



Governing Body

317th Session, Geneva, 6–28 March 2013

GB.317/PFA/10

Programme, Financial and Administrative Section
Personnel Segment

PFA

Date: 16 January 2013
Original: English

TENTH ITEM ON THE AGENDA

Amendments to the Staff Regulations: Review of recruitment and selection procedures

Purpose of the document

This document is submitted as a progress report following the Governing Body's consideration in November 2012 of the status of negotiations with the Staff Union concerning the review of the 2000 Collective Agreement on a Procedure for Recruitment and Selection and of the corresponding provisions in the Staff Regulations, account being taken of the close relationship between recruitment and selection policies and other human resources policies to be included in the Director-General's reform plan of action. The Governing Body is invited to take note of the ongoing situation (see draft decision in paragraph 7).

Relevant strategic objective: Governance, support and management.

Policy implications: The direction of the overall review of recruitment and selection procedures is subject to collective bargaining between the Office and the Staff Union in accordance with the Recognition and Procedural Agreement of 27 March 2000, noted by the Governing Body at its 277th Session (March 2000).

Legal implications: Subject to the Governing Body's decision.

Financial implications: None.

Follow-up action required: Submission to the Governing Body, no later than at its 319th Session (October 2013), of draft amendments to the Staff Regulations concerning recruitment and selection procedures as well as on other priority human resource areas of the reform plan of action.

Author unit: Human Resources Development Department (HRD).

Related documents: GB.309/PV, GB.313/PFA/10/1, GB.313/PFA/INF/7, GB.313/PFA/PV, GB.316/PFA/9, GB.316/PFA/PV, GB.317/INS/13.

1. At its 313th (March 2012) and 316th (November 2012) Sessions, the Governing Body considered a set of interim arrangements to recruitment and selection procedures. These interim arrangements included adjustments to the composition of the Assessment Centres and of the interview panels which had been agreed upon between the administration and the Staff Union in the context of the mediation process initiated in 2011, as a first step of a more comprehensive review of the 2000 Collective Agreement on a Procedure for recruitment and selection.¹
2. While the Governing Body deferred decision on the interim arrangements, it took note of the fact that, as provisional adjustments, they would continue to be in operation pending proposals pursuant to an overall review of recruitment and selection procedures, for approval in March 2013, submitted with draft amendments to the Staff Regulations. The Governing Body also provided guidance on some aspects of the review of recruitment and selection policies and procedures and asked the Office to take them into account in finalizing its proposals. Some members indicated their view that the review of recruitment and selection policies and procedures should be made in the context of the more comprehensive review of Human Resources Strategy contemplated as part of the Director-General's reform plan of action also presented to the Governing Body during its 316th Session.
3. The Director-General notes that recruitment and selection has a significant and direct impact on many other aspects of human resources management included in his reform plan of action, such as workforce planning, the ILO contracts policy, and a more proactive approach to mobility. The Progress Report on the Internal Reform² provides further details on the reform areas related to human resources and on progress achieved in each of them.
4. He therefore intends to include the finalization of the review of recruitment and selection procedures in this broader context and report to the Governing Body at a later stage on an overall package of reforms, including submission of proposals and draft amendments to the Staff Regulations at that time.
5. This additional time should enable the Office to consider more carefully with the Staff Union the concerns expressed and clarifications required by the Governing Body with respect to possible means to ensure transparency and effectiveness in recruitment and appointment decisions as well as the relationship between collective bargaining outcomes and the authority of the Governing Body in relation to human resources policies.
6. In the meantime, taking into account the commitments already made and the positive assessment of the functioning of interim arrangements reported in November,³ the Director-General intends to continue applying those interim arrangements until an overall reform of human resource policies, including proposals for recruitment and selection and draft amendments to the Staff Regulations, is submitted to the Governing Body for approval.

¹ GB.309/PV.

² GB.317/INS/13.

³ GB.316/PFA/9.

Draft decision

7. The Governing Body takes further note of:

- (a) the Director-General's intention to continue the review of recruitment and selection policies and procedures, in the context of his wider human resources review and reform, and to report on progress, including any proposals concerned and draft amendments to the Staff Regulations for the approval of the Governing Body no later than at its 319th Session (October 2013); and*
- (b) the interim arrangements to implement the provisional adjustments to the recruitment and selection procedures presented at its 313th Session until its overall review of the matter as noted above.*