

CGIAR Integrated Partnership Board (IPB) Ad Hoc meeting
13 November 2024, 12:30-14:00 CET, Virtual

Agenda Item 2: System Organization Personnel Policy Manual (PPM) Revisions

Distribution notice: Distribution restricted to Integrated Partnership Board (IPB) members and Active Observers until deliberations are completed

Document number: IPB-001B-02

Issue date: 8 November 2024

Requested action: To approve the changes to Part A of the CGIAR System Organization Personnel Policy Manual.

Background summary: The IPB discussed changes to the System Organization Personnel Policy Manual (PPM), Part A in its ad hoc meeting on 4 November 2024. Some IPB members requested further clarification on some matters. The attached summary note sets out the clarifications provided as well as revisions made to the text of the proposed changes based on IPB members' feedback.

During the ad hoc meeting, management explained the importance of obtaining approval of the changes to the PPM swiftly to facilitate the implementation of the changes to the organizational structure, including the launch of an internal job market on 11 November 2024. The IPB is therefore requested to approve the changes through electronic decision making on an expediated no-objection basis:

1. Should an **Active Observer** to the Integrated Partnership Board wish to raise any concerns, those concerns must be communicated to the Secretariat (cgia-board-secretariat@cgiar.org) by **12:00 hrs. Paris time on Monday 11 November 2024**.
2. Should an **Integrated Partnership Board voting member** wish to object, a substantiated objection must be communicated to the Secretariat (cgia-board-secretariat@cgiar.org) by **15:00 hrs. Paris time on Monday 11 November 2024**. If an objection is not retracted by **18:00 hrs. Paris time on Monday 11 November 2024**, the decision will not pass and approval of the changes of the PPM will be sought at the ad hoc IPB meeting on 13 November 2024.
3. Should no objections be received by **15:00 hrs. Paris time on Monday 11 November 2024**, the decision will have passed.

Draft decision point:	“Pursuant to article 1.4.1 of the Personnel Policy Manual, the Integrated Partnership Board approves the changes to the CGIAR System Organization Personnel Policy Manual, Part A, version of 2016 and last amended on 26 July 2024, as set out in document IPB-001B-2”
Supporting documents:	• PPM Summary Paper • CGIAR System Organization Personnel Policy Manual (PPM) Part A with proposed amendments in track changes (for approval)
Prepared by:	People & Culture team
