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**
   - Human resources management in WHO

   **Expected result**
   - 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.