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**Statement by Brian Conroy, Counselor
Agenda Item 139: Human Resources Management
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Thank you, Mr. Chairman.

My delegation would like to thank Ms. Carole Wainaina, Assistant Secretary-General for Human Resources Management; Ms. Elia Yi Armstrong, Director of the Ethics Office; Mr. Carlos Ruiz Massieu, Chairman of the ACABQ; Mr. Achamkulangare Gopinathan, Chair and Inspector of the Joint Inspection Unit, for introducing their respective reports; and, Mr. Kenneth Herman, Senior Adviser on Information Management Policy Coordination for the CEB, for presenting the notes of the Secretary-General on the reports of the JIU.

The increasingly complex work of the United Nations requires that its staff members be global, dynamic and adaptable. This Committee maintains the responsibility for strategic guidance and direction to ensure that the UN continues to attract and retain high-performing individuals. One of the major objectives of human resources management reform is to recognize the Organization's need for a truly integrated, field-oriented and global workforce. In order to achieve its strategic objectives, the UN must have the right people in the right places at the right time.

We urge the Secretary-General to continue to implement many of the human resources management reforms already underway. As the demands of the Organization dictate that staff members acquire diverse skills and experiences, an effective mobility policy enables staff to develop these attributes. We are encouraged by early efforts aimed at mobility, and we look forward to learning more regarding the impact of efforts to date on this important issue.

In order to ensure mandate delivery, staff member performance needs to be closely monitored and evaluated. It is therefore critical that the UN establishes a robust performance management framework that identifies potential, rewards good performance, and, as appropriate, properly and fully addresses underperformance.

The United Nations needs comprehensive workforce and succession planning to align human capital to the mandate requirements today and in the future; without comprehensive workforce and succession planning, the UN cannot fulfill critical HR policy objectives, including enhancing gender diversity. The Secretary-General has noted that a lot of work still needs to be done in this area, so we would encourage those efforts to continue.

With regard to the Ethics Office report, we commend the efforts of that Office in ethics outreach, training and education; procurement ethics; and, financial disclosure. We look forward to the finalization of the updated policy on protection against retaliation for whistleblowers, as this policy is critical to strengthening the ethical culture of the Organization.

Mr. Chairman, we stand ready to engage constructively on all human resources management issues.

Thank you.