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Decision 563 (MODIFIED 2019)

(adopted at the ninth Plenary Meeting)

Council Working Group on Financial and Human Resources

The Council,

recalling

1. Decision 546, Modification of the Terms of Reference of the Council Group on the Financial Regulations and Related Financial Management Issues, adopted by the Council in 2007,

considering

*a)* Resolution 71 (Rev. Dubai, 2018) on the strategic plan for the Union for 2020-2023;

*b)* Decision 5 (Rev. Dubai, 2018) on revenue and expenses for the Union for the period 2020-2023;

*c)* Resolution 48 (Rev. Dubai, 2018) on human resources management and development,

recognizing

1. the need to ensure linkage between the Union’s strategic, financial and operational plans and corresponding human resources plan;
2. that the further development and improvement of results-based management requires regular assessment of the achievement of the strategic goals, objectives and outputs with a view towards increasing efficiency through reallocation of budget when necessary;
3. that transforming strategic planning into an ongoing process increases awareness and participation from ITU membership and the ITU staff;
4. the need to address the importance of financial and human resources matters between Council sessions, particularly those which require the review and possible modification of the ITU financial instruments (Financial Regulations and Financial Rules) as well as the Staff Regulations and Staff Rules,

decides

1. to approve the modified terms of reference, as outlined in Annex 1 to this Decision;
2. that the Council Working Group on Financial and Human Resources (CWG-FHR) should review and submit relevant proposals to Council related to:

a) implementation of the strategic plan of the Union, revenue and expenses for the Union, financial and operational plans;

b) management and development of human resources,

1. that the Council Working Group on Financial and Human Resources reports annually on its activities to Council.

**Annex:** 1

ANNEX

Council Working Group on Financial and Human Resources (CWG-FHR)

Terms of Reference

The terms of reference of the Council Working Group on Financial and Human Resources, open to all Member States and Sector Members, are:

1 To consider and develop proposals for consideration by Council in order to ensure that:

i) results-based budgeting and management continues to be fully implemented and further improved, including an ongoing assessment of the implementation of the interlinked strategic, financial, and operational plans and the biennial budget;

ii) constant enhancements to the ITU management system are consequentially reflected in ongoing changes to the financial instruments;

iii) alignments are made with the International Public Sector Accounting Standards (IPSAS) requirements and terminology in order to clarify such concepts of Net Assets and the Reserve Account;

iv) relevant recommendations of the UN Joint Inspection Unit, the External Auditor and the Independent Management Advisory Committee (IMAC) affecting financial and human resources management of the Union are taken into account;

v) all plenipotentiary conference provisions on revenue and expenses for the Union are taken into account including measures to reduce expenditures and increase efficiencies as means of achieving balanced budgets;

vi) the necessary financial and administrative arrangements and decisions are taken to facilitate the implementation of plenipotentiary conference resolutions on:

a) strengthening the regional presence;

b) the Union’s future headquarters premises;

c) the strengthening of the project execution and project monitoring function;

2 To undertake, on an annual basis, an evaluation of the implementation of results-based management including the prioritization of activities and initiatives of the Union taking into consideration specific criteria identified in the strategic plan for the Union;

3 To review and provide comments on the annual report on extrabudgetary activities and related expenses and make recommendations for consideration by Council, as appropriate;

4 To consider issues related to the coordination of the work of the three ITU Sectors and the General Secretariat so as to follow its evolution and recommend decisions to be taken by Council to ensure its implementation;

5 To support implementation of the plenipotentiary conference resolutions on ITU Telecom events;

6 To examine and, if necessary, recommend modifications of the provisions of the Financial Regulations and Financial Rules, with a view towards ensuring:

a) conformity and consistency with the basic instruments of the Union, decisions and resolutions of the plenipotentiary conference and the Council, as well as the evolving needs of the ITU;

b) providing the flexibility arrangements, including deferred activities to be carried out for the following biennium, are consistent with those of other United Nations organizations;

7 To ensure that the Financial Regulations include provisions for internal control in line with those of other United Nations organizations;

8 To consider, based on inputs from the secretariat, a proposed methodology to assist Member States in preparing cost ‘estimates’ for proposals to conferences and assemblies of the Union to allow for estimates of financial implications of those decisions;

9 To consider reports from the Secretary-General regarding fellowships, to review the existing criteria for awarding fellowship and make recommendations to Council with a view towards improving, promoting and strengthening ITU fellowships;

10 To examine, review and make recommendations to Council on all matters related to human resources management and development, including the comprehensive four-year HR strategic plan and those identified in resolutions of plenipotentiary conferences on human resources management and development;

11 To undertake continuous review of the Ethics function in ITU and, if necessary, make proposals to the Council for the further improvements;

12 To consider and propose for consideration by Council possible comprehensive improvements to the ITU electoral process in accordance with plenipotentiary conference decisions and recommendations;

13 To maintain close association with ITU management and the Staff Council with a view towards identifying issues of common concern, in respect of which the Council’s opinions and guidance are required and justified.

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