



WMO OMM

World Meteorological Organization
Organisation météorologique mondiale
Organización Meteorológica Mundial
Всемирная метеорологическая организация
المنظمة العالمية للأرصاد الجوية
世界气象组织

Secrétariat

7 bis, avenue de la Paix – Case postale 2300
CH 1211 Genève 2 – Suisse
Tél.: +41 (0) 22 730 81 11
Fax: +41 (0) 22 730 81 81
wmo@wmo.int – public.wmo.int

Our ref.: 11320/2021/CSG

Mr Jorge Flores Callejas
Chair, Joint Inspection Unit (JIU)
Room D-507 - Palais des Nations CH 1211
Geneva 10
Switzerland

10 May 2021

Subject: **Official WMO Management Response to the JIU review of the WMO Management and Administration JIU/REP/2021/1**

Dear Mr Flores Callejas,

Please find the Official WMO Management Response to the JIU review of the WMO Management and Administration JIU/REP/2021/1 to be posted on your website.

Introduction:

The WMO Secretary-General expresses his appreciation for the important work that has been carried out by the United Nations Joint Inspection Unit (JIU) review of the WMO Management and Administration.

The Joint Inspection Unit review was carried during the implementation of a comprehensive reform of the Organization which encompassed significant changes to constituent bodies, alignment of the WMO Secretariat to these new bodies as well as legislative and procedural improvements to the functioning of WMO.

This 21st century transformation of the organization is both innovative and complex and so, requires time to witness the tangible benefits of working under a new system. In addition, the new system itself will be refined through working practice and consequently, as recognized by WMO Members, it is too early to gauge the overall impacts and outcomes.

This governance reform of the constituent bodies was approved by the Eighteenth World Meteorological Congress in June 2019. It is intended to promote an Earth System Approach and significantly increase the effectiveness and efficiency of the decision making and implementation of the overall strategic plan objectives.

The Eighteenth World Meteorological Congress requested a reallocation of the resources by reaching savings in administrative activities and allocating more resources for serving the Members in regions and in technical duties. The overall rationale for these changes was driven by the need to achieve real efficiency gains and enhance support to regional activities, capacity building and technical skills.

The creation of innovative central platform for administrative support was a key mechanism for achieving administrative efficiencies and was implemented in a very short period of time. Monitoring and refinements will be assessed continuously to ensure an optimal service delivery to WMO Members.

All these changes took place during the COVID-19 pandemic which imposed certain constraints. At the same time the circumstances provided opportunities to operate under a new normal – for example to conducting our constituent body and other subsidiary body meetings using advanced videoconference technologies. This enabled wider participation of the WMO Members from all regions.

The Secretary-General acknowledges the work of the JIU and the survey of Members and other stakeholders. Overall, the recommendations are very valuable for refining and defining the way forward. They also align with the overall strategic approach of our Members and the WMO management.

Response to the formal recommendations

Recommendation 1: By the end of 2022, the Executive Council should commission an independent evaluation of the constituent bodies reform to review the process used to implement the reform and its substantive results, including the alignment of the restructured secretariat, as well as good practices and lessons learned.

Following guidance by the WMO Policy Advisory Committee an evaluation plan on the constituent body reform including its timetable and phases will be debated and decided by WMO Executive Council at EC-73 in June 2021.

Recommendation 2: By no later than the end of 2021, the Secretary-General should commission a joint review team, comprised of management and staff who are familiar with each area of work, to conduct a structural and process review, facilitated by an independent expert, to further refine and adjust the overall secretariat restructuring in order to achieve the objectives of such restructuring.

The Secretary-General accepts this recommendation and will plan and initiate by the end 2021 an internal review of the current structures and processes. This will be carried out in close consultation with WMO Executive Management, WMO Board of Directors, and staff. To ensure optimal functioning, external advice may also be required in this review. The Secretary-General will then make necessary and appropriate adjustments in early 2022 to ensure optimal operation of the Secretariat in line with the outcomes.

Recommendation 3: By the end of 2021, the Secretary-General should prepare a comprehensive accountability and internal control framework and submit it to the Executive Council for approval.

The Secretary-General accepts this recommendation and will direct appropriate Secretariat staff to design a proposal for enhancing the Internal Accountability and Control Framework by end 2021. This proposal will then be submitted to the Audit and Oversight Committee for consideration and advice and then submitted by the Secretariat to the Executive Council-74 in 2022 for consideration.

Recommendation 4 By no later than the end of 2021, the Secretary-General should prepare a comprehensive human resources strategy and submit it to the Executive Council for approval. Progress on the strategy should be reported at least annually thereafter as a regular item on the Executive Council's agenda.

The Secretary-General welcomes and accepts this recommendation and attaches great importance on the management of our human resources and the welfare of the staff. He will direct the Governance Services department in consultation with the Board of Directors and the staff to ensure a strategic approach to planning and managing human resources. A formal WMO human resources strategy will be prepared by end of 2021 and submitted to the Executive Council for consideration at its Executive Council-74 session in 2022.

Yours sincerely,



Prof. Petteri Taalas
Secretary-General