



*executive committee of
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PAN AMERICAN
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HIRING UNDER LOCAL CONDITIONS OF EMPLOYMENT FOR THE MOBILIZATION OF
NATIONAL RESOURCES

This agenda item was initially presented to the Executive Committee in June 1986. The purpose of hiring under local conditions is to attain greater efficiency and effectiveness in the use of the financial resources available to the Organization. This called for fresh approaches in employing qualified personnel. Following review and discussion by the Executive Committee, the XXII Pan American Sanitary Conference in September 1986 adopted Resolution XIX which established a new category of personnel referred to as "national staff members," with conditions of employment governed, in fact and in law, by national legislation and labor practices of the country in which they serve.

To implement this resolution, in April 1987 the Secretariat presented to the Eighth Meeting of the Subcommittee on Planning and Programming of the Executive Committee a new set of Staff Rules to apply to "national staff members." By the decision taken by the 99th Meeting of the Executive Committee in June 1987, the new Staff Rules were confirmed, effective 1 July 1987. These Rules have since been distributed to the Centers and PAHO/WHO Representations in the field.

To ensure proper application of the Rules, the Secretariat has issued a number of directives regarding the new personnel system. Emphasis has been placed on the substantive portion of the resolution, particularly on the intention of the Governing Bodies that the implementation of the system be "on a limited basis." These directives also have covered establishment of specific posts, the importance of competitive selection processes, and vigilance to achieve cost effectiveness in the administration of the new system. Collaboration with the Office of Internal Audit and the Budget Department has also been brought in to ensure adequate control in application of the new Rules, including the institution of a termination fund.

A report on the measures that have been taken to implement this new personnel system was presented to the Tenth Meeting of the Subcommittee on Planning and Programming in April 1988. So far, 213 positions have been established under the new scheme, all for support services. The majority of the posts are located in PANAFTOSA (116), followed by 44 posts in CEPANZO and 16 in ECO.

Thirty-seven (37) posts have likewise been established in the PAHO/WHO Representation in Brasilia. In the process, 45 support services posts falling into the international category have been eliminated as they became vacant. None of the staff currently serving the Organization has been prejudiced by the establishment of the new recruitment system.

For the Secretariat, the implementation of Resolution XIX has entailed a continuing period of consolidation and adjustment at Headquarters as well as in the field. To further facilitate the process of adjustment and to achieve better control and efficiency, orientation and training activities are being organized for the field administration staff responsible for the implementation of the new local conditions of employment system for support personnel. This will likely take place during the months of September-October 1988.

The Executive Committee may wish to note that this is an interim report, submitted in compliance with Resolution XIX of the XXII Pan American Sanitary Conference.

The Secretariat will continue to monitor the new personnel system for support staff, in cooperation with staff representatives who have expressed interest in participating in the evaluation process.