



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



## **THIRD SESSION OF THE SUBCOMMITTEE ON PROGRAM, BUDGET, AND ADMINISTRATION OF THE EXECUTIVE COMMITTEE**

*Washington, D.C., USA, 11-13 March 2009*

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*Provisional Agenda Item 5.2*

SPBA3/12, Rev. 1 (Eng.)  
30 January 2009  
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### **CONTRACT REFORM IN PAHO**

#### **United Nations Contract Reform Implementation in PAHO**

##### **Background**

1. The Executive Committee, during its 140th Session, confirmed Staff Rule amendments (see CE143.R1) needed to implement a new contractual framework in the Pan American Health Organization (PAHO). At that time, however, the Executive Committee conditioned implementation of PAHO's new contractual arrangements on the approval by the United Nations General Assembly (UNGA) of a similar framework for the UN common system. PAHO's new framework would consist of three contract types: fixed term, continuing, and temporary.

2. On 23 December 2008, the UNGA approved new contractual arrangements for the UN common system (Document A/RES/63/250, provisional distribution). The framework consists of the same three contract types proposed by PAHO. This new framework comes into effect on 1 July 2009; however, the General Assembly requested that the Secretary General not appoint any staff to continuing contracts before 1 January 2010 pending the General Assembly's consideration of additional information concerning the implementation of those contracts. In that same resolution, the UNGA decided that:

- (a) temporary contracts are to be used to appoint staff for seasonal or peak workloads and specific short-term requirements for less than one year, which may be extended for up to one additional year where warranted;
- (b) staff on temporary contracts would be eligible to receive only the following benefits and allowances: post adjustment, rental subsidy, hazard pay, hardship allowance, Daily Subsistence Allowance (DSA) portion of assignment grant,

leave (depending on length of contract), home leave (per classification of duty station), and limited shipment allowance.

3. In light of the above, the Pan American Sanitary Bureau is seeking the Executive Committee's approval to implement, as of 1 July 2009, those Staff Rule amendments which were confirmed during the 140th Session of the Executive Committee and which would implement changes that allow the appointment of temporary staff for a period of up to two years where warranted.

4. Moreover, the Bureau will submit to the 144th Session of the Executive Committee newly proposed Staff Rule amendments, which would fully align the benefits and entitlements of PAHO temporary staff with those of the UN common system. The Bureau intends to seek the Executive Committee's approval to move forward with the implementation of continuing contracts during the Committee's June 2010 session.

5. Finally, the Bureau wishes to note that it has fully implemented the PAHO Staff Rule changes related to consultant contracts which were confirmed by the Executive Committee during its 140th Session (see CE140.R14) and approved for implementation during its 143rd Session (see CE143.R1).

#### **Action by the Subcommittee on Program, Budget, and Administration**

6. Based on the decisions recently taken by the UN General Assembly during its 63rd Session with respect to a new contractual framework for the UN common system, the Subcommittee may wish to take note of the following proposed resolution which will be presented to the 144th Session of the Executive Committee:

#### *THE 144th SESSION OF THE EXECUTIVE COMMITTEE,*

Considering those Staff Rule amendments confirmed during the 140th Session of the Executive Committee (CE140.R14) related to the reform of PAHO's contractual mechanisms, for which implementation is pending approval by the Executive Committee;

Acknowledging the need to reduce the administrative burden associated with the management of contracts, and

Recognizing the need for uniformity of contract types with WHO and the UN common system,

#### *RESOLVES:*

To authorize the Director to implement, with effect on 1 July 2009, those Staff Rule amendments which were confirmed during the 140th Session of the Executive Committee with respect to temporary staff appointments.