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To Fight AIDS, Tuberculosis and Malaria

Update on Management Action Plan (MAP)

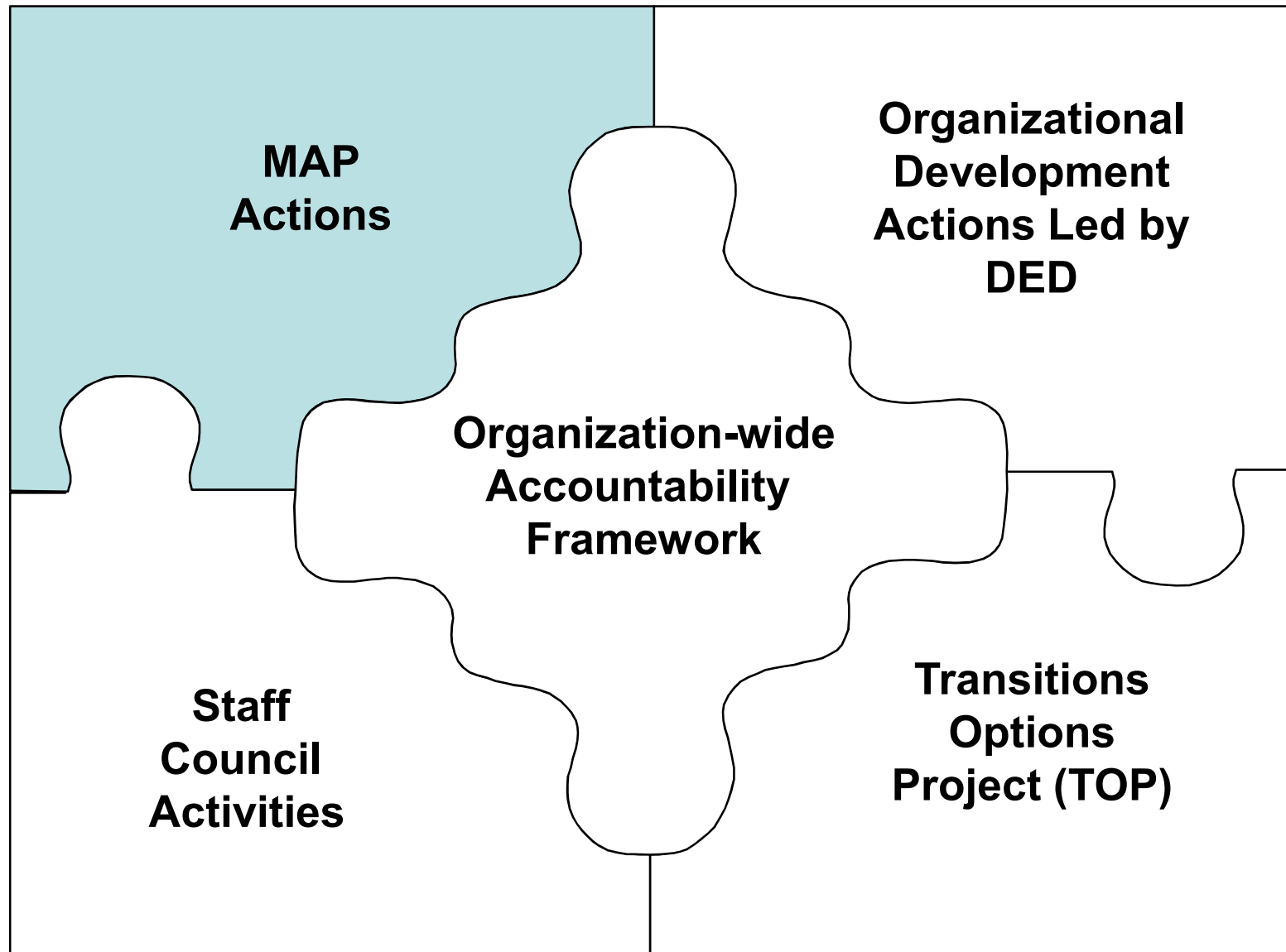
13th Board Meeting

April 27, 2006

The MAP was created to effectively implement the Management Response approved by the Board in Marrakech

- Translates Management Response into concrete actions with specific steps, timelines, and clear leadership.
- Steering group composed of senior managers meets weekly to review and discuss progress on plan
- MAP document discussed several times with the ad hoc Oversight Committee and the Inspector General.
- Document also shared with the Ethics Committee for actions in regard to involvement of family members.

MAP represents only one element of efforts to strengthen the Secretariat this year



MAP actions are designed to directly address the findings of the IOS Report

Contracting and Payments

IOS Findings

- Failures to comply with procurement policy
- Insufficient documentation of some contracts
- Questions whether certain payments were adequately governed by policy

MAP Actions

- Strengthen contracts team
- Upgrade contract information systems
- Publish contracts manual and train all staff
- Clarify and align procurement policy
- Develop enhanced guidelines for use of credit cards and GF bank account
- Ensure ongoing recording of exceptions to WHO rules

Progress to Date

- Internal contracting process analyzed & agreed on
- Contracts team restructured and recruitments begun
- Contracting for database in process
- Proposal for alignment of policy sent to WHO
- Credit card guidelines updated
- Process for exceptions agreed with WHO

MAP actions are designed to directly address the findings of the IOS Report

Recruitment

IOS Findings

- Lack of transparency in short-term recruitments
- Questions with regard to direct appointments
- Lack of clarity on secondments and accountability lines
- Lack of compliance with WHO staff rules on payments

MAP Actions

- Strengthen HR team
- Develop enhanced HR database & systems
- Clarify recruitment, direct appointment & secondment policies
- Institute training on recruitment for all managers and staff

Progress to Date

- Comprehensive HR strategy developed & recruitments for expanded team begun
- Analysis of HR IT systems needs complete; options being explored with WHO
- Clarified policies developed, incl creator of Direct Appointment review panel
- Draft training template prepared

MAP actions are designed to directly address the findings of the IOS Report

Involvement of Family Members

IOS Findings

Pro-bono involvement of a family member in GF activities

MAP Actions

Develop & enforce comprehensive guidelines on family member, partner and spouse involvement

Progress to Date

Options paper for guidelines prepared by law firm DLA Piper, reviewed by Secretariat and sent to Ethics Committee for decision making

Implementation of MAP Actions will continue over the coming months



- HR & contracts training launched

- Guidelines for Credit Suisse payments completed

- Procurement policy agreed with WHO

- Enhanced HR team in place

- Policy on secondments and promotions finalized

- New HR & contracts systems in place

- Enhanced contracts team in place

- Final contracting manual published and distributed

- Ongoing training on all aspects of recruitment & contracting