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**Executive Board  
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# **INFORMATION NOTES**

# **E**

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## **BUILDING A NEW STAFF PROFILE: CONTRACTS FOR INTERNATIONAL PROFESSIONAL STAFF**

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1. This note is to inform the Executive Board of progress on management initiatives under WFP's Strategic and Financial Plan (2000–2003) commitment to develop new contractual arrangements for International Professional Staff, which will be considered for approval by the FAO Council in November.
2. The Strategic and Financial Plan commits WFP to advancing development of new contractual arrangements for International Professional Staff (EB.A/99/5-A/1 paragraph 106) in order to help meet the planned result of "...a staff adequate in skills and experience to fulfil its Mission Statement but also able to expand and contract in a balanced way".
3. Since 1986, WFP has used a number of appointment categories for staff under differing terms, conditions and contracts. These appointment categories addressed the Programme's needs as it changed from a predominantly development to predominantly relief organization. They provided greater mobility of staff, a wider mix of skills appropriate for relief and development activities, and greater flexibility in staff recruitment.
4. However, they have created uneven staff conditions, administrative complexity and costs, hampered the recruitment and retention of some excellent staff and reduced WFP's flexibility to respond to any future changes in core business and resource levels.
5. A Working Group was established. Led by the Human Resources Division and with the participation of staff representation bodies and FAO's Legal Office, the Working Group proposed a simple and practical solution, more in line with the fundamental nature of WFP. Future International Professional Staff (IPS) from P1 to D1 would be engaged under a United Nations category of indefinite appointment, instead of fixed appointments. Indefinite appointments are appointments that do not carry a specific date of expiry. When introducing the new appointment type, WFP would take into account the legal principle that it cannot change unilaterally fundamental terms of outstanding contracts. Thus, staff holding continuing appointments would retain their appointments. Staff under fixed-term appointments with a definite expectation of conversion of their contracts to continuing would retain their rights. Other IPS under fixed-term appointments would have their contracts converted to indefinite, subject to on-going needs of the Programme.
6. This solution safeguards the current acquired rights of staff while enabling the Programme to move steadily towards a single appointment category—indefinite appointment—for IPS. The single appointment category will provide reasonable and equitable conditions for all IPS, reduce the administrative burden and enable the Programme to expand and contract its staffing in a balanced way in line with any significant changes in resource levels or the nature of its core business.
7. Article VII.6 of the General Regulations of WFP provides, *inter alia*, that the Executive Director "shall administer the staff of WFP in accordance with FAO Staff Regulations and Rules". While the United Nations Staff Regulations and Rules provide for indefinite appointments, the FAO Staff Regulations and Rules do not. Therefore, the FAO Council is being requested, at its 117<sup>th</sup> session, in November 1999, to approve a limited amendment to FAO Staff Regulations, allowing WFP to offer indefinite appointments to its staff. If the Council approves the proposed amendment, the Director General of FAO would be requested to approve some special Staff Rules applicable to WFP-IPS, setting out modalities for the implementation of the appointment category.



8. Indefinite appointments are already being used by UNHCR, which intends to introduce these for all categories of staff from January 2000. Other United Nations organizations, such as UNICEF, are considering the introduction of indefinite appointments for their staff.
9. For your information, the document submitted to FAO Council at its 117<sup>th</sup> Session is attached.

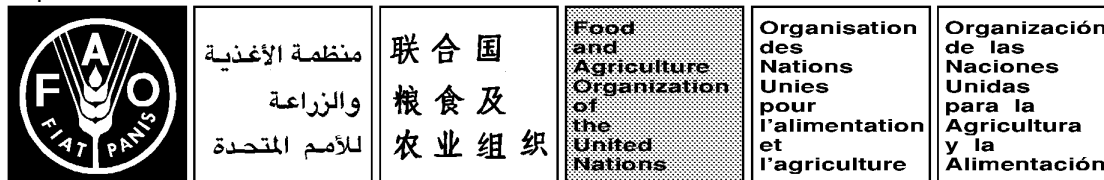


## ANNEX

CL 117/9

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September 1999



## COUNCIL

## Hundred and Seventeenth Session

Rome, 9-11 November 1999

## AMENDMENT TO THE STAFF REGULATIONS

## I. INTRODUCTION

1. The Executive Director of the World Food Programme (WFP) asked the Director-General of FAO to submit to the FAO Council, at its One-Hundred-and-Seventeenth Session, a proposal to amend the FAO Staff Regulations. The amendment would allow WFP to issue indefinite appointments to its staff. Indefinite appointments are appointments that do not carry a specific date of expiry. This appointment type is already provided for in the UN Staff Rules.
2. WFP intends to move to indefinite appointments for its international professional staff inline with UNHCR and other organisations involved in relief activities. It is WFP's view that the move will simplify and make more equitable the contracting of its staff, attract and retain more high quality staff, and enable the Programme to adjust its staff profile in a balanced way to respond to any future changes in its resource levels.
3. The introduction of this type of appointment at WFP requires a prior amendment to the FAO Staff Regulations. Article VII.6 of the General Regulations of WFP provides that "the Executive Director shall administer the staff of WFP in accordance with FAO Staff Regulations and Rules and such special rules as may be established by the Executive Director in agreement with the Secretary-General (of the United Nations) and the Director-General (of FAO)." As, unlike the situation at the United Nations, the possibility of granting indefinite appointments is not available under current FAO Staff Regulations, an amendment to these Regulations is required.
4. The representatives of staff associations concerned by this proposal have been consulted. The proposal, which concerns only WFP staff, will be introduced with respect to International Professional Staff.

## A. PROPOSED AMENDMENTS

5. It is proposed that Staff Regulation 301.045 be amended to read as follows<sup>1</sup>:  
 "301.045. **Subject to this Staff Regulation**, staff members shall be granted continuing or fixed-term appointments, under such terms and conditions consistent with these Regulations as the Director-General may prescribe. All appointments may include a probationary period which shall not exceed 18 months. **Staff members of the World Food Programme may also be granted indefinite appointments.**"
6. It is also proposed that Staff Regulation 301.0914 be amended to read as follows<sup>2</sup>:  
 "301.0914. The Director-General may, on the advice of the Organization's Medical Officer, terminate the appointment of a staff member who holds a continuing, fixed-term or, **in the case of the World Food Programme, indefinite** appointment, on finding that the staff member is unable to perform assigned duties because of physical limitations, and that although the staff member would be qualified and suitable for another post in the Organization, no such post is vacant".
7. The published schedule of termination indemnities set out in Staff Regulation 301.151 is amended to read as follows:

COMPLETED YEARS OF SERVICE WITH THE ORGANISATION	MONTHS OF PAY AS DEFINED IN STAFF REGULATION 301.155		
	CONTINUING APPOINTMENTS	INDEFINITE APPOINTMENTS (WFP ONLY)	FIXED-TERM APPOINTMENTS
Less than 1 year	Nil	Nil	)
1 year	Nil	1 month	) One week for each month of
2 years	3 months	1	) uncompleted service subject
3 years	3	2	) to a minimum of six weeks'
4 years	4	3	) and a maximum of three
5 years	5	4	) months' pay
6 years	6	5	3
7 years	7	6	5
8 years	8	7	7
9 years	9	9	9
10 years	9.5	9.5	9.5
11 years	10	10	10
12 years	10.5	10.5	10.5
13 years	11	11	11
14 years	11.5	11.5	11.5
15 years or more	12	12	12

<sup>1</sup> Words in bold to be added.

<sup>2</sup> Words in bold to be added.



## II. SUGGESTED ACTION BY THE COUNCIL

8. Rule XXXIX.3 of the General Rules of the Organization (GRO) provides that the Director-General should promulgate staff regulations with the approval of the Council. The Council is requested to give its approval to the proposed amendments to the Staff Regulations.