



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



# 135th SESSION OF THE EXECUTIVE COMMITTEE

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*Provisional Agenda Item 3.3*

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## **REVIEW OF REQUIREMENTS, CONDITIONS, AND PROCEDURES FOR THE CONFERRAL OF THE PAHO AWARD FOR ADMINISTRATION**

### **Background**

1. In June of this year, the 134th session of the Executive Committee adopted Resolution CE134.R11 requesting the Secretariat to review the requirements, conditions, and procedures for conferring the *PAHO Award for Administration*. In order to do so, the process of change that characterizes the current administration of health programs and services was examined in terms of actors, roles, and missions,. Also examined were current trends in the design and execution of health programs, human resources education, and health systems research.
2. There was agreement on the need to develop criteria that better reflect the demands of the new millennium and the strategies with which the Secretariat and the Governments should address them. At the same time, the importance of having a larger, more diverse pool of candidates to permit a selection process consistent with these challenges was recognized. Concerning this new dimension, there is a need to clarify what information is needed and other requirements for the nomination of candidates and subsequent selection to continue to guarantee a fair and impartial process.
3. The original procedures and criteria for conferring the *PAHO Award for Administration* were adopted by the 18th Pan American Sanitary Conference in 1970 and successively amended by the 20th Pan American Sanitary Conference in 1978, the 27th Directing Council in 1980, the 24th Pan American Sanitary Conference in 1994, and the 41st Directing Council in 1999. The fact that five years have passed since the last review, together with the aforementioned conditions, make it necessary to update the procedures and criteria.

## **Justification**

4. Concerning the nominating procedures, given the recent experience with the 2004 Award, the amendments are justified for the following reasons:

### ***Problems with the forms and documentation supporting the merits of the nominees***

5. It should be emphasized that all forms must be completed in full, with an objective, detailed response to each question. There should be a clear explanation of the importance of the candidate's contributions to health administration; it is not enough merely to mention actions and/or functions.

6. To the question on why the candidate deserves the award, a simple statement from the nominating party is not enough; the results of the candidate's efforts and contributions should be indicated, along with their impact in terms of improving health conditions.

7. Therefore, it is not enough for nominees to have done an excellent job in their positions in administration, project execution, education, and research; they must have achieved something exceptional through their management efforts—and the results will be even more relevant if they have an international or transnational impact. The questions on the form should be more specific to highlight this aspect. The documentation confirming these qualities should also be specific and respond to the questions on the form.

### ***Importance of the Award in promoting improvements in administration***

8. In order to underscore the importance of the PAHO Award for Administration in improving administration, education, and health systems research, it should be linked with the theme adopted for the year the award is made. For example, it is suggested that it coincide with the theme of World Health Day or with some of the key priorities or strategies that the Organization is promoting for health development.

9. The pool of nominees should be more diverse. The Representative Offices and regional programs should be encouraged to play an active role in promoting nominations for the Award. This will require intense campaigns to obtain a quantitative and qualitative increase in the number of nominations.

### ***A review of the selection criteria is justified for the following reasons:***

10. The candidates should have outstanding qualifications in three areas: administration, education, and research.

11. The terms of reference for nominating and selecting candidates should be more specific in order to establish objective criteria that leave no room for personal interpretations.
12. The *criterion demonstrated excellence* should not only cover the candidate's work experience, but explain why it is excellent, based on its contribution to a substantial improvement in health conditions at the national and even subregional level.
13. Under the *criterion experience in teaching health program administration*, teaching experience is not the only area that should be mentioned; its impact on the training of leaders in health administration should also be described. For example, is the candidate recognized as an outstanding educator at the national and subregional or regional level? Indicate why and his/her contribution.
14. This last criterion implies that the supporting documentation should include statements from peers or list specific honors from professional associations and academic institutions recognizing the importance of the candidate's contribution.
15. Under the *criterion sustained research production*, the impact on health administration and ultimately, the health situation, should be considered.

**Text of the changes submitted for the consideration of the 135th Executive Committee**

16. Based on clause 17 of the current procedures for conferring the *PAHO Award for Administration*, the following changes to the current text of the procedures and selection criteria are submitted for the consideration of the 135th Executive Committee:

***Procedures***

- a) Clause 2, so it reads as follows: *The Award shall be conferred on the candidate who has made a significant contribution in his home country or the Region of the Americas to improving health development, through the administration or execution of programs, teaching, and research.*
- b) Clause 6, so it reads as follows: *The names of proposed candidates shall be submitted to reach the Director of the Pan American Sanitary Bureau before 31 March, together with their curriculum vitae and the documentation supporting the nature and quality of the work done. This documentation shall include a brief narrative describing the impact that the candidate's work has had on health administration in the person's home country and/or at the regional level. In order to facilitate the work of the Award Committee, the required data from each candidate should be presented on the standardized form provided by PAHO. This*

*form and the documentation supporting the merits of the candidate should be completed in full as exhaustively as possible, responding explicitly and objectively to each of the questions. All documentation shall be submitted in an original and three copies.*

- c) *Between clause 16 and 17, add a new clause that reads: In order to underscore the importance of the Award and emphasize its contribution to improving administration, education, and research, it shall be associated with a theme related to the Organization's strategic priorities. Furthermore, the Representative Offices and the regional programs shall play a greater role in disseminating information about the Award and encouraging the nomination of excellent candidates in the respective area.*

### **Criteria**

- a) *The candidate should have demonstrated excellence in administration, education, and health research at the national or local level, with substantial changes in terms of improvements in health administration and health conditions at the national and/or regional level identified and documented.*
- b) *Experience in teaching health program administration and execution that has had a positive impact on public health activities at the national and/or international level, according to the testimony of peers, professional associations, academic and research institutions that confirms the importance of the candidate's contribution to the development of leadership in health. This information should be included in the supporting documentation.*
- c) *Sustained activities in research production that help to improve the execution of health programs and service delivery, demonstrating their real impact.*