



THE DEPUTY SECRETARY-GENERAL

9 October 2009

Dear Mr. Holmes,

The Management Performance Board met on 18 September 2009 to review the progress in implementation of the Human Resources Action Plans (HRAPs) for the first six months of 2009.

The Board reviewed overall progress Secretariat-wide, as well as the individual performance of Departments/Offices against the targets included in the 2009 HRAP as of 30 June 2009.

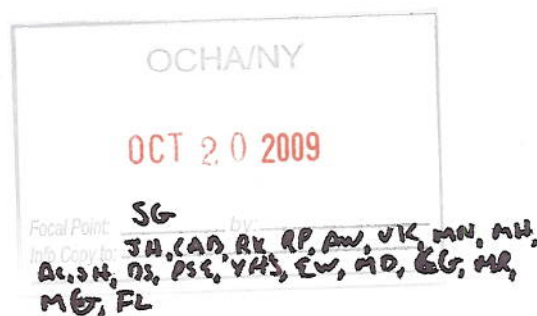
The Board acknowledged the Office for the Coordination of Humanitarian Affairs' commendable performance on the following indicators:

- Percentage of Regular Budget P-2 posts encumbered by candidates who passed competitive examinations;
- Percentage of selections to P-3 posts of candidates who passed competitive examinations;
- Percentage of geo recruitments from un- or under-represented Member States compared to all geographical recruitments;
- Female staff representation in the Professional and higher categories.

The Board, however, underlined that the following indicators require serious attention:

- Regular Budget vacancy rates for all posts and for posts in the Professional and higher categories;
- Extra-budgetary vacancy rates for all posts and for posts in the Professional and higher categories;
- Average selection times for all posts and for posts in the Professional and higher categories;
- Percentage of vacancy announcements published six months before retirement of the incumbent;
- Percentage of selections made prior to retirement;
- Female selections in the Professional category;
- Female staff representation in the Director category;
- Completion of the Prevention of Harassment/Abuse of Authority Programme.

Mr. John Holmes
Under-Secretary-General for Humanitarian Affairs
and Emergency Relief Coordinator
United Nations
New York



Finally, the Board drew reference to the action plan you submitted earlier this year to address your Office's shortcomings identified in the 5th HRAP end-cycle review (2008). While the Board noted improvements in some of the indicators during the first half of 2009, it observed that improvement was still required on other indicators, as evidenced above. To this end, the Board urged that you follow through with your action plan and take the necessary measures to overcome these shortcomings before the end of the 6th cycle (2009).

The Secretary-General is committed to using the HRAP as a tool for improving the Organization's performance and the accountability of senior management in human resources management. I should, therefore, like to encourage all senior managers to use the remaining months of the year to improve their HRAP performance.

In anticipation of your kind cooperation and constructive feedback,

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Asha-Rose Migiro', written in a cursive style.

Asha-Rose Migiro