



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
105th Session
Provisional agenda item 6

EB105/17 Add.3
4 January 2000

Implementation of budget resolutions

Mutually agreed separation

Submitted to the Executive Board for information

1. Further to document EB105/17, Part 2, this paper provides additional information on the mutually agreed separation conducted by the Organization in 1999. The separation exercise is an integral and major part of the efficiency savings plan.
2. WHO's Staff Rule 1015 contains provisions for mutually agreed separations with staff. The exercise in 1999 was aimed at freeing resources that would be channelled to priority programmes, and at changing the mix of staff skills. It is part of the Organization's response to resolution WHA52.20, which encouraged the Director-General "to continue to identify efficiency savings in the order of 2% to 3% throughout the whole Organization, for reallocation to high-priority programmes", and of reform under way to achieve a better match of staff skills and abilities to the new organizational structure and programme goals.
3. The scheme was voluntary and staff were invited to express interest. Decisions were taken, however, in the best interest of WHO, e.g. they would lead either to abolition of posts, or to significant other savings, or to a better mix of skills. Although all staff members were invited to express their interest in the separation, the Organization retained the right to refuse any application on the grounds that it was not in the best interest of the Organization.
4. Support teams established in headquarters and in the regional offices met with interested staff members and with the Executive Directors or Regional Directors concerned to discuss individual cases based on the criteria outlined in paragraph 3 above. The support teams' recommendations were examined by a steering committee at headquarters, which included staff representatives. The committee subsequently advised the Director-General on individual cases.
5. A total of 331 staff expressed interest in receiving a separation. The Director-General accepted 224 applications; deferred decision on 36 applications from staff in management support units in headquarters and staff in the regional offices for Europe and the Western Pacific; and decided that 71 applications were not in WHO's interest.
6. Of the agreed separations, 86 were from headquarters and 138 from the regions. The largest number (96) were in the Regional Office for Africa, because the temporary closure of the Office facilitated the separation of staff whose services were no longer required.

7. As a result of the separation agreements, the Organization will be able to redirect approximately US\$ 19 million to priority areas in 2000 and US\$ 22.5 million in the full biennium 2000-2001. The savings arise from the abolition of 166 posts and significant adjustments to 58 other posts.

8. Approximately US\$ 20 million will be disbursed from the Terminal Payments Account to meet separation and repatriation costs. The Terminal Payments Account is financed from a levy on staff that makes it possible to cover separations and repatriation costs as required. The funds can only be used for staff purposes. The separation exercise did not draw on programme financing.

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