



World Health Organization

GLOBAL BOARD OF APPEAL

INTEGRITY UNDERTAKING¹

Obligations of Board Members

Governed by WHO Staff Regulations and Staff Rules, the World Health Organization ("WHO") Global Board of Appeal ("WHO GBA", "GBA" or "Board") Rules of Procedure and the principles of international administrative law and the law of international civil service, and the jurisprudence of the International Labour Organization Administrative Tribunal, the GBA conducts an independent, impartial and timely review of appeals submitted by staff members and former staff members of WHO and WHO-affiliated and -administered entities against administrative decisions affecting their terms of employment (Section III.12.4.10 of the WHO eManual).

The Board is composed of a Chair, a Deputy Chair and an equal number of members appointed by the WHO Director-General and elected by the staff members.

In the discharge of their duties as members of the GBA, the Chair, the Deputy Chair and the Board Members (collectively "Board Members") are bound by a number of obligations which are placed on them by virtue of their status as international civil servants and staff members of WHO and WHO-affiliated and -administered entities, but also in view of the formal nature of the GBA proceedings.

The present document outlines these obligations.

¹ As endorsed by the Global Staff Management Council in November 2022. For more information, please contact the GBA Secretariat at: gba@who.int.

1. Integrity

(a) Board Members shall discharge their duties honestly, truthfully, impartially, honourably and in accordance with the ethical values and principles of WHO and/or its affiliated and administered entity;

(b) Board Members shall promptly inform the Chair or Deputy Chair of the GBA of any event or condition that might impair the performance of their duties.

2. Availability to serve on Panels

Save for exigent circumstances, Board Members shall normally be available for assignment to a Panel as requested by the Chair or Deputy Chair of the GBA.

3. Impartiality

(a) Board Members, whether appointed by the Director-General or elected by the staff members, do not represent the positions of the Organization or that of the representatives of the staff. Board Members shall conduct themselves with impartiality and shall act without fear, favour, or prejudice;

(b) As soon as possible after their assignment to a Panel, Board Members shall disclose any conflict of interest they may have or be reasonably perceived to have in the case, i.e. any situation that may affect or may reasonably be perceived to affect their objectivity and independence in connection with any aspect of the appeals process and the review of the appeal. This may include, but is not limited to, any personal knowledge of the facts of the case.

4. Diligence

Board Members shall perform their duties diligently to ensure a fair and efficient conclusion of the GBA's proceedings. This includes reviewing all case materials; making themselves available for scheduled panel discussions and meetings; actively participating in panel discussions and promptly following-up on communications from the GBA Secretariat.

5. Confidentiality

Board Members shall, at all times, maintain the confidentiality of all communications, information and documentation, including electronic material. They undertake not to divulge or use for any purpose, other than that related to the specific performance of their duties, any confidential information to which they have access in the exercise of their functions within the GBA. In doing so, they shall also respect the privacy of all staff members named in the appeal, not only vis-à-vis persons outside the Organization but also vis-à-vis other staff members.

Undertaking

I, the undersigned, confirm to have read and understood the obligations that apply to me as a Board Member of WHO Global Board of Appeal, as detailed above. I undertake to discharge my mandate in accordance with these obligations.

Place:

Date:

Name:

Functional title:

Signature: