

ORGIP/IM/GE/08/2: Annex II
Revised prioritization of projects (Feb 2008)

2008	2009	2010	2011
Define RAA framework Implement new FRR Revise Staff Rules (for new FRR) Establish WIPO specific Ethics and Integrity Code	<i>Implement RAA framework</i> <i>Implement new FRR</i> <i>Implement Ethics and Integrity Systems</i>		
Initiate Resource Management Strategy Develop Post Management Policy Assess requirements for Posts and Other Human Resources by Program	<i>Develop Resource management Policies</i> <i>ERP: Vision papers, Re-engineering proposals (subject to Member State Approval of the ERP project in 2008)</i> <i>Establish baseline posts and other human resources</i>	<i>ERP Design and Deployment</i>	<i>ERP Design and Deployment</i>
HR Strategy high priority projects: See list below* ICT Vision and Strategy Development Prepare for IPSAS compliance	<i>HR Strategy Implementation</i> <i>ICT Vision and Strategy Implementation</i> <i>Develop Organizational Risk Management Strategy</i> <i>Compliance with IPSAS</i>	<i>HR Strategy Implementation</i> <i>ICT Vision and Strategy Implementation</i>	<i>HR Strategy Implementation</i>
Develop proposals for improving the alignment of the organizational structure with the Program and Budget structure Identify streamlining and consolidation opportunities	<i>Align organizational structure with Program and Budget Structure</i> <i>Establish target streamlined and consolidated organization structure</i>		

*** HR Strategy high priority projects for 2008**

- Development of a new training policy
- Phase I of the enhanced Performance Appraisal System (PAS)
- Guidelines for promotion of regular staff and temporary employees
- Initiate development of a WIPO Competency Framework
- Review recruitment processes and practices
- Streamlining of current contractual arrangements in line with UN best practices (On-going)
- Strengthen the Internal Systems for the Administration of Justice and Management of Workplace Conflict Resolution

[Annex III follows]