WHO Reform Implementation

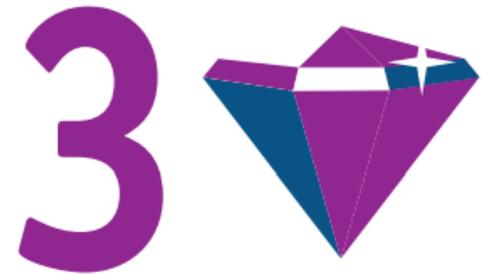October 2013

WHO AMRO/PAHO Regional committee

Objectives of Reform

1 Programmatic reform to improve people's health

2 Governance reform to increase coherence in global health

3 Managerial reform in pursuit of organizational excellence

Areas and **outcomes**

Programmatic Reforms

Outputs = 2

- **Key achievements**
  - ➤ Outputs outlined in Reform implementation plan completed
  - ➤ Establishment of criteria, categories of work and programmes for priority setting in WHO
  - ➤ Approval of GPW12 and PB14-15

- **Key upcoming milestones**
  - ➤ Operational planning and implementation of PB14-15
  - ➤ Development of process for the Proposed programme budget 2016–2017, including bottom-up planning based on country priorities and a standardized approach to costing outputs

Governance Reforms

Outputs= 15

- **Key achievements**
  - Strengthened strategic executive and oversight role of governing bodies
  - Harmonization and alignment of governance processes
  - Increased linkages between the regional committees and global governing bodies
  - Improved methods of work of WHO's governing bodies

- **Key upcoming milestones**
  - Non-State actors consultation (15-16 October 2013) towards development of WHO's policy of engagement with NSAs to be presented at EB 134 in Jan 2014
  - Further deliberations of WHO's governing bodies to strengthen the oversight and strategic decision making of WHO's governing bodies, and increase harmonization and alignment of governance processes

Managerial Reforms

Outputs= 34

- **Key achievements**
  - ➤ New approach to Organizational financing – establishment of financing dialogue
  - ➤ Strengthened results based planning and budgeting mechanism based on new results chain
  - ➤ Improved accountability and internal control framework
  - ➤ Strengthened capacity of evaluation, audit and oversight
  - ➤ Improved strategic communications

- **Key upcoming milestones**
  - ➤ Financing Dialogue Meeting (24-25 November 2013) and launching of web-based portal
  - ➤ Development of revised draft HR strategy and revised country focus strategy (ongoing)
  - ➤ Strengthening of internal management control and accountability framework (ongoing)

Current Challenges

- **Maintaining the pace of reform and managing change**
  - Strongest progress with programmatic and managerial reforms, need to accelerate pace of governance reforms. Reforms are interdependent; slower pace of governance reforms may compromise other aspects of reform
  - Major thrust on implementation of managerial reforms in 2013; programmatic reforms reflected by approval of GPW12 and PB2014-15
  - Need to fill the remaining financial gaps
- **Overcoming bottlenecks; meeting targets for reform**
  - Requires clear identification of specific indicators and targets (reform outcomes and outputs) for results-based approach
- **Communication and engagement for organizational culture change**
  - Improve understanding of reform and engagement in implementation
  - Realistic expectations – meaningful and sustainable reform takes time

EB134 Reform-related deliberations

- Reform implementation plan and report
- Options for improved decision-making by the governing bodies
- Streamlining national reporting and communication with Member States
- Framework of engagement with non-State actors
- Financing dialogue
- Strategic resource allocation
- Hosted health partnerships
- Human Resources
- Evaluation (stage 2 independent evaluation of reform)

Tracking Progress –
www.who.int/about/who_reform