

PLAN OF ACTION 1.0 April 2023 to March 2024 (April 2nd, 2024, Update)

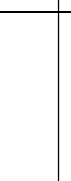
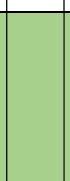
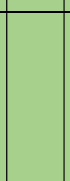
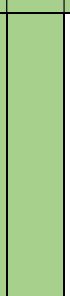
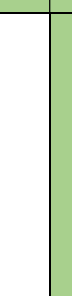
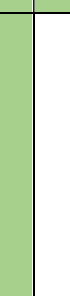
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PAHO FORWARD

PLAN OF ACTION 1.0 April 2023 to March 2024 (April 2nd, 2024, Update)

 On track
  Target
  Completed

2. Bolster PAHO's visibility, country focus, and capacity to deliver technical cooperation															
Responsible entity	ID	Action	Expected result	Timeline in months											
				Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
AD/EXM	2.1	Develop a new organizational chart that aligns with the organizational needs and enhances operational efficiency to better respond to the demands for technical cooperation	New organizational chart implemented												
AD/HRM/CSC/PBE	2.2	Review and align the personnel functions to the new institutional organizational chart and to the PAHO/WHO Core Predictable Country Presence (CPCP) initiative	Terms of reference for personnel at all levels adjusted and aligned and new recruitment, as needed, under implementation												
CSC	2.3	Strengthen the strategic and political relationship of the Director with the governments and ministers of health	Bilateral and subregional meetings, and strategic visits to countries enhanced; Director's commitments monitoring system established and under implementation												
AM/CSC/LEG/ITS	2.4	Delegation of authority for PWRs increased to USD 100 000 for PASB country and subregional offices, and to USD 200 000 for Brazil	Revised DOA approved and implemented. More efficient use of the PWRs' time; reduced the time for processing contracts, purchases and payments, and letters of agreement initiated by country offices												

		2. Bolster PAHO's visibility, country focus, and capacity to deliver technical cooperation (cont.)													
Responsible entity	ID	Action	Expected result	Timeline in months											
				Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
PBE/AD/NMH/CDE	2.11	Create interprogrammatic projects as part of the BWP24/25: 1) disease elimination acceleration, and 2) NCD integration into PHC. These will include objectives, activities, estimated costs, timelines, roles, responsibilities, and monitoring mechanisms for their successful implementation	Interprogrammatic projects developed and included as part of OP 2024-25												
DIR	2.12	Review and streamline PAHO and WHO policies related to technical advisory groups and other collaborating groups, ensuring alignment, consistency, and efficiency in their functioning and processes	More transparency about the objectives of the collaborating groups, their membership, and duration of term												
DIR/AD/AM	2.13	Conduct a thorough review of internal collaboration groups and propose actionable recommendations to optimize their structure and alignment with organizational goals	More transparency about the objectives of the internal collaborating groups, their membership, and duration of team												

Transition to the 2nd year plan

PAHO FORWARD

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On track
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3. Enhance PASB human resources performance and drive innovation to move the Organization forward															
Responsible entity	ID	Action	Expected result	Timeline in months											
				Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
DIR	3.1	Delegate the approval of the selection process for short-term professional (STP) positions P3 and below to HRM	Delegation of STP selection process approval for P3 and below positions to HRM												
DD/ETH	3.2	Accelerate the selection of key positions for an effective Integrity and Conflict Management System (ICMS)	Ombudsman appointed. P5 and P4 Prevention and Response to Sexual Exploitation, Abuse and Harassment appointed.												
HRM	3.3	Align the People Strategy with organizational goals and priorities, reviewing and refining it as necessary, while establishing measurable metrics for each objective	Revised People Strategy aligned with organizational goals and priorities, including defined and measurable metrics for each objective												
HRM/CSC	3.4	Implementation of the 2024 Mentorship Program for PWRs, promoting professional development and knowledge-sharing	Completed 2024 Mentorship Program for PWRs, including program documentation, participant evaluations, and a report on outcomes and professional development impact												
HRM	3.5	Review the Performance, Planning and Evaluation System (PPES) tool	Revised PPES tool developed to be implemented in 2024												

Transition to the 2nd year plan

Transition to the 2nd year plan

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