



DELEGATION OF AUTHORITY

From: Director-General

To: WHO Regional Director, AFRO

Date: 8 March 2024

By virtue of Article 31 of the WHO Constitution, as the chief technical and administrative officer of the Organization and by virtue of such other authorities as have been vested in me by decisions of the World Health Assembly and the Executive Board, and further to delegations of authority contained in the WHO Manual, I hereby delegate to you, as holder of the Office of Regional Director, the authorities set out below. In addition, these authorities are delegated to you in consideration of the functions entrusted to you, as Regional Director; under Chapter XI of the WHO Constitution.

Programme

1. The execution, within the Region, of the appropriate parts of the programme budget of the Organization.
2. To approve shifts between outcomes, within the regional budget, up to a maximum of 20%.
3. To further allocate the regional budgets to individual budget centres in your Region to support implementation.
4. To monitor both results and costs of achieving results against the approved budgets under your responsibility, and to provide regular reports to my office explaining programmatic and financial progress against planned results.
5. To strategically allocate funding made available to the Region.

Governance

6. Pursuant to Article 32 of the WHO Constitution, to act as the Secretary of the Regional Committee and of any committees or subcommittees thereof.
7. To be an active participant in the Global Policy Group.

Managerial

8. The promotion of an appropriate environment within the Region in accordance with the WHO Values Charter and the WHO regulatory and policy frameworks.

Financial

9. Designation of bank accounts for operational purposes in the region, in accordance with Regulation 10.1 of the Financial Regulations.
10. To incur expenditures, in accordance with the Organization's Financial Regulations, Rules and Procedures. This must include ensuring that correct procedures are followed for the selection of suppliers to ensure value for money for the Organization, evidenced by proper adjudication reports; grants are fully aligned to programmatic objectives and procedures are followed to ensure accountability of grantees; and travel expenditures are fully justified in accordance with programme objectives as well as travel policies.
11. Local and direct procurement must comply with the rules set forth in Part VI of the WHO eManual, related standard operating procedures and guidance provided by the headquarters' Contract Review Committee (CRC). Subject to such procedures there is no limit on the amount that may be spent per order, provided availability of budget capacity, and funding. Reporting of CRC submissions to be recorded and sent annually to the Office of the Comptroller.
12. To ensure travel costs are kept to the minimum necessary to implement activities in workplans.
13. To ensure that travel plans are prepared and to approve late travel authorizations (TRs) within your Region, in line with the value for money principle.
14. To ensure appropriate funding is available to meet commitments.

Resource Mobilization/Donor Agreements

15. To sign donor agreements, subject to ensuring that WHO resource mobilization and management policies are followed and that the Financial Regulations are respected (e.g. PSC rate); that reporting deadlines are met, and that donor funds are spent in accordance with signed agreements.

Workforce

16. In consultation with the Director-General, waiver of the immunity of the staff serving in the Region.
17. The appointment of staff in the region up to and including grade P6/D1, except for heads of WHO offices (HWOs) and staff of the WHO Emergencies Programme, in accordance with the Organization's regulatory and policy frameworks, paying particular attention to the established

guidelines on diversity, geographical representation and gender distribution. Regional emergency directors will be recruited jointly by, and have dual reporting lines to, both the Executive Director of the WHO Health Emergencies Programme and you as the Regional Director, subject to final decision by the Director-General.

18. To ensure that all staff within the region receive regular performance appraisals and that appropriate measures are taken in case of poor performance; that appraisals of all heads of WHO offices are submitted to the Director-General for review as the second level supervisor.
19. To ensure that all staff in the Region comply with the WHO regulatory and policy frameworks, including with regard to dependency and personal status, and maintaining accurate leave records.
20. To approve selections of individual consultant contracts and ensure that such selections have been conducted in accordance with the applicable regulatory and policy frameworks.
21. To ensure transparent and timely recruitment, and succession planning for workforce, including carrying out competitive bidding for selection of consultants.
22. To ensure that all staff in the region comply with mandatory training requirements.
23. To ensure that staff-management matters arising in the Region are dealt with promptly, using appropriate mechanisms and channels such as HR support services and the Ombudsman.
24. To ensure that there is adequate financing planned for the staff in the Region.
25. Decisions on whether to confirm the appointments at the end of the probationary period and approval of extensions of appointment for staff serving in the region up to the age of 65.
26. In your region, to take the final decision to terminate a staff member's appointment for unsatisfactory performance or impose disciplinary measures of a staff member up to and including grades P6/D1, in consultation with Director, HRT. Final decision on disciplinary measures for or termination of staff members at grade D2 and above and staff serving as head of a WHO office is taken by the Director-General.

Termination of appointment of the regional emergency directors will be done jointly with the Executive Director of the WHO Health Emergencies Programme, in consultation with the Director, HRT and subject to final decision by the Director-General. For staff members holding a continuing appointment (at all grades) the final decision to terminate the appointment is taken by the Director-General.

27. Up to and including grade P6/D1, except the posts of heads of WHO offices and positions within the WHO Emergencies Programme:
 - The creation, extension and abolition of posts within the approved programme budget and Regional Human Resources Plan, including post establishment ceiling, in accordance with WHO regulatory and policy frameworks and established guidelines.

- The classification/reclassification of posts in accordance with the ICSC New Master Standard for Professional Posts and the applicable ICSC General Service Job Classification.
28. To ensure that the organizational design of the Regional Office and subsidiary offices are appropriate and optimized to meet programme needs, utilizing generic job descriptions wherever appropriate, and to ensure grading and skill requirements of staff are in line with programme demands.

Re-delegation

29. You may re-delegate any of the authorities delegated to you as appropriate, except that re-delegation in respect of human resources is limited to grades up to and including P5.
30. Any re-delegation of an authority must be explicit and in writing and must be made only to staff members whom you know to be appropriately qualified to exercise the re-delegated authority.
31. Any delegated or re-delegated authority can be rescinded including in the event of non-compliance with the Organization's regulations, rules, policies and procedures, or failure to meet expected management performance targets.

General

32. The following principles are to be upheld in carrying out the authorities delegated to you, that you:
- Act in accordance with the Organization's regulatory and policy frameworks, and apply financial and human resource processes and standard operating procedures.
 - Ensure that risks affecting the achievement of the mandate of the Organization have been identified, assessed and adequately managed.
 - Comply with policies and procedures for internal controls in order to ensure the effective and efficient use of resources.
 - Demonstrate transparency and accountability through accurate and timely reporting of results.
 - Exercise responsible and proactive risk management in accordance with WHO's corporate risk management policy, and maintains an up to date risk register for the budget centres of the Region.
 - Consider risks of sexual misconduct, fraud and other potential misconduct in light of the stated zero tolerance approach for misconduct. Managers at all levels of the Organization are responsible for the prevention and prompt addressing of sexual misconduct, fraud, misappropriation and other inappropriate conduct in the area under their responsibility, in compliance with the WHO regulatory and policy frameworks. Any fraud (confirmed,

attempted or suspected), loss of cash, or loss of property either belonging to the Organization or for which it has custody, when first identified, shall be promptly reported to the Office of Internal Oversight (IOS).

- Meet the various management performance measures and targets identified in the Key Performance Indicators set for your office including for example, closure of audit recommendations, completion of PMDS, improvement to geographical diversity and submitting donor reports on time. These KPIs are set and agreed on an annual basis.
33. You must provide me with an annual representation providing assurance on the adequate functioning of internal controls in your exercise of this delegated authority, and an annual report on performance measures and targets.
34. This delegation of authority cancels and supersedes all previous delegations of authority and will remain in force until a further delegation is issued. Additional delegations are also stated in the WHO Manual. In case of conflict, the delegations in this memorandum shall prevail over Manual provisions.



Dr Tedros Adhanom Ghebreyesus
Director-General