



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



138th SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 19-23 June 2006

RESOLUTION

CE138.R20

REPORT OF THE WORKING GROUP ON STREAMLINING THE GOVERNANCE MECHANISMS OF PAHO

PROCESS FOR THE ELECTION OF THE DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU

THE 138th SESSION OF THE EXECUTIVE COMMITTEE,

Having considered the report of the Working Group on Streamlining the Governance Mechanisms of PAHO, established by Decision CE137(D5);

Acknowledging that the current process for electing the Director of the Pan American Sanitary Bureau is defined by the Constitution of PAHO and the Rules of Procedure of the Pan American Sanitary Conference;

Aware of the need for a more formal and transparent process for selecting candidates for the top senior posts of the Organization as stated in the Report of the Working Group of PAHO in the 21st Century, included in Resolution CD46.R2; and

Acknowledging the need to take steps to render the election process of the Director of the Pan American Sanitary Bureau more explicit and equitable for internal and external candidates,

RESOLVES:

To recommend to the 47th Directing Council the following resolution:

THE 47th DIRECTING COUNCIL,

Having considered the recommendations contained in Document CD47/__,

RESOLVES:

1. To approve the following Rules governing the election process for the position of Director of the Pan American Sanitary Bureau:

**RULES GOVERNING THE ELECTION PROCESS FOR THE
POSITION OF DIRECTOR OF THE PAN AMERICAN SANITARY BUREAU**

Article I
Nominating Criteria

- 1.1 Candidates nominated for the post of Director of the Pan American Sanitary Bureau should have:
 - (1) a strong technical and public health background, extensive experience in international health and understanding of the inter-American and United Nations systems;
 - (2) a proven history and evidence of public health leadership, and management skills appropriate for a complex health-related organization;
 - (3) sensitivity to and respect for the cultural, social, political, and economic diversity within and among the countries in the Region;
 - (4) knowledge of the regional health situation and of the wide range of health systems in the Region;
 - (5) a strong commitment to the work of PAHO;
 - (6) good physical condition, as required of all staff members of the Organization;
 - (7) fluency in one of the official languages and a working knowledge of one of the others.
- 1.2 Candidates should be willing to sign the mandated PAHO and WHO Declaration of Conflict of Interest.

Article II
Presentation of Nominations

- 2.1 The process for electing the Director shall begin at least six months prior to the date fixed for the opening session of the Pan American Sanitary Conference (the Conference) or by 1 March, which ever comes first, with a notification from the incumbent Director to the Member States, Participating States, and Associate Members inviting nominations for the post of Director to be submitted to the President of the Executive Committee. Such notification shall include a copy of these Rules.
- 2.2 Following the Nominating Criteria in Article I above, each Member State, Participating State, or Associate Member may submit the name of only one national from a country within the Region as a candidate for the post of Director, in a sealed, confidential envelope addressed to the President of the Executive Committee, c/o Legal Counsel, Pan American Health Organization, Washington, D.C., at least four months prior to the opening session of the Conference or by 1 May , which ever comes first, after which time the nomination period shall be closed. Nominations should include a curriculum vitae of the proposed candidate.
- 2.3 All nominations received shall be compiled by the Bureau, translated into the four official languages of the Organization, and forwarded by the President of the Executive Committee to the Member States, Participating States, and Associate Members at least three months prior to the opening session of the Conference or by 1 June, which ever comes first.

Article III
Candidate's Forum

- 3.1 The President of the Executive Committee shall invite nominated candidates to make a presentation to all Member States, Participating States, and Associate Members wishing to attend a Candidate's Forum to be held on the margins of the Executive Committee session preceding the session of the Conference.
- 3.2 Information regarding the time, date, and logistics of the Candidate's Forum shall be sent by the President of the Executive Committee to the nominated candidates and to all Member States, Participating States, and Associate Members immediately after the closure of the presentation of candidatures as specified in Article 2.3 above.
- 3.3 Nominated candidates shall be responsible for all expenses related to their participation in the Candidate's Forum.

- 3.4 Members States, Participating States, and Associate Members shall be responsible for all expenses related to their participation in the Candidate's Forum.
- 3.5 Wherever possible, modern technology will be utilized to facilitate the widest possible participation of all of the Organization's membership, including video conferencing. Verbatim transcripts of the presentations and discussions at the Candidate's Forum will also be made available.
- 3.6 The order of the presentations to be made by the candidates shall be determined by lot, and candidates will be called one at a time. Candidates shall be allowed no more than 30 minutes to make an oral presentation and one hour for questions and answers from Member States, Participating States, and Associate Members in attendance. The oral presentation shall include the candidate's platform outlining their vision, proposed policy priorities, and financial and programmatic direction for the Organization. The time limit should be strictly adhered to.

Article IV

Candidates Who Are PAHO or WHO Staff Members

- 4.1 For the purposes of these Rules, a Director seeking reelection, staff members of PAHO or WHO, and any other person in an employment relationship with the Organization who has been nominated for the post of Director shall be considered as "internal candidates."
- 4.2 In conformity with the international character of their functions, no internal candidate may make direct or indirect use of their positions to further their candidacies, and shall not use the resources of the Organization for campaign purposes.
- 4.3 In pursuing their candidacy, no internal candidate shall communicate restricted, confidential, or otherwise privileged information to anyone or use that information to their private advantage.
- 4.4 In consideration of Staff Regulation 1.8, Internal Candidates for the post of Director shall either resign or take leave from the Organization, as applicable, once the nominations are forwarded by the President of the Executive Committee to Member States, Participating States, and Associated Members pursuant to Article 2.3 of these Rules. The period of leave shall last until the election or until such time as the staff member withdraws his or her candidacy. In the case of leave, the staff member shall first be placed on annual leave until such leave has been exhausted and then, as necessary, on leave with pay. During such time, the

- staff member shall not represent the Organization in any manner whatsoever. Except for the Director, Deputy Director and Assistant Director, a staff member whose candidacy was not successful, and who opted to take leave shall have the right to return to the position that he or she occupied previously in the Organization or, at the discretion of the Organization, to another position at a level equal to the grade held previously to taking such leave.
- 4.5 The foregoing Section 4.4 shall not apply to the Director in office. Nonetheless, the Director shall strictly conform to the requirements of Sections 4.2 and 4.3 of these Rules, for the entire period preceding the election.
- 4.6 For the purpose of conserving the independence and impartiality inherent in the international character of their function, and to assure that a level playing field is maintained in the election of the Director, staff members of PAHO or WHO and any other person in an employment relationship with the Organization, shall not engage in campaign activities for or otherwise support any candidate for the position of Director.
- 4.7 Failure to observe the provisions established in this Article constitutes serious misconduct and shall result in disciplinary action, which may include summary dismissal, under the applicable Staff Rules and Regulations, or breach of contract and grounds for termination, as applicable.
- 4.8 In the case of internal candidates who are staff members of WHO, the President of the Executive Committee shall request the Director-General of WHO to consider the application of Article IV of these Rules to such candidates.

Article V Election

- 5.1 The Conference shall elect the Director by secret ballot from among the nominated candidates, in conformity with Article 21, paragraph A, of the Constitution and the Rules of Procedure of the Conference.

Article VI
Post Election Measures

6.1 Delegates from Member States, Participating States, or Associate Members participating in the election may not be employed or contracted by the Organization for a period of one year thereafter.

6.2 In the case of Delegates from Member States, Participating States, or Associate Members participating in the election that are appointed as Temporary Advisers, the Secretariat shall present the President of the Executive Committee with an information paper listing all such appointments every three months for a period of one year after the election of the Director.

6.3 In order for the Executive Committee to be apprised of funding authorizations from the Country Variable Allocation and the Regional Director's Development Fund, a report on such activities shall be prepared by the Secretariat, reviewed by the Director of Administration, and sent to the President of the Executive Committee every three months for a period of six months prior to and a period of one year after the election of the Director.

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2. To replace the existing Rules 55 of the Rules of Procedure of the Directing Council and 56 of the Rules of Procedure of the Pan American Sanitary Conference with the following texts:

Rule 55

“The Council shall elect an ad interim Director by secret ballot, when required, in conformity with Article 21, paragraph A, of the Constitution, Rule 56 of the Rules of Procedure of the Conference and the Rules Governing the Election Process for the Post of Director, as approved by the Directing Council. However, should there be insufficient time prior to the date fixed for the opening session of the Council to permit full compliance with the timeframes outlined in the election process, the President of the Executive Committee shall adjust such timeframes and inform the Members and Associate Members accordingly.”

Rule 56

“The Conference shall elect the Director by secret ballot, in conformity with Article 21, paragraph A, of the Constitution and the Rules Governing the Election Process for the Post of Director, as approved by the Directing Council. The election

process shall begin at least six months prior to the date fixed for the opening session of the Conference or by 1 March, which ever comes first, with a notification from the incumbent Director to the Members and Associate Members, inviting nominations for the post of Director to be submitted to the President of the Executive Committee. Such notification shall include a copy of the Rules Governing the Election Process for the Post of Director.

Each Member and Associate Member may submit the name of only one national from a country within the Region as a candidate for the post of Director in accordance with the referenced Rules Governing the Election Process for the Position of Director. The nomination will be sent in a sealed, confidential envelope addressed to the President of the Executive Committee, c/o Legal Counsel, Pan American Health Organization, Washington, D.C., at least four months prior to the opening session of the Conference or by 1 May, which ever comes first, after which time the nomination period shall be closed. All nominations received shall be compiled by the Bureau, translated into the four official languages of the Organization, and forwarded by the President of the Executive Committee to the Members and Associate Members at least three months prior to the opening session of the Conference or by 1 June, which ever comes first.

In accordance with the Rules Governing the Election Process for the Position of Director, the President of the Executive Committee shall invite nominated candidates to make a presentation to all Members and Associate Members wishing to attend a Candidate's Forum to be held on the margins of the Executive Committee session preceding the session of the Conference.

The Conference shall elect the Director from among the candidates nominated by the Members and Associate Members in accordance with the Rules Governing the Election Process for the Position of Director. If in the first two ballots no person receives the majority required, two further ballots restricted to the two candidates receiving the largest number of votes in the second of the unrestricted ballots shall then be taken. If no candidate receives the majority required, two unrestricted and two restricted ballots shall be taken alternatively until a candidate is elected.”

(Ninth meeting, 23 June 2006)