



United Nations

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**The Secretary-General's report:  
Overview of human resources management reform:  
towards a global, dynamic and adaptable workforce  
for the United Nations**

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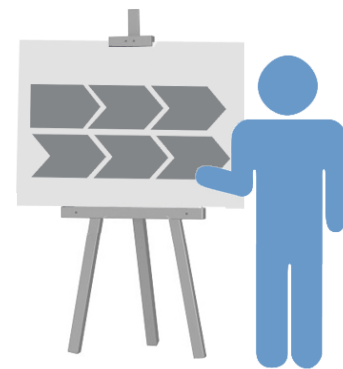
OHRM BBL  
13 and 20 October 2016



# Content

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- I. Context and Background
- II. Updates and requests to the GA
- III. The way forward



# Context

- Contractual reform
- Harmonization of conditions of service

**2008-2011**

- Improving Talent Management**
- Workforce planning
  - New staff selection & managed mobility
  - ICSC implementation
  - Inspira
  - Performance Management
  - Umoja
  - YPP

**2012-2016**

- Fully integrated people strategy and new HR delivery model

**2018-2019**



# Background

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- The Secretary-General's reports on human resources reforms submitted to the General Assembly at its 69th and 70th sessions were considered by the Assembly without the adoption of a formal resolution.
- It was agreed with the Members States at the General Assembly's first resumed part of the 70th session that the Secretary-General would prepare new consolidated reports covering any aspects relevant from past and new reports as well as highlight items for which the Secretary-General is seeking the Assembly's endorsement.
- **The overview reports provides:**
  - Updates on the implementation of major reform initiatives.
  - Requests GA's endorsement on particular issues.
  - Provides views on how HR should be addressed moving forward.
  - Signals intention to present to GA, at 73<sup>rd</sup> session, an updated HRM framework.



# Updates to GA

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- ✓ Implementation of new contractual arrangements and harmonization of conditions of service
- ✓ Implementation of changes to the compensation package for internationally recruited staff members.
- ✓ Workforce Strategy - next steps
- ✓ Enhancements to Performance Management
- ✓ New Learning and Career Support Strategy
- ✓ Flexible Work Arrangements



# Key Requests to GA

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## **HIPPO follow-ups**

- Request to extend the temporary duty assignment from Headquarters, Offices away from Headquarters and Regional Commissions from **three to six months**.

## **YPP:**

- Request to proceed with the implementation of phase II which includes the following changes to the YPP examination.

## **Career opportunities for GS and related categories:**

- Request to enable staff in General Service and related categories to apply for positions at the Professional category alongside all other candidates without having to resign.

## **Use of retired staff**

- Request to approve the earnings limits for retired staff members in receipt of pension benefits be set to the monetary equivalent of up to 125 working days per calendar year at the level at which the individual separated from service.

## **Staffing:**

- Request to reduce the number of days to advertise a JO from 60 to 30 days and to include some vacancies from B, C, D, E duty stations into managed mobility.

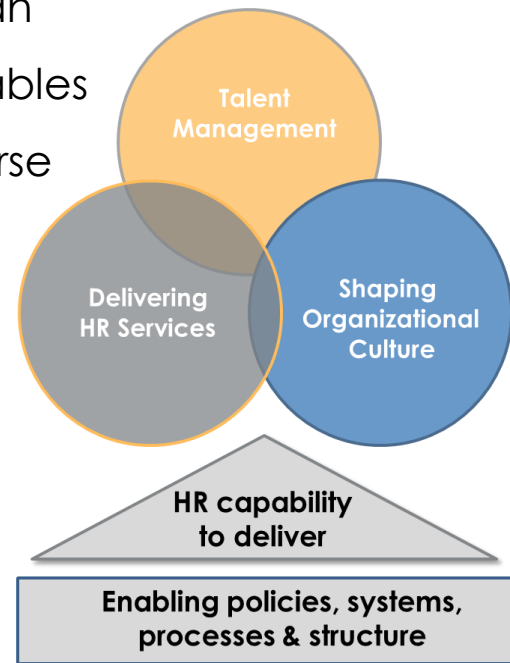


## II. The way forward...

The Secretary-General proposes developing an integrated human resources strategy that enables mandate delivery through a competent, diverse and adaptable workforce.

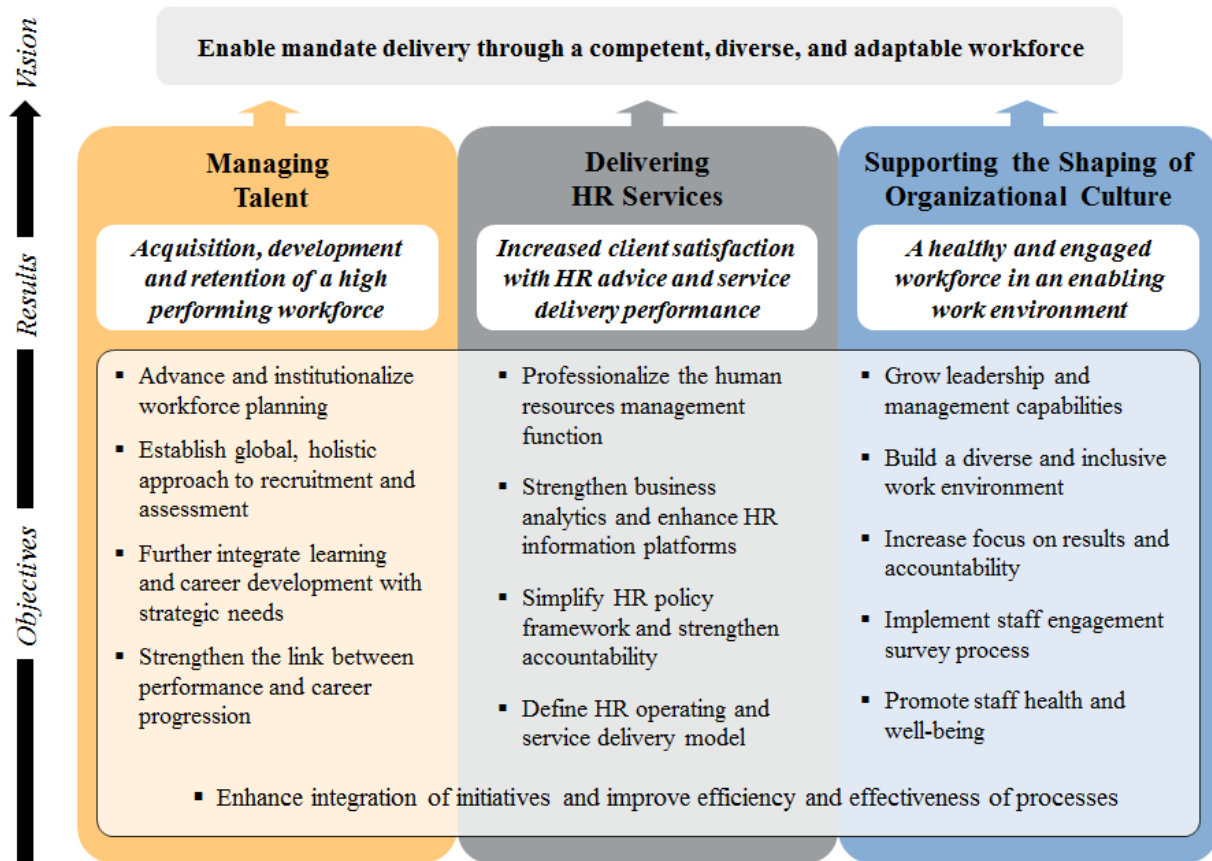
The strategy comprises three main pillars:

1. Managing talent
2. Delivering human resources management services
3. Supporting the shaping of organizational culture





# The way forward







# Anticipated benefits of HR management reform

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- Improved individual and organizational performance
- More engaged and motivated workforce
- Improved quality of policy advice and strategic support
- More effective use of resources
- Increased consistency of service delivery
- Faster response times





# Next Steps

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The Office of Human Resources Management will work in 2016/2017 on defining and developing a roadmap for implementation (including the operational management system, change management plan, quality assurance, risk management, and resource implications).

The Secretary-General proposed to come back to the GA at its seventy-third session an updated integrated human resources management framework for the Organization.





# Questions/Feedback

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