

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 Regulations and Staff Rules	
2. Linkage to programme budget	
Strategic objective:	Organization-wide expected result:
13. To develop and sustain WHO as a flexible learning organization, enabling it to carry out its mandate more efficiently and effectively.	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 outlined in the document EB126/39 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-fourth session. ¹ 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. Budgetary implications	
(a) Total estimated cost for implementation over the life-cycle of the Secretariat's activities requested in the resolution (estimated to the nearest US\$ 10 000, including staff and activities)	
Approximately US\$ 120 000 per annum as from 1 January 2010.	
(b) Estimated cost for the biennium 2010–2011 (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).	
Approximately US\$ 240 000.	
(c) Is the estimated cost noted in (b), included within the existing approved Programme budget for the biennium 2010–2011?	
Yes.	

¹ *Report of the International Civil Service Commission for 2009. General Assembly Official Records, Sixty-fourth session, Supplement No. 30* (documents A/64/30, A/64/30 Corr.1 (in French only) and A/64/30 Corr.2 (copies available in the Executive Board Room)).

4. Financial implications

How will the estimated cost noted in 3(b) be financed (indicate potential sources of funds)?

Through assessed and voluntary contributions.

5. 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 concerned.

(b) Can the resolution be implemented by existing staff? If not, please specify in (c) below.

Yes.

(c) 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)

None.

(d) Time frames (indicate broad time frames for implementation).

Implementation will take place from 1 January 2010.

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