

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

1. Resolution Amendments to Staff Rules and Staff Regulations

2. Linkage to programme budget

Strategic objective:

13. To develop and sustain WHO as a flexible, learning organization, enabling it to carry out its mandate more efficiently and effectively.

Organization-wide expected result:

13.3 Human resource policies and practices in place to attract and retain top talent, promote learning and professional development, manage performance and foster ethical behaviour.

(Briefly indicate the linkage with expected results, indicators, targets, baseline)

The amendments represent the implementation of recommendations contained in the report of the International Civil Service Commission, which has been submitted to the United Nations General Assembly for consideration at its sixty-third session. These amendments aim to ensure that WHO's compensation system complies with the decisions that are expected to be taken by the General Assembly.

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)

Total estimated annual cost US\$ 1 413 457, made up of revision to the education grant, US\$ 213 750; operation of the new mobility and hardship scheme, US\$ 434 707; children and secondary dependent's allowance levels, US\$ 675 000; and hazard pay, US\$ 90 000.

(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)

As implementation takes place as of 1 January 2009, the costs apply for 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? All the costs can be subsumed.

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

4. Administrative implications

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

All levels of the Organization will be involved.

- (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)**

The amendments do not require additional staffing.

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

Implementation will take place from 1 January 2009.

= = =