------------------------------|---|--------------------|--|-----------|------------|
| Fixed-term staff | | | | | | | | | | | | |
| G 7 | 2 | 4 | 4 | 2 | 2 | 3 | 4 | 4 | 40 | 2 | 1 | 68 |
| G 6 | 3 | 16 | 7 | 11 | 3 | 15 | 11 | 8 | 67 | 2 | 2 | 145 |
| G 5 | 9 | 26 | 16 | 34 | 3 | 16 | 7 | 9 | 84 | 3 | 6 | 213 |
| G 4 | 8 | 30 | 25 | 20 | 1 | 11 | 22 | 3 | 65 | 0 | 2 | 187 |
| G 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 2 | 35 | 0 | 0 | 40 |
| G 2 | 0 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 10 | 0 | 0 | 14 |
| G 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total general service staff | 22 | 77 | 56 | 68 | 9 | 45 | 45 | 26 | 301 | 7 | 11 | 667 |
| Short-term staff | | | | | | | | | | | | |
| General service | 16 | 20 | 27 | 48 | 8 | 13 | 29 | 14 | 82 | 0 | 18 | 275 |
| Language staff | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 29 | 14 | 0 | 0 | 47 |
| Total short-term general service and language staff | 16 | 20 | 27 | 48 | 8 | 17 | 29 | 43 | 96 | 0 | 18 | 322 |
| GRAND TOTAL | 38 | 97 | 83 | 116 | 17 | 62 | 74 | 69 | 397 | 7 | 29 | 989 |

* Included: Internal Audit, Legal Counsel, Ombudsman, Office of Press and Public Relations, ACC Subcommittee on Nutrition.