

Report on financial and administrative implications for the Secretariat of decisions proposed for adoption by the Executive Board or Health Assembly

1. Decision Amendments to Staff Rules as related to contract reform	
2. Linkage to programme budget	
Area of work	Expected result
Human resources management in WHO	Conditions of service improved and staff-friendly policies implemented; WHO pay and benefits system brought into line with the United Nations field-oriented organizations' system.
(Briefly indicate the linkage with expected results, indicators, targets, baseline)	
The improved conditions of service outlined in the contract reform proposal represent the implementation of a staff-friendly policy that aims to ensure that the Organization attracts and retains the highest calibre of staff.	
3. Financial implications	
<p>(a) Total estimated cost for implementation over the "life-cycle" of the resolution (estimated to the nearest US\$ 10 000, including staff and activities) US\$ 8.6 million. These revised figures relate to the reduced additional costs that will result from improvement of the conditions of service for temporary staff, applying the principle of equal pay for equal work, which had not been foreseen in the Programme budget 2006–2007. The delay in implementation of these measures impacts on reduced costs related to the education grant, assignment grant, home leave and education-grant travel. The cost for future bienniums will be subsumed within the revised staff costs projected for each budgeting cycle, and will be in accordance with the need for temporary functions, as foreseen at that time.</p> <p>(b) Estimated cost for the biennium 2006-2007 (estimated to the nearest US\$ 10 000, including staff and activities) The costs indicated in (a) are estimated for 2007, which corresponds to the period of implementation of the proposed new measures.</p> <p>(c) Of the estimated cost noted in (b), what can be subsumed under existing programmed activities? None of the proposed additional costs can be subsumed under existing programme activities as all those concerned are in the process of converting a number of temporary functions into fixed-term positions; the amount indicated, therefore represents the estimated net increase over and above present budgets.</p>	

4. Administrative implications

(a) Implementation locales (indicate the levels of the Organization at which the work will be undertaken and identify the specific regions where relevant)

Implementation would be Organization-wide, using the revised human resource plans from both regional offices and headquarters.

(b) Additional staffing requirements (indicate additional required staff full-time equivalents, noting necessary skills profile)

Implementation of the proposed contract reform does not require additional staffing.

(c) Time frames (indicate broad time frames for implementation and evaluation)

Implementation will take place throughout 2007.

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