

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

1. Resolution Confirmation of amendments to the Staff Rules	
2. Linkage to programme budget	
Area of work	Expected result
Human resources management in WHO	4. 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 resolution will encourage more staff-friendly policies and better adherence to common system principles for management of human resources.	
3. Financial implications	
(a) Total estimated cost for implementation over the "life-cycle" of the resolution (estimated to the nearest US\$ 10 000, including staff and activities) The cost of the proposals is difficult to estimate as the entitlements being amended are exercised in a limited fashion and only by staff whose circumstances correspond to those covered by the entitlement. As opposed to the cost of compensation allowances and benefits, the cost of staff-friendly entitlements is not of a recurrent nature as such entitlements apply only in the narrow range circumstances described in the document.	
(b) Estimated cost for the biennium 2006-2007 (estimated to the nearest US\$ 10 000, including staff and activities) The rationale mentioned under 3(a) above applies.	
(c) Of the estimated cost noted in (b), what can be subsumed under existing programmed activities? Any additional costs would be subsumed under existing programmed activities.	
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) Not applicable.	
(b) Additional staffing requirements (indicate additional required staff full-time equivalents, noting necessary skills profile) No additional staffing requirements needed.	
(c) Time frames (indicate broad time frames for implementation and evaluation) As of promulgation of the amended Staff Rules.	