


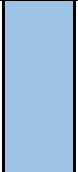


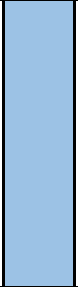






## PLAN OF ACTION – April 2023 – March 2024

 Completed  Target

1. Strengthen PASB's efficiency, transparency, and accountability (ETA)																
Responsible entity	Action	Expected result	Timeline in months													
			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		
OIA	Publish internal auditor's reports to provide transparent insights into organizational governance, risk management, and internal controls	Timely publication of internal auditor's reports, promoting transparency and accountability														
PBE	Publish evaluation reports, providing Member States, PASB entities (managers and personnel) with valuable insights and information for decision-making	Evaluation reports published, providing insights, recommendations, and lessons learned to enhance organizational ETA and learning  Revised evaluation policy reflecting the Director's vision and new approach to evaluation reports														
AM	Authorize all PMIS transactions below USD 5000 at the Administrator level	Streamlined PMIS authorization process for transactions below USD 5000, granting the Administrator the authority to approve them														
HRM	Share relevant human resources information between PAHO and the World Health Organization (WHO), as appropriate, to enhance transparency, foster collaboration, and ensure effective coordination between the organizations	Regular sharing of relevant human resources information, as appropriate, between PAHO and WHO to enhance transparency, collaboration, and coordination														













Pan American Health Organization



World Health Organization  
REGIONAL OFFICE FOR THE Americas

# PAHO FORWARD












CMU	Raise the profile of the Organization in social media	Increase social media activity of the Organization															
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2. Bolster PAHO's visibility, country focus, and capacity to deliver technical cooperation (cont.)														
Responsible entity	Action	Expected result	Timeline in months											
			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
PBE/AD/NMH/CDE	Create interprogrammatic projects as part of the BWP24/25: 1) disease elimination acceleration, and 2) NCD integration into PHC. These will include: objectives, activities, estimated costs, timelines, roles, responsibilities, and monitoring mechanisms for their successful implementation	Interprogrammatic projects developed and included as part of OP 2024-25												
DIR	Review and streamline PAHO and WHO policies related to technical advisory groups and other collaborating groups, ensuring alignment, consistency, and efficiency in their functioning and processes	More transparency about the objectives of the collaborating groups, their membership, and duration of term												
DIR/AD/AM	Conduct a thorough review of internal collaboration groups and propose actionable recommendations to optimize their structure and alignment with organizational goals	More transparency about the objectives of the internal collaborating groups, their membership, and duration of team												

## PAHO FORWARD

### PLAN OF ACTION – April 2023-March 2024

 Completed  Target

3. Enhance PASB human resources performance and drive innovation to move the Organization forward														
Responsible entity	Action	Expected result	Timeline in months											
			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
DIR	Delegate the approval of the selection process for short-term professional (STP) positions P3 and below to HRM	Delegation of STP selection process approval for P3 and below positions to HRM												
DD/ETH	Accelerate the selection of key positions for an effective Integrity and Conflict Management System (ICMS)	Ombudsman selected. P5 and P4 Prevention and Response to Sexual Exploitation, Abuse and Harassment selected												
HRM	Align the People Strategy with organizational goals and priorities, reviewing and refining it as necessary, while establishing measurable metrics for each objective	Revised People Strategy aligned with organizational goals and priorities, including defined and measurable metrics for each objective												
HRM/CSC	Implementation of the 2024 Mentorship Program for PWRs, promoting professional development and knowledge-sharing	Completed 2024 Mentorship Program for PWRs, including program documentation, participant evaluations, and a report on outcomes and professional development impact												





**PAHO**



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HRM	Enhance the internship program by conducting a review of the policy for improved transparency and implementing two annual calls for internships	Enhanced internship program with an updated policy ensuring transparency, along with the implementation of two annual calls for internships, attracting a diverse pool of talented candidates												
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