

WHO Reform Implementation

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WHO AMRO/PAHO Regional committee

Change@WHO



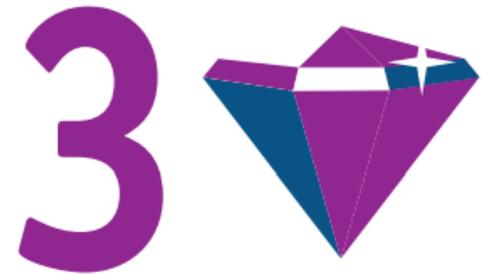
Objectives of Reform



Programmatic reform to improve people's health



Governance reform to increase coherence in global health



Managerial reform in pursuit of organizational excellence





Programmatic Reforms

Outputs = 2

- **Key achievements**

- Outputs outlined in Reform implementation plan completed
- Establishment of criteria, categories of work and programmes for priority setting in WHO
- Approval of GPW12 and PB14-15

- **Key upcoming milestones**

- Operational planning and implementation of PB14-15
- Development of process for the Proposed programme budget 2016–2017, including bottom-up planning based on country priorities and a standardized approach to costing outputs



Governance Reforms

Outputs= 15

- **Key achievements**

- Strengthened strategic executive and oversight role of governing bodies
- Harmonization and alignment of governance processes
- Increased linkages between the regional committees and global governing bodies
- Improved methods of work of WHO's governing bodies

- **Key upcoming milestones**

- Non-State actors consultation (15-16 October 2013) towards development of WHO's policy of engagement with NSAs to be presented at EB 134 in Jan 2014
- Further deliberations of WHO's governing bodies to strengthen the oversight and strategic decision making of WHO's governing bodies, and increase harmonization and alignment of governance processes



Managerial Reforms

Outputs= 34

- **Key achievements**

- New approach to Organizational financing – establishment of financing dialogue
- Strengthened results based planning and budgeting mechanism based on new results chain
- Improved accountability and internal control framework
- Strengthened capacity of evaluation, audit and oversight
- Improved strategic communications

- **Key upcoming milestones**

- Financing Dialogue Meeting (24-25 November 2013) and launching of web-based portal
- Development of revised draft HR strategy and revised country focus strategy (ongoing)
- Strengthening of internal management control and accountability framework (ongoing)



Current Challenges

- **Maintaining the pace of reform and managing change**
 - Strongest progress with programmatic and managerial reforms, need to accelerate pace of governance reforms. Reforms are interdependent; slower pace of governance reforms may compromise other aspects of reform
 - Major thrust on implementation of managerial reforms in 2013; programmatic reforms reflected by approval of GPW12 and PB2014-15
 - Need to fill the remaining financial gaps
- **Overcoming bottlenecks; meeting targets for reform**
 - Requires clear identification of specific indicators and targets (reform outcomes and outputs) for results-based approach
- **Communication and engagement for organizational culture change**
 - Improve understanding of reform and engagement in implementation
 - Realistic expectations – meaningful and sustainable reform takes time



EB134 Reform-related deliberations

- Reform implementation plan and report
- Options for improved decision-making by the governing bodies
- Streamlining national reporting and communication with Member States
- Framework of engagement with non-State actors
- Financing dialogue
- Strategic resource allocation
- Hosted health partnerships
- Human Resources
- Evaluation (stage 2 independent evaluation of reform)



Tracking Progress – www.who.int/about/who_reform

http://www.who.int/about/who_reform

The screenshot displays the WHO Reform Implementation Plan website. The main navigation includes 'Results chain', 'Operational plan', 'Monitoring and risk management framework', and 'Status report'. The 'Results chain' section is currently selected, showing a list of activities and a table of activities.

Results chain

The WHO reform implementation plan browser reflects the current status of the different reform proposals. The system is updated on a regular basis. It provides details of activities and outcome indicators, outputs, key deliverables, and budgets at the global level. Over the last few years, Member States have endorsed over 40 specific proposals in the three broad areas of reform: organizational and financial, governance and management, through adoption of governing body resolutions and decisions. Several other proposals are currently under discussion. A comprehensive, updated and budgeted implementation plan by WHO reform is the basis for managing change, monitoring progress, and mobilizing resources to finance the proposed reform activities.

The objectives of WHO reform are:

- Improve health outcomes, with WHO leading the realization of its Member States and partners in addressing agreed global health priorities, focused on the areas where the Organization has a unique function or comparative advantage, and focused in a way that facilitates the focus.
- Create synergies in global health with WHO playing a leading role in creating the most efficient ways to play an active and effective role in contributing to the health of all people.
- An Organization that pursues excellence and that is effective, efficient, transparent and accountable (2000-2012).

To be well governed (2004-2012), the Director-General has established a system through the Executive Board (EB) by the World Health Assembly on the implementation of the reform. The report along with other reform documents can be accessed through the following link: http://www.who.int/about/who_reform/documents/whoreform.html

Operational plan

Code	Activity	Priority	Secondary	Start/End
3.1.1	Increased alignment of profile of WHO, mainly presented with specific needs and priorities (2007-10)			
3.1.1.1	Enhance corporate country office leadership to reflect national context and facilitate reform and Member States planning	High		2007-2010
3.1.1.2	Review Country Operational Strategy/Corporate Framework	High		2007-2010
3.1.1.3	Review of division CEO in all countries, report on revised responsibilities to align with country needs and priorities	High	High	2007-2010
3.1.1.4	Develop strategy and resource plan for each country office aligned with national health and health system leadership	High		2007-2010
3.1.2	Strengthen country office effectiveness (2007-10)			
3.1.2.1	Review, revamp and enhance head of team (HOT) office structure, composition of activities, impact on country office leadership	High		2007-2010
3.1.2.2	Develop accountability framework for HOTs	High		2007-2010

