

2.2 Human resources management

R 1106 **Implementation of the recommendations of the Tripartite Consultative Group on Human Resources Management**
(C-1996, last modified C-2001)

The Council,

recalling

- a) Resolution 1 adopted by the Plenipotentiary Conference (Kyoto, 1994), which recognizes the need to adapt ITU's management systems, including its systems for managing human resources;
- b) its Resolution 1095, adopted at its 1996 session, establishing the Tripartite Consultative Group on Human Resources Management,

taking account of Resolution 51/216 (United Nations common system) adopted by the United Nations General Assembly during its 51st session in 1996, and particularly Section C.7 thereof,

having considered the report of the Tripartite Consultative Group on Human Resources Management contained in Document C97/45,

resolves

- 1 a) that a merit award scheme be implemented to reward a limited number of staff members in recognition of their outstanding performance or specific achievements in a given year;
- b) that the scheme shall be implemented on the basis of the criteria and procedures proposed by the Tripartite Consultative Group and described in the report thereof (Annex 2 to Document C97/45);
- c) that the number of staff members granted merit awards shall not exceed 5% of the total number of appointed staff members in each category, namely Professional and higher and General Service;
- d) that the merit award scheme be implemented for a trial period of two years;
- 2 a) that a personal promotion scheme be implemented in order to give staff in occupational groups with limited career opportunities the possibility of being treated on an equal footing with staff members having more frequent promotion opportunities;
- b) that the scheme shall be implemented on the basis of the criteria and procedures proposed by the Tripartite Consultative Group and described in the report thereof (Annex 3 to Document C97/45);
- c) that the number of staff members granted a personal promotion shall not exceed 5% of the total number of posts;
- d) that the criteria defined and implemented for the granting of personal promotions shall, after a reasonable period of application, be reconsidered and, if necessary, modified, in order to adapt them to the prevailing situation,

further resolves

that, in order to prepare for the next Plenipotentiary Conference, the Tripartite Consultative Group on Human Resources Management shall continue its work until the next session of the Council in 1998, including the holding of a meeting, with the same mandate as that set out in Resolution 1095 and following the same procedures,