# UN STAFF
## SERVING AS ONE

## Presentation to Permanent Representatives on implementation of GA Res 63/250
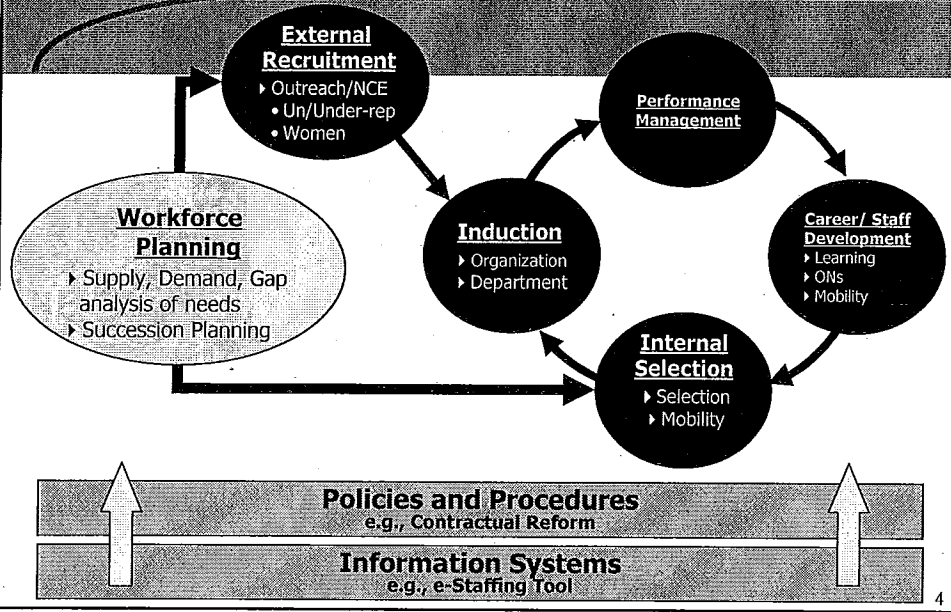
### April 2009

1

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## Key Messages

✓ **Contractual reform**
  - ✓ Contractual administration simplified
  - ✓ Global pool of staff
  - ✓ Better remuneration package for majority of field staff

✓ **Recruitment improved**
  - ✓ Strategic Workforce Planning to determine future HR needs
  - ✓ E-Staffing tool will integrate and improve HR processes
  - ✓ BPI review of Competitive examinations

✓ **Career development opportunities broadened**
  - ✓ Establishment of Occupational Networks and VINE to improve mobility and provide career opportunities
  - ✓ E-learning system will integrate and improve learning processes

2

Our Vision to meet the Organization's HR needs

3



Talent Management Framework

**External Recruitment**
▸ Outreach/NCE
  • Un/Under-rep
  • Women

**Performance Management**

**Career/ Staff Development**
▸ Learning
▸ ONs
▸ Mobility

**Workforce Planning**
▸ Supply, Demand, Gap analysis of needs
▸ Succession Planning

**Induction**
▸ Organization
▸ Department

**Internal Selection**
▸ Selection
▸ Mobility

**Policies and Procedures**
e.g., Contractual Reform

**Information Systems**
e.g., e-Staffing Tool

4

## Contractual Reform

5

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## Why we need streamlined contracts

**Changed context**
- In 63 years, UN Secretariat went from:
  - 1,500 staff members ⟹ 40,000+ = 2,670% increase
  - 300 field-based staff ⟹ 22,000 *(30,000+ authorized)* = 7,333% increase in staff deployed in the field
  - A few HQ locations ⟹ duty stations of varying levels of hardship worldwide
  - Funds/Programmes: 26,000+ staff

- **Cumbersome policies and practices**
  - 11 types of contracts, 15 conditions of service, three sets of staff rules
  - Different rules/regulations for each contract type/ series limits mobility and management of global workforce

6

## Change 1: One set of staff rules; 3 types of appointments

### What does this mean?

<u>Temporary</u> – seasonal/peak workloads & short-term requirements < 1 yr

<u>Fixed-term</u> – requirements of $\geq$ 1 yr; can be renewed or extended

<u>Continuing</u> – open-ended appointment; no implementation until Jan 2010

➢ Discontinuance of 100, 200, 300 series
➢ One new set of staff rules
➢ Duration of need determines the type of appointment (regardless of funding source)

## Change 2: Missions classified family/non-family; staff in field installed

### What does this mean?

➢ Alignment within Secretariat but not across Secretariat and Agencies, Funds & Programmes (no Special Operations Approach)
➢ Installment - shift of payments from MSA to: post adjustment, mobility, hardship, non-removal, rental subsidy of new duty station
➢ HQ/OAH staff starting mission assignment after 1 July
  ➢ 90 days or less = Travel status (subsistence allowance)
  ➢ More than 90 days = Installed
➢ Better remuneration package for majority of staff; transitional measures to mitigate loss for affected staff
➢ Second household element for staff in non-family duty stations needs to be considered
➢ New Rest & Recuperation approach (no travel payment, additional travel time)

## Comparison of benefits/allowances: fixed-term and temporary appointments

- Fixed-term and continuing appointments will have the same benefits as the current 100 series

- Temporary appointments will have a reduced package

  ➢ For example, no education grant, no travel or shipment for family members, no non-removal allowance, reduced annual leave

9

## Highlights related to permanent appointments

- Staff with permanent appointment retain permanent appointment

- Staff recruited through competitive exam (NCE, GtoP, language) with acquired right to permanent appointment before 30 June 2009 will continue to be converted

- Eligible staff with acquired right to be considered for permanent appointment as of 30 June 2009 will be considered for permanent appointment, timeframe for one-time review to be decided

10

## Highlights related continuing appointments

- Proposal: Staff eligible to be considered for continuing appointment if:
  - 5 yr of continuous service
  - Continuing need for services
  - Staff member demonstrates highest standards of efficiency, competency and integrity

- Additional information to be provided to the GA in Fall 2009, including issue of eligibility criteria for consideration for continuing appointments

## Highlights for field mission staff

- Internal status
  - Appointment will not be limited to a mission after a competitive process subject to a Central Review Body review
  - Greater variety of professional opportunities

- Conditions of service
  - Majority of field staff will receive better remuneration package, especially mobile staff
  - Transitional measures to mitigate loss in overall compensation for affected staff
    - Personal Transitional Allowance (PTA) provided for 4 yrs: 100% of difference for first 2 yrs, 70% for 3rd yr, 40% for 4th yr

# Improved Recruitment

# Recruitment and staffing

- Secretariat-wide Strategic Workforce Planning (SWFP)
  - Supply, demand, gap analyses completed by June 2009
  - Human Resources Action Plans with linkages to SWFP outcomes

- Outreach activities for HQ and field
  - Outreach office established in OHRM, working closely with DFS
  - Multiple outreach initiatives, career fairs in 2008 - 2009

## Recruitment and staffing

- E-Staffing tool to integrate and improve HR processes
  - ➤ Phase I - start October 2009: SWFP, Recruitment
  - ➤ Phase II – start December 2009: Learning Management, Career Development, Performance Management

- Rostering
  - ➤ Re-think strategies to increase number of candidates selected from existing post-specific rosters
  - ➤ Improve roster quality by strengthening candidate assessment and interviewing process
  - ➤ Approach to be presented at 65th session of the GA

15

## Geographical Representation and Gender Balance

- SWFP data will help to identify specific problem areas that require targeted outreach

- New processes for screening candidates that more easily highlight gender and geography mandates

- Applicants identified through outreach efforts will be tracked throughout the recruitment process

- Departmental gender focal points established to provide platform addressing gender issues

- Lessons learned from Agencies, Funds and Programmes in improving geographical representation under review

- Departmental HRAPs include gender and geographical figures, serving as accountability mechanisms for HoDs

16

## Competitive Exams

- Business Process Improvement (BPI) review of NCRE, GtoP and language examinations

- Strategic Workforce Planning will identify needs and feed into NCRE requirements

- Suspension of NCRE for 2010, possibly 2011 pending BPI review

- Inclusion of 2 indicators in HRAP to monitor use of NCREs for P-2s and NCREs promotion to P-3

- Expanding placement of NCREs to field operations

17

## Staff and Career Development

18

## Occupational Networks (ON), Mobility and Learning Management

- Occupational networks are a tool to enhance mobility across the Organization and facilitate career development
  - MAGNET, POLNET, ECOSOCNET have been launched as a pilot
  - Voluntary Initiative for Network Exchange (VINE) is mechanism for facilitating mobility within ONs
  - 100 staff members expressed interest
  - Network management will provide basis for development of mobility policy

- Learning management
  - LMS enables comprehensive, unified management and delivery of learning resources globally
  - Includes needs assessments, registration, scheduling, reporting and future planning, evaluation and impact assessment, and integration of best practices

19

## Going forward

| Actions | Timeline |
|---|---|
| ▪ Develop legal and policy framework for contractual reform | ➢ Ongoing |
| ▪ SWFP supply, demand and gap analysis completed | ➢ June 2009 |
| ▪ Issue appointments under the new series of staff rules | ➢ Starting 1 July 2009 |
| ▪ Consultations and receipt of feedback from staff reps at SMCC | ➢ July 2009 |
| ▪ E-staffing tool launched | ➢ Start Oct 09: Phase 1 ➢ Start Dec 09: Phase 2 |
| ▪ Staff movements through VINE | ➢ Summer 2009 |
| ▪ BPI review of competitive examinations | ➢ August-Sept 2009 |
| ▪ Review by GA of implementation of continuing appointments | ➢ Fall 2009 |
| ▪ Testing and initial rollout of LMS | ➢ End 2009, early 2010 |

20

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21