

**Honorable Chair,
Excellencies,
Ladies and Gentlemen,**

We would like to thank the WHO Secretariat for preparing the report on this agenda item.

We take note of the forty-fourth annual report of the International Civil Service Commission. We welcome the Commission's decisions and recommendations on certain staffing issues, including the review of pensionable remuneration based on single rates, end of service grant, inclusion of the workforce diversity component in human resources management framework, and the revised unified base/floor salary scale.

We do, however, seek further information on the possible impact of these recommendations to the WHO budget. We suspect there will be an increase, we would like seek clarification on where it would come from – whether it comes from donors or from another component within the budget?

Finally, it is our fervent hope that the recommendations will give positive impacts to the works of the Organization, especially in terms of improving and ensuring the welfare of the WHO's staff which in the end would affect their performance and the WHO's program and budget implementation.

Thank you, Chair.