



Regional School of Public Administration (Phase 2)

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Update with respect to Financial and Staff Manuals for ReSPA

Throughout November and December 2009, the Secretariat consulted with Mr. Anthony Miller, the expert involved in preparing the already endorsed Financial and Staff Regulations. Mr. Miller has reviewed the said Regulations. His conclusions are that by preparing detailed Financial or Staff Manuals before

- the School has been physically established,
- practical arrangements relative to its staff as well as other formal requirements have been agreed with the host country, and
- the budget – including salaries, allowances and the level (classification) of positions – has been approved by the Governing Board,

there is a risk a) that the manuals would need to be revised to accommodate the requirements of – and practical staff-related agreements with – the host country, and b) that staff – who have accepted employment based on a preliminary staff manual – may have appealable rights beyond what was envisaged in the Staff Regulations, with serious financial consequences for ReSPA.

Specifically as regards the financial manual, once the time has come for ReSPA partners to transfer pledged contributions and ReSPA is operational, the various partners may have special formal and audit requirements, which need to be considered in the manual.

In view hereof, the Secretariat – based on the advice of Mr. Miller - suggests that work on the two manuals only be launched once the International Agreement has been ratified, the budget and management of ReSPA has been confirmed by the Governing Board and the new ReSPA Management has clarified at least the most urgent issues related to the personnel working at ReSPA.

The Secretariat further suggests that Mr. Miller, once the Governing Board has approved the Director and the budget ReSPA, be contracted to meet with the ReSPA Director with a view to advising the latter on issues to consider when negotiating with the host country, thus also putting Mr. Miller in a better position to provide guidance on issues, which later will be contained in the manuals.