

## DRAFT FOR CONSULTATION

# Engagement with non-State actors; Criteria and principles for secondments from nongovernmental organizations, philanthropic foundations and academic institutions

In accordance with operative paragraph 3 (8) of resolution WHA 69.10, the Director General was requested “to develop, in consultation with Member States, a set of criteria and principles for secondments<sup>1</sup> from nongovernmental organizations, philanthropic foundations and academic institutions and to submit the criteria and principles for the consideration of and establishment by, as appropriate, the Seventieth World Health Assembly, through the Executive Board, taking into account, amongst others, the following identified issues:

- (a) Specific technical expertise needed and excluding managerial and/or sensitive positions;
- (b) The promotion of equitable geographical distribution;
- (c) Transparency and clarity around positions sought, including public announcements;
- (d) Secondments are temporary in nature not exceeding two years.”

When considering any secondment from non-State actors, the WHO Secretariat will apply:

- (a) The provisions set in FENSA, in particular with regard to paragraph 47 of the Overarching Framework that states “WHO does not accept any secondments from private sector entities”;
- (b) The Organization’s policies that apply to any secondment from non-State actors and Member States. These require, that:
  - The secondee must:
    - i. fulfil the minimum criteria of the relevant position;
    - ii. be an employee of the releasing entity before the secondment; and
    - iii. be guaranteed, by the releasing entity, a right of return to the releasing entity.

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<sup>1</sup> A “Secondment” to WHO is the assignment to WHO of an individual already employed by an entity, for a fixed period, under a tri-partite secondment agreement concluded by WHO, the releasing entity and the employee. Secondees return to the releasing entity at the end of their secondment. While on secondment, secondees are WHO staff members.

- The secondment position must:
  - i. be time-bound;
  - ii. be in line with WHO's programmatic priorities;
  - iii. require a high level of specialized technical expertise;
  - iv. have been granted a waiver of competitive selection by the Director-General.
- All costs of the secondment position must be covered by the releasing entity.
- The Terms of Reference (TORs) of any secondment must be determined by WHO in line with its programmatic priorities and comply with WHO's policies and rules; and
- WHO standard secondment agreements will normally be used.

In addition to the policies applicable to all secondments as outlined in paragraph 2, any secondment from a non-State actor must fulfil the following principles and criteria:

- (c) Managerial and/or positions that involve the validation or approval of WHO's norms and standards are excluded;
- (d) The releasing entity has normally proposed at least three qualified candidates to WHO from whom WHO may select the most suitable candidate giving due regard to gender and geographical distribution.
- (e) The proposed arrangement for a secondment has undergone a due diligence and risk assessment;
- (f) Secondments are temporary in nature not exceeding two years; and
- (g) A Declaration of Interest has been signed by the secondee irrespective of their grade level, and no (actual or perceived) conflict of interest has been identified for which adequate mitigation measures are not possible.

Any secondment from a non-State actor will be published:

- in the Register of non-State actors under the releasing entity's entry;
- in the annual report on engagement with non-State actors including justification behind secondments.