

A Managed Mobility Programme

The introduction of the Mobility Policy was a consultative process with the Programme Sectors and Bureaus that began in November 2018, and consisted of several key phases:

Nov 2018 – Jan 2019

Planning Phase

Projection meetings were conducted with the participation of Sectors/Bureaus to ensure that all parties were fully aware of the policy and prepared for the launch of the exercise.

Dec 2018

Launch of the Policy of the Managed Mobility Programme

11 information sessions were organized for all staff to communicate on the estimated timeline and processes of the first mobility exercise.

Feb 2019

Publication of the List of Posts not Subject to Geographical Mobility

The list of posts not subject to geographical mobility was reviewed by Director of Human Resources Management, Assistant Director-General for Administration and Management and approved by the Director-General.

Feb - March 2019

Identification of Staff to be Included in the Mobility Pool

The Bureau of Human Resources Management worked closely each Sector/Bureau/Institute to confirm the status of each staff on rotational posts. The criteria of inclusion of staff are strictly aligned with the calculation of Standard Duration of Assignment as indicated in the policy.

Notifications to Staff Included in Mobility Pool (185 Staff)

2 Townhall meetings were held at Headquarters on 6 March 2019 with over 130 staff connected via webcast.

March 2019

Deferment Phase

Operational and personal/medical deferment requests were reviewed and 109 staff were granted deferments.

April-May 2019

Advertisement of Posts

The compendium of 113 available posts was advertised on 18th April 2019 on the internal mobility recruitment portal for a 30-day period.

May-July 2019

Matching and Review Exercises

Matching and review exercises are managed at the organizational level in an inclusive manner, including consultation with managers and Directors/Heads of Office and review by the Mobility Review Panel and Senior Mobility Review Panel.