



3 June 2021

Management Comments to the Internal Audit Report of the Reassignment Process in WFP (AR/21/09)

WFP Management appreciates the observations made by Office of the Inspector General (OIG) in its internal audit report (AR/21/09) focusing on the period between 1 January 2019 and 31 May 2020.

WFP Management welcomes the acknowledgement that “the reassignment process [...] is an essential tool for the organization” and that it “offers opportunities for WFP [...] to grow, through rotation, the profiles it will need in the future - be it skills, cross functional expertise, or gender and diversity”.

WFP Management acknowledges and agrees with the overall conclusion of partially satisfactory/some improvement needed. Senior management will provide the strategic direction to reassess and clarify reassignment objectives and priorities, and roles and responsibilities, as well as to establish an appropriate decision framework.

A new Reassignment Framework under development will take a holistic approach to address the observations and concerns included in the audit report. It will revise or update some existing policies and develop new ones where required, and details will be provided in follow-up.

Regarding the high priority action “Assessment and Selection of Candidates”, progress has already been made during the 2021 reassignment processes to address a number of the observations, particularly with regard to the Staffing Coordinators and the Staffing Committee.

Regarding the other high priority action “Management of the Radar List”, a new policy will be developed that explicitly addresses the concerns raised by the audit.

The three medium priority actions - Reassignment Objectives and Other Considerations; Roles and Responsibilities; and Staff Feedback and Recourse – will also be addressed through Leadership Group decisions, the Reassignment Framework, and specific HRM actions to be provided in follow-up.

In addition, actions implemented in the context of the new People Policy will address some recommendations: for example, the creation of a Diversity and Inclusion team in HRM will lead to a more proactive diversity and inclusion approach that expands gender and geographic equity considerations, not only for reassignment but for all employee categories.

The implementation of several of these observations has already started and all will be fully implemented by 30 June 2022. WFP Management is confident that the actions will contribute to a more robust, effective and transparent reassignment process.

WFP Management would like to thank OIG for the collaborative and supportive approach to this audit and for its constructive and useful observations.