



**World Food  
Programme**

**Programme  
Alimentaire  
Mondial**

**Programa  
Mundial de  
Alimentos**

**برنامج الأغذية  
العالمي**

12 December 2016

## **Internal Audit of Human Resources Management in Country Offices (AR/16/15)**

### **Management Comments**

WFP management appreciates and welcomes the observations made by the Office of the Inspector General (OIG) in its audit report on Human Resources Management in Country Office (AR/16/15), for the period 1 January 2015 to 30 June 2016. Management has agreed to address the audit observations and has started implementing the agreed actions.

As noted in the audit report, WFP relies fully on voluntary contributions and operates in more than 80 countries around the world with a global workforce around 15,000 employees. WFP management appreciates and welcomes OIG's recognition of positive practices and initiatives such as the harmonization of the conditions of service for 3,400 locally recruited WFP staff transferred to WFP/FAO administrative framework, as part of the Local Staff Transfer Project (LSTP); the deployment of the e-recruitment tool, a digital talent-acquisition system integrating all the recruiting activities performed in WFP; and the implementation of the WFP Self-Service portal enabling the submission of HR-related requests and forms, increasing timeliness and accessibility of HR services .

In October 2016, the WFP Executive Director launched the National Staff Project (NSP) to review, evaluate and formulate recommendations to address issues related to working conditions and career prospects of national staff and other locally recruited employees. This includes *inter alia* issues related to country office oversight and support for appropriate contract modalities.

WFP Management recognizes the overall conclusion of a partially satisfactory audit. The implementation of the high risk observations is well underway; to address the issue of workforce planning, Management will develop guidelines on work force planning and disseminate it to WFP Country Directors and Human Resource Officers (HROs); further, and within the context of the NSP, Management will identify actions to address issues linked to the use of service contract modalities, including strengthening guidelines and enhancing oversight over the use of this contract modality.

Management will also ensure that updates on the implementation status of the remaining outstanding agreed actions are provided to OIG on a regular basis through the WFP internal tracking system.

WFP Management is fully committed to ensuring the continuous improvement and strengthening of HR functions both at COs and Global HQ levels, taking into consideration the implementation of the Integrated Road Map.



WFP Management would like to thank the Office of the Inspector General for the meaningful collaboration and support.