



Member States benefit from the Regional Mobility Scheme: WHO staff members in the Philippines, who formerly worked at WHO headquarters in Geneva and the WHO Office in Viet Nam, bring a world of experience to a visit to health centres in Tondo, Philippines.

### 3. Better management of our best assets

The Region strives to deploy eligible staff in the best possible way to better address today's increasingly complex public health challenges.

Mobility contributes to the improvement of technical excellence and collaboration across the three levels of the Organization. Since its introduction in 2010, under the auspices of the Regional Director, the Western Pacific Regional Mobility Scheme has been an integral part of human resources planning and capacity-building.

Over the past five years, the Regional Mobility Review Committee – which is chaired by DPM with HRM as Secretariat – has worked diligently to find win-win opportunities for the staff members due to rotate. As a result, by 31 December 2015,

all 38 staff members who were eligible as of 1 January 2010 had been moved to new positions.

The Region is using the experiences and lessons learnt from the Regional Mobility Scheme to advise and support the successful roll-out of the new WHO Geographical Mobility Policy introduced globally in January 2016.

In the same spirit, the Region has developed a roster of mid-level professional programme management officers (PMOs) and a unique training programme with active participation from all three management divisions. PMOs fulfil an increasingly important role in the Organization, focusing on coordination, management and planning in technical divisions and country offices. The PMO network, to-

gether with the Regional Administration Network, contributes to the smooth running of daily operations and supports senior management in the implementation of reform initiatives.

In establishing the roster, the WHO Regional Office convened induction training for shortlisted candidates, to ensure a “best fit” for WHO teams and new staff members. Almost immediately following the training, two offices – the Division of Communicable Diseases and the Division of NCD and Health through the Life-Course – recruited new PMOs from the roster. The roster is regularly updated to ensure that qualified candidates are available when the Organization calls. ■