



## Members' Update

# FAO renewal



### Members discuss prioritization of FAO's technical work

FAO Members have been meeting to discuss prioritization of the technical work of the Organization – while recognizing that the process is one of transition over the next four years.

Members attending the 104<sup>th</sup> session of the Programme Committee in Rome also looked at recommendations to further improve the process.

The Immediate Plan of Action for FAO Renewal highlighted prioritization of FAO's work as essential at all levels of the results-based framework, especially for Organizational results – the outcomes that FAO commits to achieving in meeting Members' needs. A strong foundation for this prioritization was provided by the governing Conference in 2009 as it approved a series of changes to the Basic Texts, as well as a new results-based Strategic Framework 2010-19, Medium-Term Plan 2010-13 and Programme of Work and Budget 2010-11.

The programme committee considered the outcome of meetings held to date under the new arrangements whereby FAO's regional conferences and technical committees provide advice on priority areas of work. So far in 2010, four of the regional conferences and four sessions of technical committees have taken place.

Boyd Haight, director of the office of strategy, planning and resources management, said: "The regional conferences identified areas of priority action, such as climate change adaptation and mitigation, transboundary plant pests and animal diseases, and strengthening food and nutritional security. These will be addressed by formulation of regional results for the 2012-13 biennium.

"Overall the sessions made good progress in providing advice on areas of emphasis for FAO's

technical work. They also made recommendations to improve the process and documentation by taking account of results-based implementation reports that will be available at the next sessions."

The programme committee recommended that the preparation of the Programme of Work and Budget 2012-13 and the related prioritization process should start from the results frameworks approved in the Medium Term Plan 2010-13. An additional session of the committee is scheduled for 8-9 February 2011 in Rome to consider reports of the Regional Conference for the Near East (4-8 December 2010) and the Committee on Fisheries (31 January-4 February 2011). *To see the report of the 104<sup>th</sup> session of the Programme Committee, click [here](#).*

## System to improve management and planning

The pilot phase for a comprehensive information system that will improve FAO's ability to manage its human resources has now been completed.

The Human Resources Management Information Reporting (HRMIR) system is a web-based application that allows easier data extraction and analysis of information stored on FAO's corporate data warehouse. Information provided includes the number and location of staff working at FAO, geographic representation according to nationality and number of staff due for retirement.

A key feature of the system is its "dashboards," which group information according to organizational structure and other characteristics. For example, a manager can view the number of persons from under-represented countries appointed in his or her unit during a certain period, plot a comparison of gender distribution in the unit against the FAO average or watch the trend in numbers of staff who stayed at the same grade for more than eight years.

A large amount of data on staff assignments, posts and non-staff human resources has already been inserted, with more to be added over the coming year.

"At a time when FAO is making great efforts to improve its human resources management and planning to deliver better results, a system that provides secure, accurate, easy-to-access human resources data from across the Organization is pivotal," said Tony Alonzi, director of the human resources management division. "We're now integrating feedback from senior management who took part in the pilot, to help in further improving and developing the system."

The HRMIR project is one of many recommendations from the Immediate Plan of Action (IPA). It is being implemented on time and within budget. The full launch of the system is expected in December. Under the IPA recommendations, HRMIR is the first component to be delivered as part of the FAO Integrated Management Information System, which will improve management decision-making and standardize reporting processes.