

Human Resources Alignment in the Context of Change Management

1. This policy document has been developed to describe policy, processes and procedures for human resources (HR) alignment when functions, roles and competencies are re-defined in the context of change management. The HR alignment processes occur within the framework of the UN Staff Regulations and Staff Rules and the Organization's relevant HR policies — in particular, Recruitment, Job Classification, Learning, Results and Competency Assessment and Rank-in-Post. This policy describes prerequisites for alignment processes and HR alignment stages. It does not describe due process in case of staff displacement (link to the Policy on Agreed Separations). The policy applies during comprehensive (when structural/staffing changes — i.e. functional, contractual, classification — affect most office units/teams) as well as limited (when the structural/staffing changes do not affect all main office units/teams and only a limited number of office positions) change management exercises.
2. The policy supersedes relevant policies and guidelines described or referred to in the 'Making It Happen' chapter of the Toolkit for Managing Change and procedures related to full office reviews of the 'Job Evaluation' chapter of the Programme and Operations Policies and Procedures.
3. Please click here for the entire policy on [Policy Governing Human Resources in the Context of Change Management](#).