

Joint Meeting of CoC-IEE Working Groups I and III
6 June 2008
Draft Organizational Chart – Management Presentation

Following its discussion on 6 May on the Headquarters structure of FAO Working Group 3 of the CoC-IEE requested Management to provide its proposals for Headquarters restructuring, taking into account the views expressed by Members as a basis for further discussion and to aid its suggestions to the CoC-IEE. The attached first draft organizational chart of FAO Headquarters is therefore submitted for discussion, together with the following observations:

- In line with the recommendations of the IEE, and the views of the CoC-IEE Working Groups, guidance from the Members on the Organization's priorities would be greatly valued as a basis for deliberating and revising Management's initial proposals on a new organizational chart of FAO Headquarters.
- The outcome of the Root and Branch review has just commenced. It is tasked, *inter alia*, to deliver by end-September 2008 a high-level business model covering administrative services "*and the implications of the business model on the organizational structure, programme delivery and delayering within FAO*". It will include an "*initial presentation of a range of costs, savings and the implementation period for the delivery of this business model*." The recommendations of the consultants and views of Members thereon are also necessary before a well considered proposal can be finalised.
- This proposal incorporates the efficiency savings of US\$22.1 million foreseen under the PWB 2008-09. Accordingly, the de-layering of 13 D-1 and D-2 level posts during this biennium, which followed a broad consultative exercise during the first part of 2008, is reflected in the attached draft organizational chart.
- It is noted that the attached draft organizational chart also takes account of changes in areas where clear guidance was communicated by Members, i.e.:
 - Establishment of an autonomous Evaluation Office headed by a Director at D-2 level, reporting directly to the Director-General and the Governing Bodies.
 - Establishment of an Ethics function.
 - The span of control is reduced to a manageable degree at all levels, including the Director-General, with the establishment of two Deputy Directors-General positions. Moreover, the primary line of reporting of the FAORs is indicated as the Sub-regional Offices.
- In order to better support the reform of Human Resources policies and practices called for by the Members, which is also a prerequisite for the culture change initiative, the Human Resources Management Division is structured as an independent office reporting directly to a Deputy Director-General.

In synthesis, Management wishes to point out that changes which could be required to achieve new savings (i.e. over the US\$22.1 million foreseen in the PWB 2008-09) are best envisaged after the overall priorities of the Organization, and the Root and Branch review, are deliberated by the membership.