



UNITED NATIONS

INVESTING in the UNITED NATIONS for a STRONGER ORGANIZATION WORLDWIDE

EMBARGOED UNTIL PRESENTATION OF THE REPORT TO THE GENERAL ASSEMBLY, EXPECTED 11:00AM, 7 MARCH

PRESS RELEASE

Main recommendations of the Report of the Secretary-General (A/60/692)

I PEOPLE

- » Recruitment should be proactive, targeted and faster.
- » Staff mobility should integrate headquarters and field staff; it should be a condition of service and a prerequisite for promotion; and the authority of the Secretary-General to move staff laterally should be reaffirmed and expanded.
- » Career development should be fostered through targeted training, mandatory requirements for advancement and diverse career paths.
- » Contracts should be streamlined and conditions of service harmonized.

II LEADERSHIP

- » The role of the Deputy Secretary-General should be redefined by the Secretary-General so as to delegate to him or her formal authority and accountability for the management and overall direction of the functions of the Secretariat.
- » The 25 departments and other entities currently reporting directly to the Secretary-General should be reorganized to significantly reduce the reporting span.
- » A major new leadership development plan is needed, covering recruitment, training and career development, to build middle and senior management capacity.

III INFORMATION AND COMMUNICATIONS TECHNOLOGY

- » The post of Chief Information Technology Officer should be created, at the Assistant Secretary-General level, to oversee the creation and implementation of an effective information management strategy.
- » An urgent upgrading of Secretariat-wide ICT systems should be undertaken.

IV DELIVERING SERVICES

- » The General Assembly should modify previous guidance, allowing the Secretariat to consider all options for alternative service delivery, including identifying the potential for relocation and outsourcing.
- » Systematic cost-benefit analyses of the potential for applying these options in select administrative services should be completed in the next 12 months.
- » A range of measures will be implemented to improve and tighten procedures for United Nations procurement of goods and services.

V BUDGET AND FINANCE

- » The cycle for reviewing and adopting the budget should be shortened, and budget appropriation consolidated from the present 35 sections into

13 parts; and the Secretary-General should have expanded authority to redeploy posts as necessary, and to use savings from vacant posts.

- » Peacekeeping accounts should be consolidated and trust fund management streamlined; the level of the Working Capital fund and the ceiling of the commitment authority granted by the General Assembly should be increased; and the financial processes of the Organization should be re-engineered to allow significant delegation of authority within a framework of accountability.
- » The budget and planning process should be explicitly linked to results and managerial performance, as part of a more rigorous monitoring and evaluation framework.

VI GOVERNANCE

- » Secretariat reporting mechanisms should be improved, including through the development of a single, comprehensive annual report, with the

30 existing reports on management to be consolidated into six reports.

- » New principles to guide the interaction between the Secretariat and the General Assembly on management and budgetary issues should be introduced to make it more focused, strategic and results-oriented.
- » The General Assembly is urged to consider ways to reform its interaction with the Secretariat on management and budgetary issues.

VII THE WAY FORWARD: INVESTING IN CHANGE

- » Dedicated resources should be appropriated to the change management process; in particular, resources will be needed at an early stage for a change management office and a staff buyout.
- » An appropriate intergovernmental mechanism should be set up to work with the change management office. ■