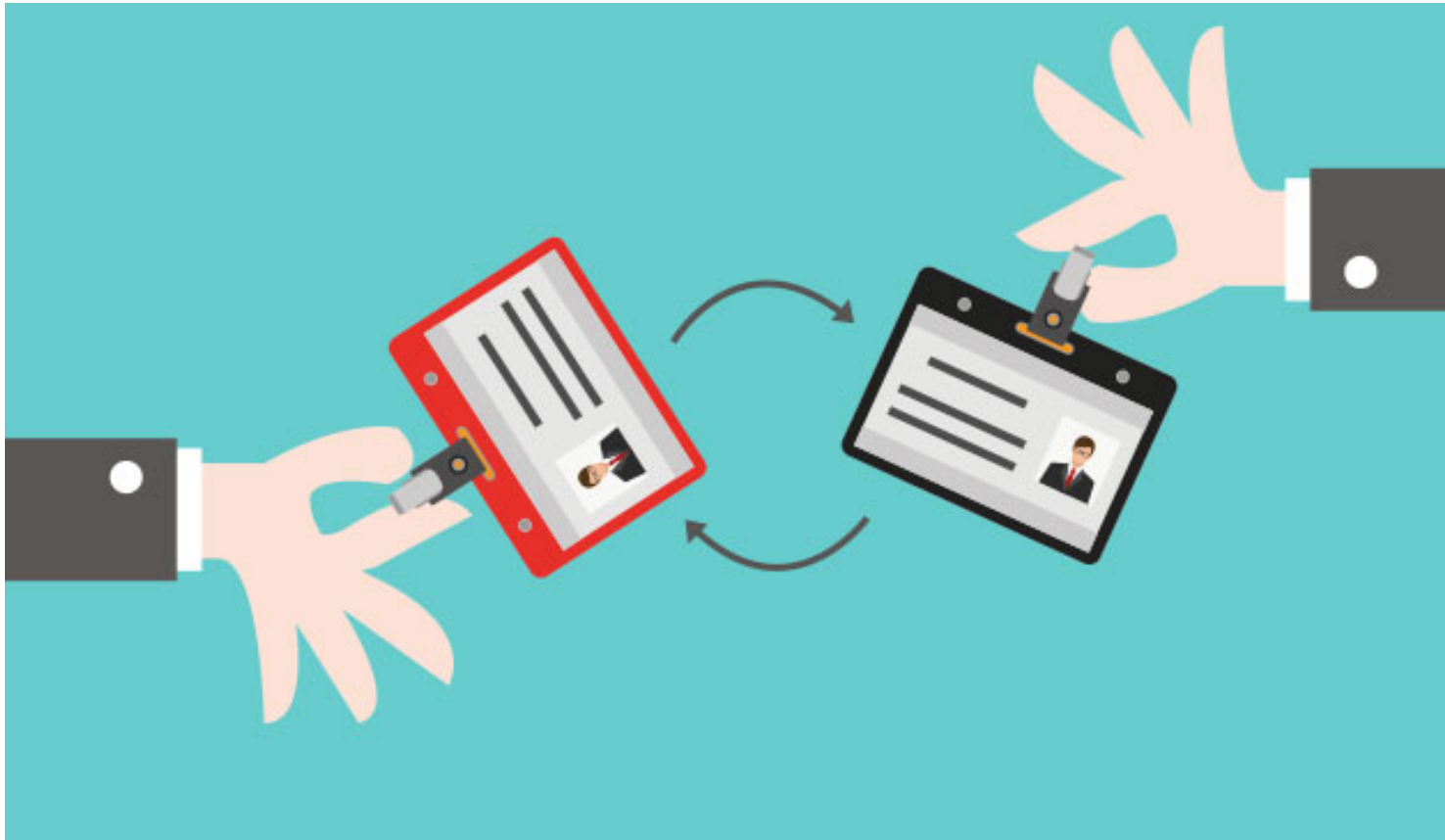


Secondments from non-State actors



A secondment is a tripartite agreement to move a staff member from one entity to another for a fixed period, usually not exceeding two years, while retaining his/her rights of employment in the releasing organization.

Secondments and FENSA



When considering any secondment from non-State actors, WHO applies the provisions set out in the Framework of engagement with non-State actors (FENSA) in particular with regard to paragraph 47, which states that “WHO does not accept secondments from private sector entities”.

WHO accepts secondments from:



Nongovernmental Organization



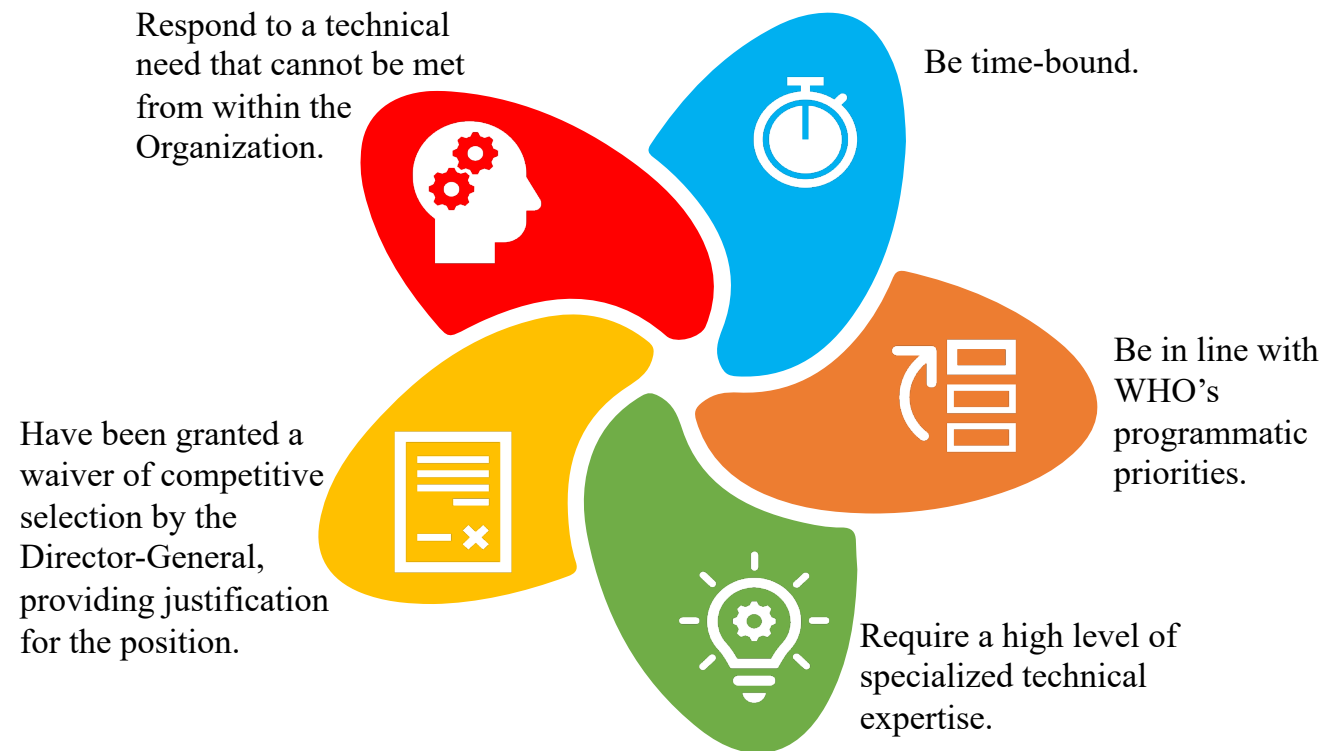
Academic Institutions






Philanthropic Foundations

Requirements

The secondment position must:



The secondee must:

-  Fulfil the minimum criteria of the relevant position.
-  Be an employee of the releasing entity before the secondment.
-  Be guaranteed, by the releasing entity, a right of return to the releasing entity.

Principles and criteria

Managerial and/or positions that involve the validation or approval of WHO's norms and standards are excluded.



Consideration has been given to gender and geographical diversity by the releasing entity.



The releasing entity has wherever possible proposed at least three qualified candidates to WHO from whom the Secretariat may select the most suitable candidate giving due regard to gender and geographical distribution.



The proposed arrangement for a secondment has undergone a due diligence and risk assessment.



Secondments are temporary in nature not exceeding two years.



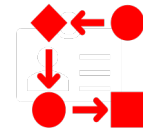
A declaration of interest has been signed by the secondee, irrespective of their grade level, and no (actual or perceived) conflict of interest has been identified for which adequate mitigation measures are not possible.



The following conditions will apply:



All costs of the secondment position must be covered by the releasing entity.



The terms of reference of any secondment must be determined by WHO in line with its programmatic priorities and comply with WHO's policies and rules.



WHO's standard secondment agreements will normally be used.