

June 2012

	منظمة الأغذية والزراعة للأمم المتحدة	联合国 粮食及 农业组织	Food and Agriculture Organization of the United Nations	Organisation des Nations Unies pour l'alimentation et l'agriculture	Продовольственная и сельскохозяйственная организация Объединенных Наций	Organización de las Naciones Unidas para la Alimentación y la Agricultura
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COUNCIL

Hundred and Forty-fourth Session

Rome, 11 - 15 June 2012

Report of the 145th Session of the Finance Committee (1 June 2012)

Executive Summary

The 145th Session of the Committee examined the Human Resources Strategic Framework and Action Plan for 2012-13. In this report of the 145th Session, the Committee brings to the attention of Council its guidance to the Secretariat on the Human Resources Strategy.

Suggested action by the Council

The Council is requested to endorse the Committee's guidance to the Secretariat on the Organization's Human Resources Strategy.

Queries on this document may be addressed to:

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**REPORT OF THE HUNDRED AND FORTY-FIFTH SESSION OF THE
FINANCE COMMITTEE**

1 June 2012

Introduction

1. The Committee submitted to the Council the following report of its Hundred and Forty-fifth Session.
2. In addition to the Chairperson, Mr MOUNGUI MÉDI, the following Members were present:
 - Mr Travis Power (Australia)
 - Mr Olyntho Vieira (Brazil)
 - Mr Laurent D. Couliati (Burkina Faso)
 - Mr Shobhana K. Pattanayak (India)
 - Mr Hideya Yamada (Japan)
 - Ms Manar Sabah Mohammad Al-Sabah (Kuwait)
 - Mr Ronald Elkhuizen (Netherlands)
 - Ms Karen Johnson (USA)
3. The following representatives of Members were also present:
 - Mr Youssef Farhat had been designated to replace Mr Fouzi Lekjaa as the representative of Morocco for this session
 - Mr Vladimir Navara had been designated to replace Mr Vladimir Kuznetsov as the representative of the Russian Federation for this session.
4. The Chairperson informed the Committee that both Mr Alan Romero Zavala and Ms Emma María José Rodríguez Sifuentes had been designated to replace H.E. Miguel Ruíz-Cabañas Izquierdo as the representative of Mexico for this session.
5. A summary of the qualifications of the substitute representatives can be downloaded from the Governing and Statutory Body Web site at: <http://www.fao.org/unfao/govbodies/gsbhome/finance-committee/substitute-representatives/en/>
6. In addition, silent observers from the following Member Nations attended the 145th Session of the Committee:
 - Armenia
 - Pakistan
 - France

Human Resources

HR Strategic Framework and Action Plan 2012-13

7. In considering the HR Strategic Framework and Action Plan for 2012-13, the Finance Committee noted the substantial achievements which had been attained through the 2010-11 HR strategic framework in delivering key initiatives, including *inter alia* the formulation of a competency framework, launch of a performance management system as well as the institution of the HR strategy, communication and career development functions.

8. The Committee:

- **underscored** in particular the importance of the performance management system and its linkage to an effective career development process, as well as of pursuing the implementation of a competency framework within the established timeframes.
- **emphasised** the need to promote a more systemic training and continuous learning programme aimed at enhancing the skills and competencies of all staff and the leadership capabilities of the management cadre.
- **reiterated** the need to promote a merit-based selection process which secures equitable geographic representation and gender balance amongst the workforce and **stressed** that recruitment should be completed within the shortest timeframe. In this context, the Committee also **requested** further information as to the process and rationale for the adoption of a revised approach on calculating the geographic representation.

9. As for the proposed restructuring of the HR management function into two separate entities (an Office for Human Resources in the Apex and an HR Support Service in the CS Department), the Committee **requested** further information and clarification on the proposed revision of the HR function before taking a position. It **requested** in particular to receive the note from the Legal Counsel relating to the authority of the Council to make a decision on structural adjustments, in order to facilitate further consideration of the proposal.

Other Matters

Date and Place of the Hundred and Forty-sixth Session

10. The Committee was informed that the 146th Session was scheduled to be held in Rome from 8 to 12 October 2012.