

EB/CAM/10/2

January 28, 2010

To: Members of the Committee on Executive Board Administrative Matters
(Mr. Mojarrad, Chair; Mr. Bakker, Mr. Itam, Mr. Lee, Ms. Lundsager,
Mr. Mozhin, Mr. Rutayisire, Mr. Stein)

From: Kenneth Meyers, Acting Committee Secretary

Subject: OED Employment Framework Review—Scope and Modalities

At the request of the Chairman of the CAM, please find attached a paper on the above topic, which will be considered by the Committee at the meeting on **Tuesday, February 2, 2010, at 2:30 p.m.** in the Board Committee Room HQ1 12-120B.

This paper will shortly be posted on the extranet, a secure website for the Executive Directors and member country authorities.

Att. (1)

Other Distribution:
Members of Executive Board

OED EMPLOYMENT FRAMEWORK REVIEW—SCOPE AND MODALITIES

January 28, 2010

1. At its meeting on January 14, 2009, the CAM discussed the possible scope and modalities for proceeding with a review of the OED employment framework. The following proposal responds to the committee's agreement that the Chairman would come back to the CAM with a proposal for proceeding with this exercise.

Scope

2. While recognizing that there is a range of employment-related issues that should be taken up in the course of time, members of the CAM considered that this review should focus on issues that have a higher priority and can likely be addressed within a reasonable timeframe. In particular, there was a broad consensus that, at this time, the review of OED employment framework be limited to the following areas:
 - Recruitment standards
 - Career mobility for OED Assistants
 - Termination rules and procedures
 - Performance assessment

It was also agreed that the committee would consider the inclusion in the review of a proposal on merit awards for Advisors that will be circulated by an Executive Director.

3. Members of the CAM recognized that, in order to address the above noted issues, it may be necessary for the review to also encompass additional, related areas. The extent of such additions will be assessed in the next steps of the review process.

Modalities

4. To meet its objectives, it is critical that the review is supported by clear and committed ownership, sufficient technical resources, and adequate timelines. To this end, it is proposed that a working group comprising three CAM members (or their deputies) be established to oversee this work, and to report to the CAM periodically on progress and to raise substantive issues that arise in carrying out the work of the review that may require guidance from the committee.

Terms of Reference

5. The following terms of reference for the Working Group on the OED Employment Framework are proposed:
 - (i) The Working Group, with appropriate technical support, will prepare a detailed list of issues to be addressed in the issues set out in paragraph 2 (above) for consideration by the CAM.
 - (ii) The Working Group will provide the CAM with a timeline specifying targeted completion dates for the objectives agreed in (i) above, along with an assessment of associated technical resource requirements for the review.
 - (iii) The Working Group will guide the preparation of reports to the CAM providing options for addressing the objectives agreed in (i) above.
6. HRD will identify and engage appropriate external consultant(s) to provide technical support for the review, with Fund staff from HRD, LEG, and SEC assisting. Reflecting the relevance of elements of the review for the administration of the staff employment framework, the cost of the external consultant(s) will be split, with half covered by the Fund staff budget and half charged to the OED general contingency budget.

Next Steps

7. If the CAM supports the proposed scope and modalities for undertaking the OED Employment Framework Review outlined above the next steps could be:
 - The Chairman of the CAM will consult with Directors on their willingness to participate on the Working Group, and will advise the CAM of its proposed composition;
 - The Working Group will identify, with assistance from Fund staff as required, specific issues to be addressed under each of the above key areas, and associated work programs, resource requirements, and timelines.
 - HRD will consult with the Working Group on a short-list of possible external consultants with appropriate Fund-relevant experience and expertise.
 - The Working Group will present proposals to the CAM on the identified external consultant, estimated costs, planned deliverables and the proposed financing of the contract, to the CAM by end-February 2010.