



# **Pan American Health Organization**

*Regional Office of the*  
**World Health Organization**



# *Contract Reform in PAHO*

**146<sup>th</sup> Executive Committee**  
**Washington, DC**  
**June 2010**



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# UN Decisions re Contract Reform

December 2008 – UNGA approved new contractual arrangements for the UN common system, i.e., fixed-term, continuing and temporary appointments.

## Fixed-Term Appointments

- No Change

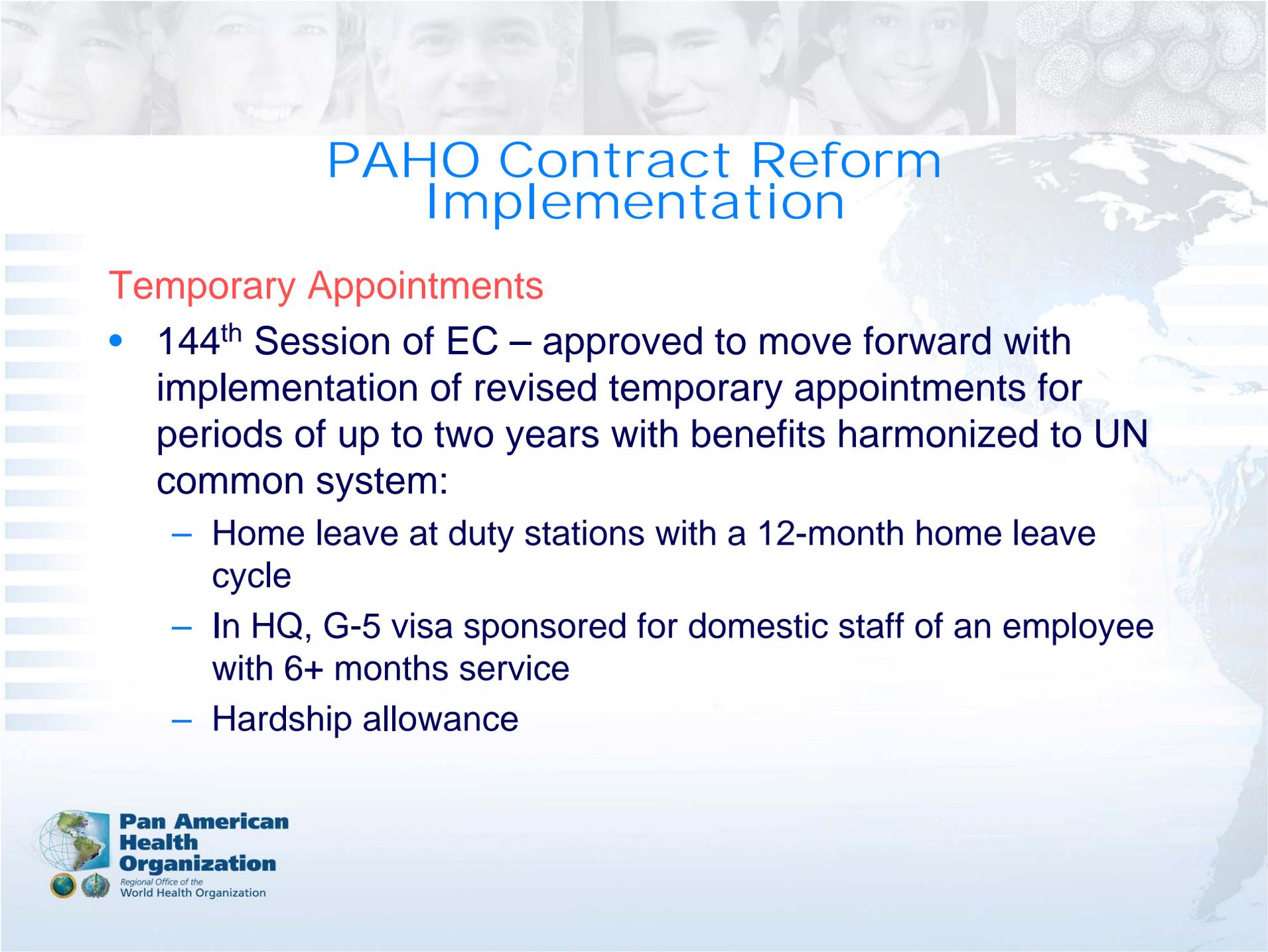
## Continuing Appointments

- Continuing appointments to be postponed (no earlier than 1 Jan 2010) pending additional information on performance management.
- December 2009 – In addition to the criteria for performance management reform, Fifth Committee expressed desire to review implementation of continuing contracts in the larger context of workforce planning. *No consensus was reached on the implementation of continuing contracts.*
- UN Secretariat to develop a model for continuing contracts and submit a new report at the UNGA's 65<sup>th</sup> Session.



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# PAHO Contract Reform Implementation

## Temporary Appointments

- 144<sup>th</sup> Session of EC – approved to move forward with implementation of revised temporary appointments for periods of up to two years with benefits harmonized to UN common system:
  - Home leave at duty stations with a 12-month home leave cycle
  - In HQ, G-5 visa sponsored for domestic staff of an employee with 6+ months service
  - Hardship allowance



## PAHO Contract Reform Implementation *(continued)*

- Required enhancements to the Personnel Administration System (PAS) completed.
- Allowances implemented (few staff impacted to-date).
- Enhanced flexibility in utilizing temporary staff;
- HRM enabled to work more systematically with managers to plan longer-term human resources needs;
- Financial implications were minimal as projected.



# PAHO Contract Reform Implementation *(continued)*

## Consultants

- On 1 January 2009, the PAHO Consultant contract was established as a non-staff contract replacing the former Short Term Consultant (STC) staff contract.
- PAHO Consultant Contract will be of two types – National Consultants and International Consultants.
- Allowed the Organization to consolidate various non-staff contracts such as National Professional (NAP) and Special Services Agreements (SSA) under a single contract type.
- Provides for consistency and equity in pay and benefits to these individuals.



# Questions



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