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ESCAP

UNITED NATIONS



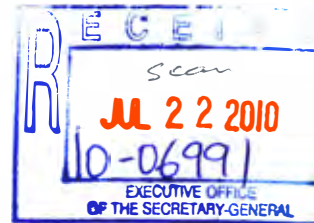
NATIONS UNIES

ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE PACIFIC

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21 July 2010

Dear Madam Deputy Secretary-General,

Thank you for your kind letter of 8 June 2010 acknowledging ESCAP's accomplishments with regard to my compact with the Secretary-General as well as the Human Resources Action Plan for 2009. I very much appreciate the Management Performance Board's review and will strive to improve in the areas under our control. I do, however, believe that true accountability can only be realized when the matters at hand are within the control of the manager being held accountable.

In this regard, I would like to bring to your attention what appear to be errors in the Board's assessment of ESCAP's performance in three areas:

a) **Compliance with the Financial Disclosure Programme.**

Of the three non-compliant ESCAP staff members brought to my attention by the Ethics Office on 7 June 2010, two had actually made submissions by that time. The remaining one staff had technical difficulty not of his own making and brought it to the attention of the Ethics Office to which there was a significantly delayed response. The Ethics Office therefore offered an extension to the deadline. While we now have 100 per cent compliance, had the remaining two staff actually been non-compliant, ESCAP's compliance rate would still have been over 95 per cent.

As the Financial Disclosure Programme is administered by the Ethics Office, I would suggest that, in the future, non-compliant staff members be brought to our attention at a much earlier stage in order to offer the opportunity to rectify the issues.

b) **Compliance with mandatory training requirements.**

There appears to be a discrepancy in your letter with regard to this subject. Paragraph 3 cites the need for improvement, while the following paragraph commends ESCAP on its performance. According to the final figures for December 2009 of the ESCAP Human Resources Action Plan, ESCAP is on target for four indicators and within range under the remaining two indicators, which we will work to bring up to the respective targets.

c) **Vacancy rates for posts in the Professional and higher categories.**

As you may be aware, this is a perennial issue, not only at ESCAP, but Secretariat wide. In my response to your letter of last year on this subject, I responded with an appeal for support from Headquarters, particularly that of OHRM in assisting us in our efforts to fill vacancies with qualified candidates giving due regard to geography and gender. In the absence of such support, ESCAP and the greater global Secretariat suffer collectively in attempting to meet this elusive goal. In addition, the large number of new posts for our three new Subregional offices had a significant effect on the 2009 vacancy rate.

Madam Asha-Rose Migiro
Deputy Secretary-General
United Nations
New York 10017
United States



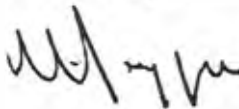
With regard to the two areas which are accurately reflected as requiring improvement, namely, percentage of selections made prior to incumbents' retirement and the setting of target dates for the implementation of oversight body recommendations, I pledge to improve on these matters. Notwithstanding the commitment of ESCAP to take a more pro-active approach to improving on these areas at the local level, we appeal for your support to address the following issues:

- a) There are still significant delays in consideration of our selection cases at the P-5 level and above by the Headquarters Central Review Board. In addition, the Board does not appear to be benefitting from the professional human resources guidance (normally provided by an ex-officio member). Many queries which required cases to be returned to the programme manager could have been clarified and answered by a qualified Human Resources Officer at the CRB meeting. We have brought this matter to OHRM's attention in the past, but have unfortunately seen little improvement. In addition, it has been over six months since we were advised of the establishment of a Central Review Board for Regional Commissions, yet we have received no further information in this regard.
- b) As the classification of Professional level posts has not been delegated to Regional Commissions, we find ourselves at the mercy of OHRM in this regard. While timeliness of OHRM's responses in this area has improved, it is still seen as exceptional to have a post classified within the same month. Further, if managers are able to associate posts with pre-approved Generic Job Profiles (GJPs) as intended, there should be no need for a classification exercise by OHRM. I would suggest that we rely fully on GJPs in this regard, as intended at the outset.
- c) With the elimination of consideration of candidates at the 15-day and 30-day marks of the selection process, and as the roster management system is not operational, there will necessarily be significant further delays in recruitment and filling of vacancies. Hiring managers must wait until the Job Opening (formerly known as vacancy announcement) closes before he or she may move forward in selecting a candidate.

With reference to your penultimate paragraph regarding the publishing of our end-of-year performance on i-Seek, I do hope the above corrections will be reflected in the final published version.

With this, I remain committed to the improvement of our work in these areas and look forward to receiving your support and guidance on the issues raised above.

Yours sincerely,



Noeleen Heyzer
Under-Secretary-General of the United Nations
and Executive Secretary of ESCAP



Yulya Vanetik/NY/UNO

22/07/2010 09:06 AM

To SGCentral/NY/UNO@UNHQ

cc

bcc

Subject Fw: 2009 Compact

Dear Central,

Please see below an attachement for logging.

Many thanks,

Yulya

Yulya Vanetik
Office of the Deputy Secretary-General
NL-3003
ext: 3-6246

2009 Compact

James Bradley to: Asha-Rose Migiro

22/07/2010 06:53 AM

Cc: Aina liyambo, Frances Kamikamica, Cass Durant

Dear Madam Deputy Secretary-General,

Please find attached the letter from Ms. Noeleen Heyzer, the Executive Secretary of ESCAP on the above subject.

Thank you,

James Bradley



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