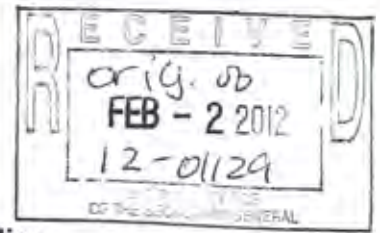


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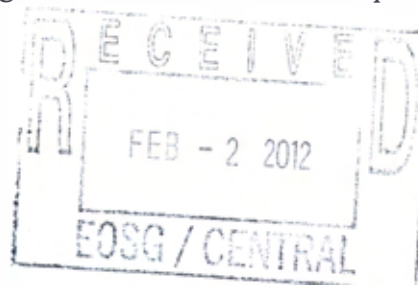


Note to the Deputy Secretary-General

Update on development of a comprehensive mobility policy

1/2/12

1. Following is an update on the development of a comprehensive mobility policy, to be submitted by the Secretary-General to the 67th session of the General Assembly.
2. Data and systems analysis: The Staff Management Committee Working Group on Mobility (the "WG") has been meeting weekly by VTC. The WG has examined mobility models and best practices gathered from more than 30 entities (UN Agencies, Funds and Programmes, other international organisations, Member States and the private sector). The WG is also analyzing available data on the Secretariat workforce and mobility trends, as well as data from all Secretariat Departments, Offices and field missions regarding the posts/areas of work that may be subject to mobility. Finally, the WG will consider organisational and structural issues such as the staff selection process, geographic considerations, staff support systems and policy and legal aspects, to ensure that any requirements for or obstacles to mobility are addressed.
3. Staff views: A survey on mobility was launched in January to gather staff opinions and experiences on mobility. Almost 12,000 staff have responded so far, and the survey will remain open for another week. In late March/early April, focus groups will be organised in 16 duty stations, including Headquarters offices, Economic Commissions and field missions, to gather further staff views.
4. Timeline for development of mobility options: Having considered the data and analysis above, a face-to-face meeting of the WG will take place in Brussels in late March, followed by a Special SMC Session on mobility in New York in April. The ASG of OHRM will have discussions with Member States in the coming months, as the outlines of a framework emerge. The aim is for the WG to present a number of mobility options to the June 2012 session of the SMC. These would then be submitted to the Secretary-General for his consideration. A more detailed timeline is attached.
5. Communications strategy: A communications strategy is also being developed, which will be submitted to the Secretary-General for his information shortly. The strategy aims to continue to keep staff informed of progress in developing a mobility policy, generate understanding and acceptance amongst staff, and guide the roll-out of the mobility policy adopted. A key aspect of this strategy is to establish a group of senior managers and leaders (D1 to USG level) to serve as advocates for mobility.
6. Collaboration with others: As mobility is an integral part of the change management plan, there has been close collaboration between OHRM and the Change Management Team. OHRM has also requested the support of OPPBA in the costing of mobility options, as well as in determining how best to establish a "corporate pool" of



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posts for staff members who are not placed within the mobility framework.
OHRM is also working closely with DFS (both as a member of the WG and with regard to progress in the Global Field Support Strategy), as well as with the Civilian Capacity team, to ensure that the respective efforts are aligned.



Angela Kane
1 February 2012

cc: Mr. Nambiar
Mr. Kim

Mobility Timeline 2012

