



HUMAN RESOURCES MANAGEMENT REFORM

4 March 2008

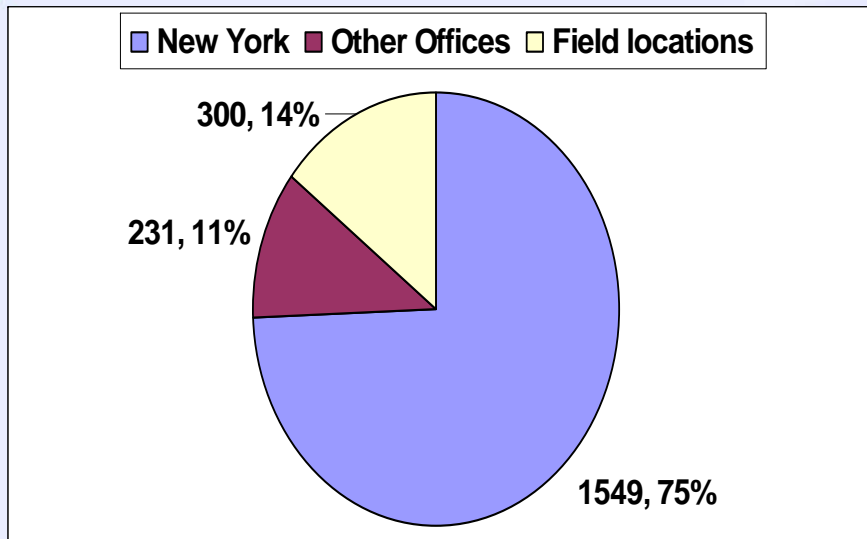


Overview of Proposals

- **One contract:** Streamlined contractual arrangements under a single series staff rules that would vary by length of service:
 - Temporary appointment
 - Fixed-term appointment
 - Continuing appointment
- **Conditions of service:**
 - Harmonize family/non-family duty station designation across UN system
 - Family duty stations: Maintain standard UN system contracts/conditions of service
 - Non-family duty stations: Introduce Special Operation Approach (SOA)
 - Paid Rest & Recuperation (R&R) travel



Changed context



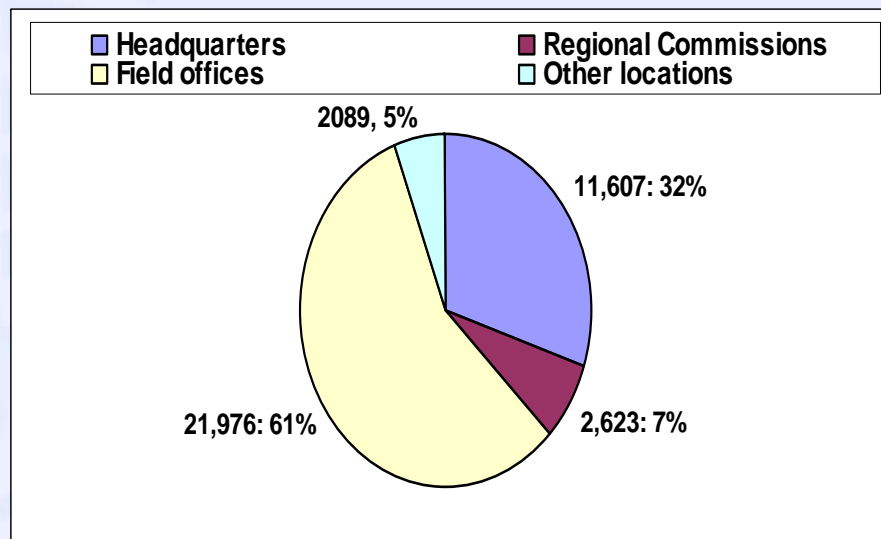
1949

Total: 1,549 staff members

New York: 1018

Other offices: 231

Field Locations: 300



2007

Total: 38,295 staff members

Headquarters (New York, Geneva, Vienna, Nairobi): 11,832

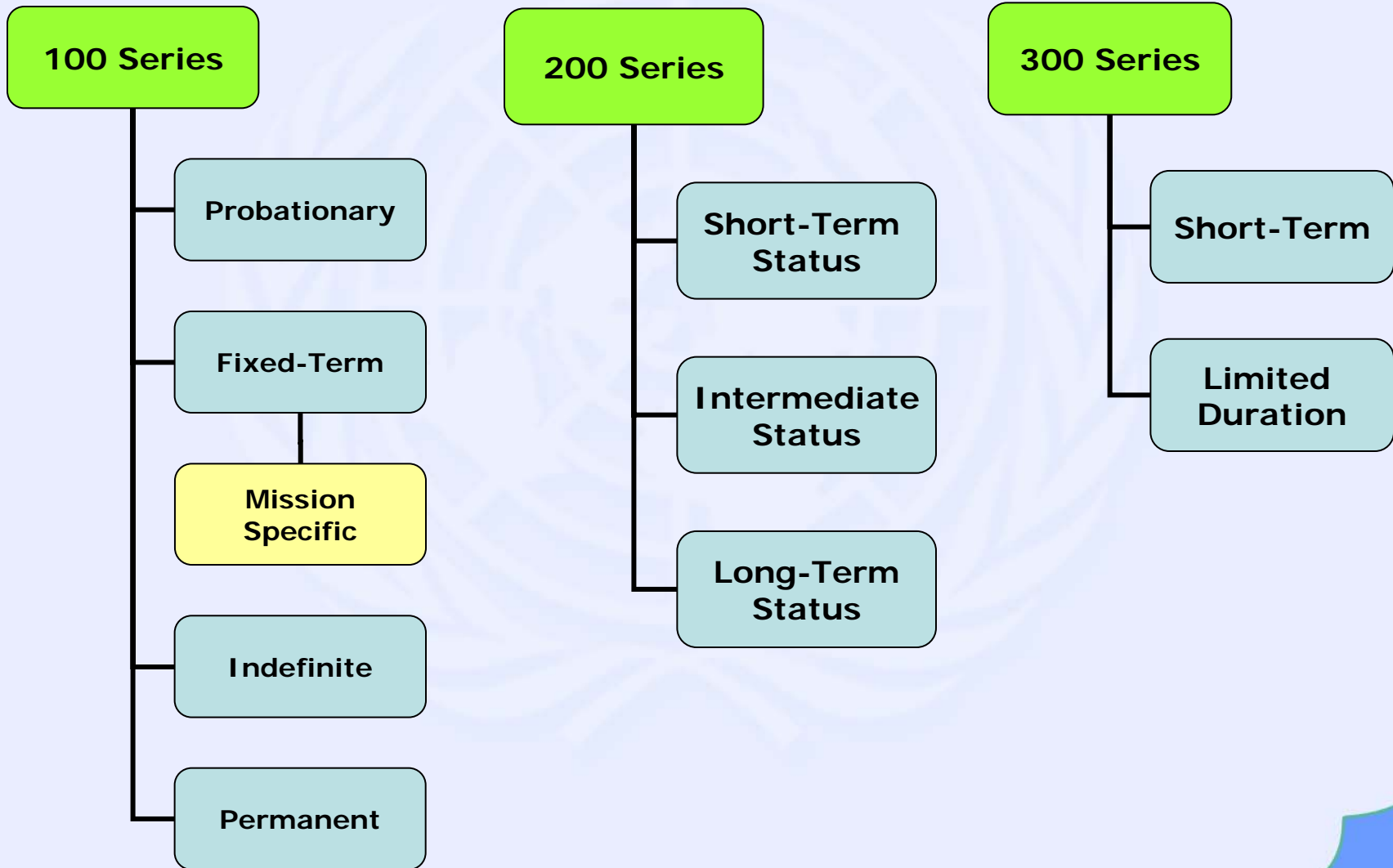
Regional commissions: 2623

Field locations: 21,976 (peacekeeping, human rights, humanitarian assistance, drugs and crime, environment, human settlement, development)

Other offices: 2,089 (tribunals)

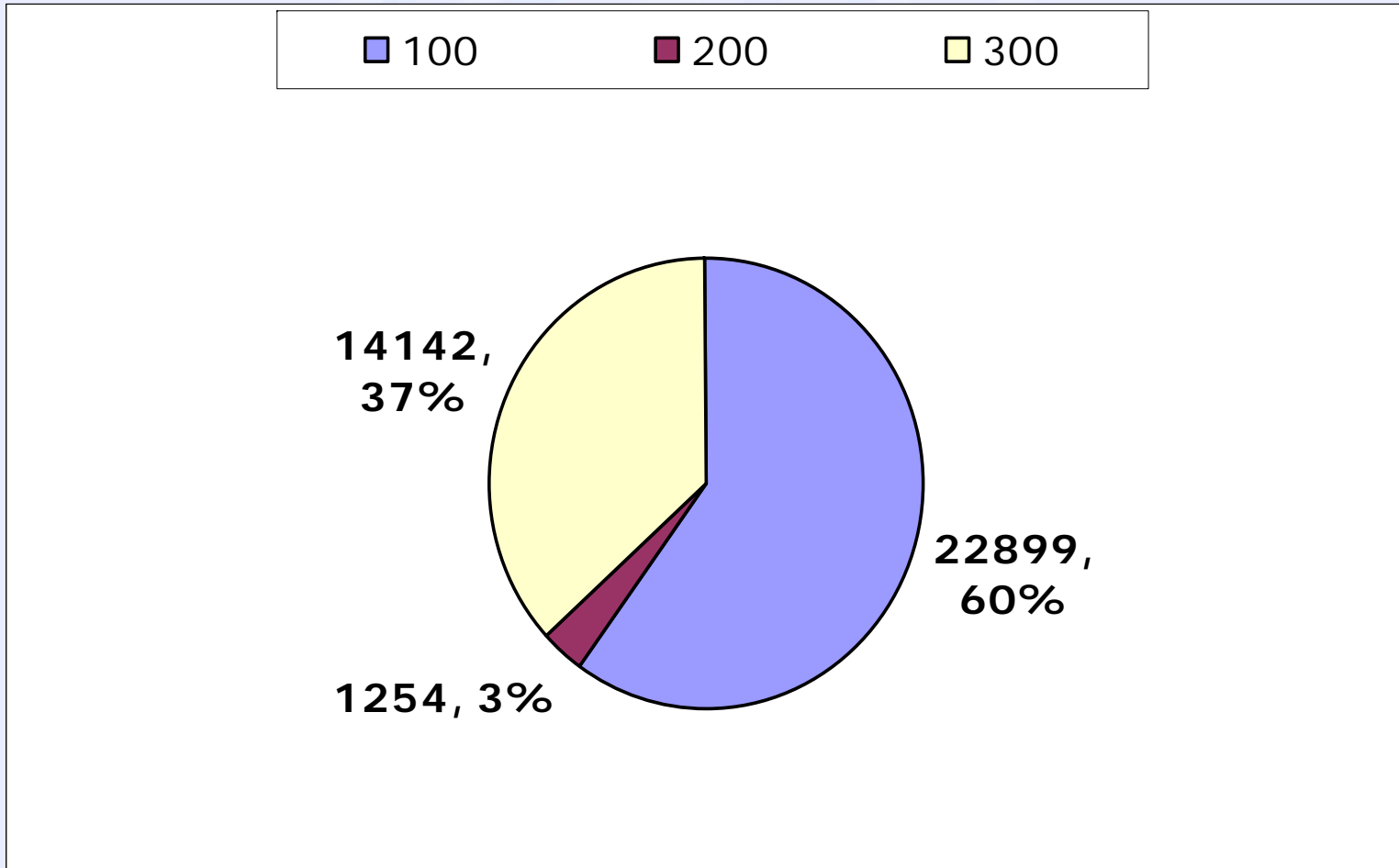


Current Types of Appointment



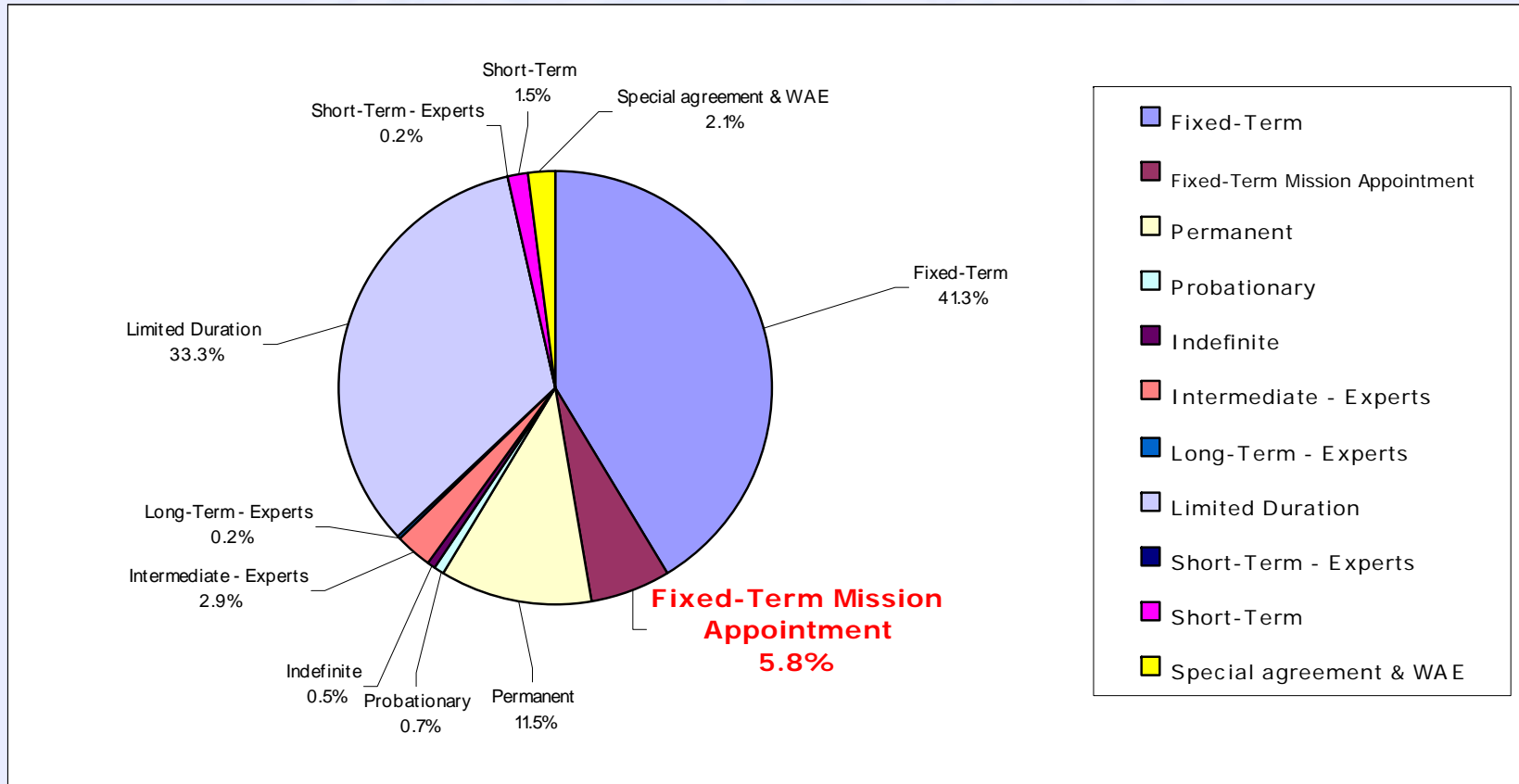


Secretariat Staff by Series (31 Dec 07)





Secretariat Staff by type of appointment (31 Dec 07)





Peacekeeping Challenges

- Complex missions in hardship locations
- 90% of int'l staff in non-family missions
- Less competitive compensation package
- High professional turnover (28%)
- High vacancy rate (22%)
- Inexperienced staff (59% Professionals with two or less years of UN experience)
- Limited mobility

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Potentially high operational, financial and managerial risk

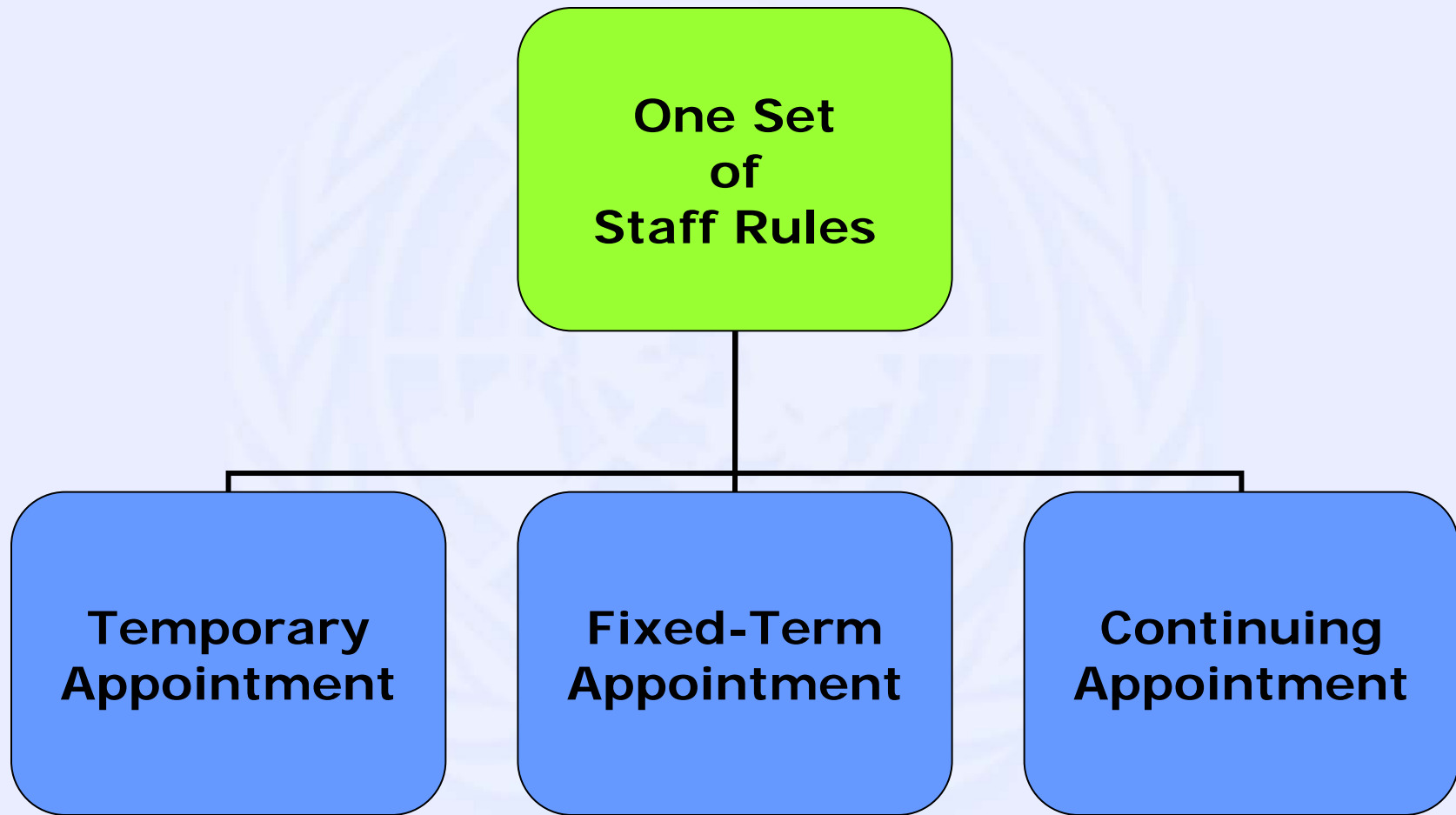


Why are streamlined contractual arrangements critical?

- HRM reforms critical to strengthening Organizational effectiveness
- Integrate HQs and field into one global workforce – more experienced, versatile, mobile staff critical to delivering complex & diverse mandates
- Eliminate barriers & inequities in treatment & movement of staff
- Streamline administrative processes - more expeditious and cost effective
- Facilitate ERP development & implementation
- Enhance transparency, responsibility & accountability



Proposal



* **Permanent appointment:** Staff who currently held permanent appointments would not be affected; staff with acquired rights to be considered for permanent appointment under the existing rules, by the time the change became effective, would **not** be affected.



Secretary-General's Proposals: Conditions of Service

- Designate missions as family or non-family, in harmony with UN agencies, funds & programmes
- Maintain contracts/conditions of service paid at family duty stations
- Replace Occasional Recuperation Travel (ORB) with paid Rest & Recuperation (R&R) travel
- Apply Special Operations Approach (SOA) in non-family duty stations



Proposed Timeline Phase I


Within 6 months following the GA decision

- Amended Staff Regulations introduced
- New Staff Rules promulgated provisionally and reported to GA 63rd Session
- Staff holding appointments under the 100, 200 and 300 Series reviewed for new UN appointment
- Family mission designations harmonized
- R&R travel introduced in all eligible duty stations



Proposed Timeline Phase II

Within 12 months following the GA decision

- 
- New Staff Rules, with any modification and/or deletions by the GA, promulgated
 - Review begun of staff members eligible for considerations for permanent appointments
 - Non-family missions designation and SOA introduced (9 months following GA decision)



Financial Implications

The Secretary-General's proposal:

One contract (A/62/274): \$23.7 million per annum (estimated annual cost)

Conditions of service (A/61/861): \$199.0 million per annum (estimated annual cost based on one series of contract)

- Designation of family/non-family duty stations: **\$88.7 million**
- Introduction of R&R travel, replacing ORB: **\$13.6 million**
- Special Operations Approach: **\$96.7 million**



Financial Implications

- **No** additional financial implications for streamlining contractual arrangements of following staff:
 - All staff with appointments under the 100 Series
 - All staff with appointments under the 200 Series
 - All staff on short-term appointments under the 300 Series appointed to serve for six months or less