

Human Resources

Report of the Programme, Budget and Administration Committee of the Executive Board to the Sixty-eighth World Health Assembly

1. While noting its late issuance, the Committee welcomed the report of the Secretariat¹ and the progress made in the area of human resources reform. In addition, the Programme, Budget and Administration Committee recognized the pressure that the Ebola crisis has put on the human resources capacity in the Organization.
2. The Committee also welcomed the work that is being done to change the information technology system for recruitment to enable the Organization to carry out a much-needed skills inventory.
3. Member States also reiterated their support for the proposed global mobility scheme, which is expected to improve staff performance and effectiveness, and ensure better alignment with changing staff structures, and looked forward to its full implementation.
4. The new framework on performance management and development was considered to be a key tool for improving efficiency, and the Committee suggested that performance management be monitored in relation to compliance, the effectiveness of the performance management system, and its ability to facilitate improvements in the administration of internal justice.
5. Acknowledging that some progress had been made in the gender balance in the Organization, the Committee nevertheless requested that continuous efforts be made in order to reach parity.
6. The Committee noted that staff costs had been reduced and expected that any future increase in the staff budget be as a result of re-prioritization to better align staffing to programmatic needs. In this regard, the Secretariat confirmed that if the budget increase was approved by the Sixty-eighth World Health Assembly, it would have a limited impact on staff expenditures. In particular, staffing numbers would increase in the area of preparedness and emergency response and health systems across the three levels of the Organization.

RECOMMENDATION TO THE HEALTH ASSEMBLY

7. The Committee recommended that the Health Assembly note the report contained in document A68/44.

¹ Document A68/44.