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CONFERENCE (PP-94)**

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PLENARY MEETING

Note by the Secretary-General

**SUMMARY OF DECISIONS ON THE IMPLEMENTATION OF
THE HLC/BAH RECOMMENDATIONS**

This document, as noted by the Council at its 1994 Session, is hereby submitted to the Plenipotentiary Conference for information.

Pekka TARJANNE
Secretary-General

Annex: 1

● For reasons of economy, this document is printed in a limited number of copies. Participants are therefore kindly asked to bring ●
their copies to the meeting since no others can be made available.

ANNEX

**SUMMARY OF DECISIONS ON THE IMPLEMENTATION OF THE
HLC/BAH RECOMMENDATIONS**

Since the 1989 Plenipotentiary Conference one of the major activities in the ITU has been the work of the HLC which resulted in important recommendations. This report has been prepared for the information of the Council and the Plenipotentiary Conference with the purpose of providing an overview of the status of the implementation of all of the HLC/BAH recommendations. Where possible a reference has been given to other documents which provide additional details.

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| HLC 1 | ITU to play a leading role If the ITU is to play "a" leading role in facilitating intergovernmental cooperation to deal with the broader issues of the global information economy and society, ITU Members will have to develop strategies which (a) preserve its leading role within its areas of activity and (b), leverage these "core competencies" to influence other international organizations with related mandates. If the ITU and especially its Radiocommunication and Standardization Sectors are to meet the first of these challenges, they must give priority to: modernization, flexibility, efficiency in organization and working methods, and to cooperation with regional and industry fora in the establishment and/or implementation of high quality regulations and recommendations. To meet the second challenge, particularly in the Development Sector, working arrangements will have to be established with other key world and regional intergovernmental organizations which deal with telecommunications, finance, trade, and development. The draft strategic plan for the 1995-99 period addresses these issues. |
| HLC 2 | ITU to work closely with regional organizations See comments on HLC1. |
| HLC 3 | Improve and expand cooperation with regional development and financial institutions, users and other organizations See comments on HLC 1. |
| HLC 4 | Play catalytic role to generate greater resources for development (Nice Res. 14) The ITU has, in pursuance of Nice Resolution 14, prepared two reports about the changing telecommunication environment and organized meetings and workshops in this field to present various policy and structural options to developing countries. The Union cooperated with several global and regional multilateral organizations, besides making its individual efforts, to increase the resources available for telecommunication development. |

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| HLC 5 | Review conditions of non-Members Article 19 of the Geneva Convention established new categories of entities and organizations other than Administrations eligible to participate in the activities of ITU Sectors. The Additional Plenipotentiary Conference (APP) Resolution 4 instructed Council to develop criteria and procedures for admitting these new categories of "Member" as well as to examine the rights and obligations which should govern participation by different categories of "Members". The 1993 Council completed the first of these tasks. The 1994 Council will make recommendations to the Kyoto Plenipotentiary Conference concerning the second matter as part of the draft strategic plan for 1995-99. |
| HLC 6 | Upgrade status of satellite organizations (see Resolution 1017) See comments on HLC5. |
| HLC 7 | Group into three Sectors This has been implemented by the APP. |
| HLC 8 | Establish Strategic Policy and Planning Unit (SPU) The Strategic Policy and Planning Unit recommended by the HLC has been implemented with the following functions: (a) strategic planning; (b) operational analysis; (c) internal audit. The unit has now been fully staffed. The first two functions are now fully operational, while the third is being provided on an interim basis by a special service agreement with a part-time auditor, in liaison with the Finance Department. The SPU is supporting the Secretary-General and the Council in discharging their strategic planning responsibilities under the Geneva Constitution and Convention, and is conducting operational analyses of key functions in the General Secretariat and Sectoral Bureaux. |
| HLC 9 | Head SPU to work closely with Coordination Committee The head of the SPU serves as executive secretary to the Coordination Committee. He takes part in its meetings <i>ex officio</i> , analyzes strategic issues, develops proposals and recommendations for the committee's consideration, and chairs task forces established by the committee to deal with specific matters. He also participates in various internal inter-Sector committees. |
| HLC 10 | SPU to assume operational analysis function See HLC 8. |
| HLC 11 HLC 11 i) | TELECOM organization TELECOMs should be identified as a separate activity, but one supporting the main purposes of the Union; The Operations Review conducted by SPU confirms that TELECOM should remain a separate activity, included as a separate activity in the elaboration of budgeting and costing of activities. TELECOM has placed greater emphasis on its role to support the main purposes of the Union in its brochures and advertising. |

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| HLC 11 ii) | <p>They should be run profitably or at least without loss. Costs and income should be clearly identified. The Council should decide on the use to be made of any surplus, or funding of a loss;</p> <p>Run on a commercial, not-for-profit basis, TELECOM events have proved financially successful with only a single exception. A significant part of any excess of income over expenditure derived from such exhibitions and fora has been distributed to technical cooperation activities.</p> |
| HLC 11 iii) | <p>A constructive dialogue with the exhibitors should be maintained to ensure the success of TELECOMs;</p> <p>Exhibitor meetings have taken place, prior to or after holding a TELECOM event. Such meetings serve to provide a forum for the exhibitors, to air their views and suggestions which, in the final analysis, serve to improve the quality of the events. A meeting with the major exhibitors and the Geneva authorities took place at the end of November 1993 as arranged. It conducted an overview of TELECOM 95 and also talked about other future events. The meeting proved very useful in that a number of constructive comments for future TELECOMs were made. The next exhibitors' meeting will take place in late 1994.</p> |
| HLC 11 iv) | <p>Regional TELECOMs should be held in conjunction with Regional Development Conferences where feasible. Development issues will be very relevant to most regional TELECOMs. This will help to promote attendance at both and help funding of the development conferences;</p> <p>Exhibitions planned for the regions have been organized in conjunction with Regional Development Conferences (RDC); Asia Telecom 93 took place just after the Development Conference for that region. The Operations Review (Rec. 14) suggested that this approach has not been successful and that instead, development issues could be integrated into the TELECOM Forum and results used in an RDC at a later date. (See also HLC 26).</p> |
| HLC 11 v) | <p>TELECOM activities should be organized by a department in the General Secretariat. It should work collegially with the Strategic Policy and Planning Unit and the other functional Bureaux;</p> <p>The Operations Review of TELECOM (Rec. 6) suggests that TELECOM's status as an independent unit within the General Secretariat is suitable and change is not necessary. More pressing are improvement of information flows and strengthening of links with the rest of the Secretariat. Rec. 2 suggests organizing management around functional divisions project teams using a matrix organisational approach, and Rec. 3 encourages broadening of core professional staff, reaching a more balanced ratio between professionals and general service staff.</p> |
| HLC 11 vi) | <p>In addition, the Secretary-General should be assisted by a Board containing appropriate representatives from ITU headquarters and impartial expertise from outside the ITU.</p> <p>A five person TELECOM Advisory Board has been established, with a first meeting planned for March 1994.</p> |

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| HLC 12 | Secretary-General to establish Business Advisory Forum This group was established in April 1992 and will hold its fifth meeting in April 1994. The members of the group decided at their first meeting to change its name to the World Telecommunications Advisory Council (WTAC) to more accurately reflect its membership and mandate. In its first two years, WTAC developed and published a brochure setting out its members' vision of the role of telecommunications in the future, carefully studied the proposal to create a new agency dedicated to funding telecommunications development (WorldTel), and gave the Secretary-General advice on a number of strategic issues for the ITU and its Sectors. |
| HLC 13-20 | Organizational recommendations These have been dealt with by the APP. |
| HLC 21 | BDT to pay special attention to least developed countries BDT has set up a special LDC unit. Its objective is to elaborate strategic development programmes for the LDCs and to coordinate the overall programming for the telecommunications development of the LDCs, as well as to act as ITU focal point for LDC matters. BDT's own budgeted resources for the LDCs (SFr 2.5 million in 1994) are seen as seed money for a substantially greater flow of resources for technical cooperation and investment in telecommunications in these countries. The LDCs' participation in Development Conferences is assured through the granting of fellowships. |
| HLC 22 | World and Regional Development Conferences to play a dual role: a) a forum for discussion and consideration of topics, projects and programmes b) to provide direction and guidance to the BDT The five Regional Development Conferences and the World Development Conference held so far were a success from the point of view of discussions held amongst all interested development partners. A thorough preparation of the Conferences, particularly through task forces and specific studies by the BDT, assured that all topics of interest were on the agenda. Everybody could also participate in committees and working groups according to his interest. The resulting resolutions and recommendations provided both aims and guidelines for the BDT. In particular the WTDC-94 has established the Buenos Aires Action Plan which constitutes a set of priorities and programmes for the ITU Development Sector during the next quadrennium and provides a number of guiding elements for the work of the BDT. |

| <p>HLC 23</p> | <p>Wide participation at Development Conferences</p> <p>Special attention is paid by the BDT to invite the widest possible range of development partners including the private sector and decision-makers from the economic sector and financing entities; this is also applied during the preparatory and follow-up phases. The participation was as follows:</p> <table border="1" data-bbox="414 408 1535 725"> <thead> <tr> <th></th> <th>Harare '90</th> <th>Prague '91</th> <th>Acapulco '92</th> <th>Cairo '92</th> <th>Singapore '93</th> <th>Buenos Aires '94</th> </tr> </thead> <tbody> <tr> <td>Administrations of the Region</td> <td>47</td> <td>27</td> <td>28</td> <td>23</td> <td>38</td> <td>133</td> </tr> <tr> <td>Administrations of other Regions</td> <td>23</td> <td>8</td> <td>6</td> <td>7</td> <td>6</td> <td></td> </tr> <tr> <td>Regional/Global Organizations</td> <td>12</td> <td>9</td> <td>15</td> <td>13</td> <td>14</td> <td>31</td> </tr> <tr> <td>Private Organizations/Individuals</td> <td>36</td> <td>69</td> <td>43</td> <td>14</td> <td>49</td> <td>282 (individuals)</td> </tr> </tbody> </table> <p><u>Note:</u> See also document PP-94/14 which is a summary of all regional conferences for the period.</p> | | Harare '90 | Prague '91 | Acapulco '92 | Cairo '92 | Singapore '93 | Buenos Aires '94 | Administrations of the Region | 47 | 27 | 28 | 23 | 38 | 133 | Administrations of other Regions | 23 | 8 | 6 | 7 | 6 | | Regional/Global Organizations | 12 | 9 | 15 | 13 | 14 | 31 | Private Organizations/Individuals | 36 | 69 | 43 | 14 | 49 | 282 (individuals) |
|-----------------------------------|---|---------------|-----------------|---------------|------------------|----------------------|------------------|---------------------|-------------------------------|----|----|----|----|----|-----|----------------------------------|----|---|---|---|---|--|-------------------------------|----|---|----|----|----|----|-----------------------------------|----|----|----|----|----|----------------------|
| | Harare '90 | Prague '91 | Acapulco '92 | Cairo '92 | Singapore '93 | Buenos Aires '94 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Administrations of the Region | 47 | 27 | 28 | 23 | 38 | 133 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Administrations of other Regions | 23 | 8 | 6 | 7 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Regional/Global Organizations | 12 | 9 | 15 | 13 | 14 | 31 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <p>HLC 24</p> | <p>Development Conferences give guidance to BDT and agenda should include development aspects of other ITU functions</p> <p>As mentioned above in HLC 22 the Development Conferences provided the BDT with aims and guidance. The agenda of the Conferences included presentations of the BR and the TSB on issues related to development. The Regional Development Conferences adopted Resolutions dealing with increased technical assistance from the BR and the TSB. The need for a synergy between the three ITU Sectors was also stressed by the WTDC-94. The activities of the two development study groups require that all sectors contribute according to their sphere of competence.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>HLC 25</p> | <p>One World Conference and one Regional Development Conference per region in the period between Plenipotentiary Conferences</p> <p>This was implemented during the period, however, see document C94/18.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>HLC 26</p> | <p>Regional Development Conferences in parallel with Regional TELECOMs</p> <p>BDT's experience from five Development Conferences held since 1990 shows that it is not useful to hold them in connection with Regional Telecoms. High-level officials tend to go to the exhibitions and not to the Development Conferences, given the fact that their limited time does not allow them to stay long enough to attend both events. The Policy Forum of Telecom and the policy discussions during the Development Conferences are both fully justified and so distinct in their characteristics that one cannot combine them. However, they both attract high-level officials only when they are kept sufficiently apart timewise.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>HLC 27-30</p> | <p>Organizational recommendations</p> <p>These have been dealt with by the APP.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| HLC 31 | BDT to ensure ITU's catalytic role to stimulate development The BDT in following-up the tasks assigned to it by Development Conferences initiates activities for the countries concerned, mobilizes as far as possible resources for the implementation of the various resolutions and the associated projects, encourages investment by showing their direct and indirect benefits and fosters the application of worldwide telecommunication standards, thus playing its catalytic role for development. |
| HLC 32 | CTD's function to be integrated in BDT (see Resolution 1014) This has been implemented. |
| HLC 33-35 | BDT Director/Secretary-General to establish Development Advisory Board Following a decision of Council 1992, the Telecommunication Development Advisory Board was established after the Director of the BDT had been elected by the APP. The Board met in July and November 1993 and further meetings are scheduled for 1994. |
| HLC 36-44 | Organization and working methods for the Standardization Sector Recommendations 36-44 were taken into consideration by the APP (Geneva, 1992), and APP Resolution 1 provides for the provisional application of certain parts of the Constitution and the Convention, in particular the provisions relating to the structure of the ITU. The World Telecommunication Standardization Conference (WTSC) (Helsinki, 1993) implemented the provisions of APP Resolution 3 relating to the establishment of the Telecommunication Standardization Advisory Group, and also took action on APP Resolution 2 entitled "Allocation of Work to the Radiocommunication Sector and the Telecommunication Standardization Sector". |
| HLC 45 | Enable participants to contribute funds to accelerate work in their field of interest This recommendation is understood as referring to the situation where certain participants in the Standardization Sector see a need to expedite the work as a specific item, and are prepared to contribute additional skilled resources and funds, and is intended as an exceptional case. This approach poses no problems for administrations/ROAs etc. which second people to work in Geneva for extended periods at the expense of the employing organization. If one or more organizations wished to cover travel/subsistence of experts from other organizations, again no problems. In all cases, there appears to be no impact on the staff regulations. It was noted that reference was only made to the Standardization Sector, and that a similar situation should also be applicable to the Radiocommunication Sector. The APP has picked up this item in CV486 and CV487 (see also Circular-letter 97, dated 8 May 1992 from the Secretary-General). |

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| HLC 46/47 | Use electronic storage and exchange on large scale. Make substantial progress in electronic information storage and exchange in 1991 Implementation of these recommendations is progressing with the establishment of suitable electronic document handling resources, procedures and practices. As a result, an increasing number of ITU documents is available electronically on-line and via electronic mail. A revised version of the Telecom Information Exchange Services (TIES), offering major improvements in ease of use, facilitates information posting and updating by the information providers in the Bureaux and Departments, in response to the main finding of the TIES review that the availability of key substantive and up-to-date information is what makes electronic access worthwhile. A small, but growing, percentage of contributions received from participants in ITU activities are submitted in electronic form. |
| HLC 48 | Establish framework for collaborating with other standardization organizations This is being implemented in the TSB. Three Resolutions dealing with collaboration with other standardization organizations were adopted by WTSC (Helsinki, 1993) and the issue is further studied by Telecommunication Standardization Advisory Group (TSAG). |
| HLC 49 | Standardization Bureau to select issues of particular interest to developing countries Following the provisions of the Convention (Geneva, 1992), WTSC adopted Resolution 17 "The importance of telecommunication standardization for the developing countries". |
| HLC 50 | Transfer responsibility for GAS activities to BDT This has been implemented. |
| HLC 51 | BDT to assume increased responsibility for funding developing country participation in standardization work SFr 100,000 were set aside in the 1994 budget for this purpose. In addition, an equal amount or more is foreseen for providing fellowships to developing countries to permit their participation in relevant seminars. |
| HLC 52 | Standardization Bureau to assist BDT This is being implemented by TSB, BR and BDT, and is an on-going activity. |
| HLC 53 | Discontinue Plan Committees The Plan Committees were discontinued. |

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| HLC 54 | Members to encourage private sector to participate in national fora and ITU delegations This recommendation is addressed to the Members. It urges them to encourage private sector participation in national fora for coordinating ITU work and in delegations to relevant ITU meetings and conferences. This recommendation is endorsed by the Council working group on strategic policies and plans and reflected in the draft strategic plan for 1995-99, as one of the means by which private sector participation in the activities of the ITU may be enhanced. |
| HLC 55-66 | VGE and Radiocommunication Sector organizational and procedural recommendations These have been dealt with by the APP. |
| HLC 67 | No regular WATCs, but Secretary-General and Standardization Bureau to monitor developments requiring ITR review This recommendation is being implemented, but it should be kept under review to monitor and decide when it might be appropriate to hold another WATC (see also HLC 8 and 10). |
| HLC 68 | GATT and ITU to work closely The Strategic Planning Unit has monitored developments in the Uruguay Round of GATT negotiations. Following the successful conclusion of these negotiations in December 1993, the SPU has prepared a report to Council see document C94/48 analyzing the implications for the ITU and its members of the GATT treaty, the telecommunications annex of the General Agreement on Trade in Services (GATS), the new negotiations which have begun on trade in basic services, and the proposal to create a World Trade Organization (WTO). This report also examines options for entering into a cooperative agreement with GATT or the successor WTO. |
| HLC 69 | Consider GATT and ITU to enter into an agreement See HLC 68. |
| HLC 70/ BAH-FM1 | Decentralized preparation and submission by Director of a cost-based Sector budget which complies with budget guidelines issued by the Secretary-General This is being implemented. Budget guidelines have been issued by the Secretary-General for the decentralized preparation of the 1995 Budget. See documents: C93/16; C94/12; C94/14. |

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| HLC 71/ BAH-FM2 | A two-year budget cycle and an outline four-year strategic budget The first application of a two-year budget cycle will be the financial period of 1996-97 to be in conformity with other organizations of the UN-system which start their biennium with an even year. 1995 will be exceptionally a one-year period. The outline of the strategic budget will cover the period 1995-1999. See documents: C93/16; C94/14. |
| HLC 72/ BAH-FM3 | Flexibility for each Bureau and the General Secretariat to reallocate funds within its budget, and responsibility to control expenditure The proposed Financial Regulations allow the transfer of funds within the appropriations for a given Sector, and define the conditions of such reallocation. See document: C94/12. |
| HLC 73/ BAH-FM3 | Increased authority for the Secretary-General to reallocate funds between Sectors, up to 3% maximum The proposed Financial Regulations provide the transfer of appropriations from one Sector to another. See document: C94/12. |
| HLC 74/ BAH-FM4,7, 8,9 | Changes in financial control, accounting and reporting procedures to make them consistent with the above recommendations and to provide clearer reporting on expenditures The first result of the new financial management system is the presentation of the draft budget 1995 in its new structure and form. For the financial control and the accounting to be implemented as from January 1995, further implementation studies are in progress. See document: C94/14. |
| HLC 75/ BAH-FM5 | Establish a "transfer pricing" policy for common services, under which common services would be funded by Bureaux on a contractor/client basis This is being implemented. The 1995 budget provides the transfer pricing for internal services for the planning phase. See documents: C93/16; C94/14. |
| HLC 76/ BAH-FM6 | Establish a separate consolidated publications sales and marketing unit, to promote increased information dissemination and revenue This is being implemented. A new publications sales and marketing unit has been established as from January 1994. See documents: C92/7231 Rev.1; C93/41. |

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| HLC 77/ BAH-PM2 | <p>Establish a reformed personnel appraisal system which encourages appraisers to be constructive but also to confront problems realistically</p> <p>A new personal report and accompanying guide have been drawn up jointly by representatives of the Administration and the Personnel Department and members of the Staff Council. They started to be used in April 1994 on a trial basis in order to allow all concerned to make their own views known.</p> <p>The main aim of the change is to make the personal report a genuine tool for managing and developing the Union's human resources and to give all staff members the opportunity of discussing their job and training expectations with their supervisor when their personal objectives are set. At the same time, supervisors should clearly state what is expected of the staff member concerned, indicate the areas in which performance could be improved and possibly suggest ways in which the staff member might serve the organization more efficiently.</p> <p>At a time when the ITU is changing to meet the needs of the future, notably by becoming more efficient and endeavouring to enhance staff motivation, the new form should enable all concerned to play an active part in the process.</p> |
| HLC 78-79/ BAH-PM6 | <p>Introduce the TEAM process into the ITU</p> <p>The concept has been used during the past year with good success and 2 examples of this are WARC '92 and Terminology — one of a short duration and the other of a continuing nature. This will be used in the future as appropriate on a case by case basis.</p> |
| HLC 80-81/ BAH-PM7 | <p>Establish a performance incentive programme, based on achievement of demonstrable gains in productivity, cost reduction and/or quality. Establish a non-monetary awards programme to recognize high achievers, either individually or as members of a TEAM</p> <p>The implementation of this recommendation raises many important questions, in particular consideration with respect to the UN Common System. The matter is still under active consideration.</p> |

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| HLC 82/ BAH-PM3 | <p>Consider conversion to "managed renewable term" (MRT) contracts with a proposed term of 5 years and renewal tied to standard of performance</p> <p>The following definition has been approved in principle by the Council, subject to checking the compatibility with the UN Common System. In July 1993 the ICSC was consulted on the question and they have recently replied indicating that the definition of MRTs is compatible with the UN Common System. The most appropriate mechanism for the implementation of MRTs is now being studied.</p> <p><i>"Managed Renewable Term (MRT) Appointments</i></p> <p>Managed Renewable Term Appointments, having an expiration date specified in the letter of appointment, may be granted to staff who have normally completed a fixed-term contract for a period of two years. Such appointments, for a period of five years can be in permanent posts for work of an evolutionary technical and scientific nature, or in posts where tasks are of a long-term nature but authorized for a fixed-term duration. Managed Renewable Term Appointments do not carry any expectancy of conversion to any other type of appointment. They shall be extended when it has been ascertained that the tasks are still required and when the staff member has maintained state-of-the-art expertize and demonstrated fully satisfactory performance."</p> |
| HLC 83/ BAH-PM4 | <p>Delegate the authority to Bureau Directors and GS Department Heads to reassign staff/rearrange posts within an overall financial constraint</p> <p>This recommendation has implications which have not yet been fully addressed. The reassignment of staff may have consequences on the grading of posts; and modifications in the organization are presently a responsibility of Council. Therefore this recommendation is still under review.</p> |
| HLC 84/ BAH-PM16 | <p>Permit wider advertising of vacancies</p> <p>All participating organizations (ROAs, SIOs, etc.) have been contacted to see whether or not they were interested to receive the ITU vacancy notices. All organizations having replied positively are receiving the vacancy notices. Furthermore, for some posts, the announcements have also been done through technical and professional journals.</p> |
| HLC 85/ BAH-PM1 | <p>Check credentials and conduct personal or telephone interviews with short-listed candidates for professional positions</p> <p>Any offer of appointment to a selected candidate is subject to verification of credentials which is systematically conducted before issuing the contract.</p> <p>Interviews are conducted when requested by the Director of the Bureau or the Head of the Department, in the case of the General Secretariat. In most cases these interviews are conducted by telephone with a very limited cost and they have largely proved their usefulness.</p> |
| HLC 86/ BAH-PM5 | <p>Include the relevant Department Head and direct supervisor of candidates on the Professional Appointment and Promotion Board</p> <p>This has been implemented — see Regulation 4.9 of the Staff Rules.</p> |

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| <p>HLC 87/ BAH-PM9</p> | <p>Establish a Code of Practice to foster effective communications between managers and staff, including a requirement for regular staff meetings, and provide managers with training in related communications skills</p> <p>While a Code of Practice has not yet been developed, communications have significantly improved through many various internal groups and meetings including staff at all levels.</p> |
| <p>HLC 88/ BAH-PM10</p> | <p>Enhance professional and technical training for ITU staff to improve productivity and quality of performance</p> <p>In 1992 a training plan was developed identifying priority areas for in-service training. This plan included Management by Objectives (MBO), management training for senior management and for supervisors, communication training, the new financial management system, individual technical training and training on desktop PC applications. The implementation of this plan is reported in document C94/20 (Res. 45/PP-89).</p> <p>In 1993 the In-Service Training Strategies Committee was created with the mandate to develop a comprehensive policy. The policy document prepared was presented to Council in 1994.</p> |
| <p>HLC 89/ BAH-PM8</p> | <p>Implement the Pension Purchasing Power Protection Insurance Plan (PPPIP)</p> <p>Based on the decision by the UNGA there is no need to take action on this.</p> |
| <p>HLC 90/ BAH-IS8</p> | <p>Implement a formal information systems planning process</p> <p>Project plans for major projects are submitted to the ISSC.</p> |
| <p>HLC 91/ BAH-IS1, 2, 3, 5, 9, 12, 14, 15</p> | <p>Consultants' list of 8 priority applications for systems development based on user surveys, and technical recommendations on information systems, plus 6 lower priority recommendations</p> <p>The ISSC follows-up the implementation of the priority projects which include information exchange, electronic publications, information systems for management (including human resources, financial management, project management, document processing and internal communications) and information technology infrastructure.</p> |
| <p>HLC 91/ BAH-IS4</p> | <p>Lease on one mainframe processor terminated on 31.12.91 as recommended.</p> |
| <p>HLC 91/ BAH- IS6,7,13</p> | <p>An ISDN-capable digital PABX with voice mail facility and additional software to provide call detail accounting was placed in service March 1 1993. Responsibility for all technical communication matters including PABX, fax, telex, data communications, electronic mail, and postal mail was unified in the Information Services Department.</p> |
| <p>HLC 91/ BAH-IS10</p> | <p>Deployment of 386-based computers was completed by Summer 1992. 486-based computer deployment began in 1993 and is continuing in 1994.</p> |

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| HLC 91/ BAH-IS11 | The additional resources allocated have made possible an extensive schedule of training on office productivity tools, electronic mail, and access to information services with an emphasis on courses customized to staff work needs. An overall Computer Training Needs Analysis project was approved by the Coordination Committee and started at the end of 1993. |
| HLC 92 | Council to act on HLC Report Completed. |
| HLC 93-94 | Hold Additional Plenipotentiary Conference in last quarter of '92 or early '93 and consult Members (see Resolution 1020) This recommendation has been implemented. |
| HLC 95 | Review of provisions to amend the Constitution and Convention The APP decided to maintain the amendment provisions of Nice in the Geneva Constitution and Convention (i.e. 2/3 of accredited delegations having the right to vote to amend the Constitution, 1/2 to amend the Convention). |
| HLC 96 | Drafting Group to elaborate draft texts for revision of Nice Instruments (see Resolution 1021) This recommendation has been implemented. |