

Confidential

Note to Ms. Kane and Ms. Pollard

OUSG/DM

Human Resources Management issues

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Ms. Pollard

Ms. Kane

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1. As you are aware, strengthening the United Nations figures as one of the strategic opportunities for the year 2011 of the Secretary-General. The Secretary-General, after thoroughly considering various aspects of human resources management system, has approved certain ideas regarding changes as described in paragraphs 2 to 4 below. These relate primarily to the staff selection system and are within his authority. They also serve to advance his vision on human resources management.
2. The condition of lateral moves required for posts at P-5 level originally introduced in the administrative instruction ST/AI/2002/4 and refined over a period of time including in ST/AI/2010/3 will be expanded to add a reference to the lateral move as necessarily implying a change in geographic location (i.e. one geographic move) and expand its coverage to include posts at P-5 level upwards. This would enhance the chances of staff members in field missions being considered for vacancies in established duty stations at P-5 levels and upwards. Conversely, staff members in Headquarters aiming for promotions or desirous of continuing contracts would also be attracted for service in other duty stations in the field.
3. The second measure provides that 40 per cent of total recruitments in each Department every year be set aside for applicants external to the Department. These could include staff rotating from other departments, field missions or United Nations Funds, Programmes and Specialised Agencies, as well as other external candidates. With a view to monitoring and reporting performance on this proposal, a dedicated indicator could be introduced in Senior Managers Compacts. This could be reviewed by the Deputy Secretary-General on a regular basis. It may be emphasized that each Head of Department/Office would be responsible for selection of his/her staff resource subject to the 40 per cent guidelines of external candidates within the best suitable category. If necessary, a Pilot project may be initiated for New York and Geneva in 2011 with expansion to other duty stations in the years ahead.
4. The third measure should provide that staff members will not be promoted consecutively (i.e. more than once) in the same Department without fulfilling the required lateral moves criterion. This will imply that a staff member desirous of applying to a higher level post will be required, when being considered for a higher level post, to have been previously promoted from a different Department. In order to be considered for a P-5 post, a staff member would need to fulfil lateral move requirements as mentioned in (2) above. He/she would not be eligible for two successive promotions within the same Department. The measure would provide incentives for career development of staff members. The filters in the current system could be expanded to capture the requirements of this proposal to facilitate proper implementation.