

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

1. Resolution Code of practice on the international recruitment of health personnel	
2. Linkage to programme budget	
<p>Strategic objective:</p> <p>10. To improve health services through better governance, financing, staffing and management, informed by reliable and accessible evidence and research.</p>	<p>Organization-wide expected result:</p> <p>10.8 Health-workforce information and knowledge base strengthened, and country capacities for policy analysis, planning, implementation, information-sharing and research built up.</p> <p>10.9 Technical support provided to Member States, with a focus on those facing severe health-workforce difficulties in order to improve the production, distribution, skill mix and retention of the health workforce.</p>
(Briefly indicate the linkage with expected results, indicators, targets, baseline)	
WHO's activities in support of international recruitment of health personnel have links with strategic objective 10.	
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)	
US\$ 5 530 000 from May 2009	
(b) Estimated cost for the biennium 2008–2009 (estimated to the nearest US\$ 10 000 including staff and activities, and indicating at which levels of the Organization the costs will be incurred, identifying specific regions where relevant)	
US\$ 530 000 at headquarters level. This amount includes US\$ 300 000 for initiating new activities for the implementation of the code of practice during the last seven months of the biennium 2008–2009.	
(c) Of the estimated cost noted in (b), what can be subsumed under existing programmed activities for the biennium 2008–2009? US\$ 230 000	

(d) For the amount that cannot be subsumed under existing programmed activities, how will the additional costs be financed? (indicate potential sources of funds)

Costs will be met through income from voluntary contributions and regular budget allocations from Member States aimed at supporting work in this field.

4. Administrative implications

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

Headquarters, regional offices and country offices in countries facing major challenges as a result of health workforce migration.

(b) Additional staffing requirements (indicate additional required staff – full-time equivalents – by levels of the Organization, identifying specific regions where relevant and noting necessary skills profile)

One staff member in the professional category and specialized in health workforce migration issues, recruited at headquarters.

One staff member in the general service category, providing administrative support, recruited at headquarters.

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

The recruitment process is to be initiated at the end of 2009 or the beginning of 2010.

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