Management comments and action plan

The Officer-in-Charge and the Head of the Human Resources Office accepted all recommendations and are in the process of implementing them. Comments and/or additional information provided have been incorporated in the report, where appropriate.

Low risk issues (not included in this report) have been discussed directly with management and actions have been initiated to address them.

Helge S. Ostveiten
Director
Office of Audit and Investigations
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### A. Governance and strategic management

#### 1. Leadership

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**Recommendation 1:**

Office of Human Resources designate a full-time member of the new Country Representative is on board.
B. Programme and project management

1. Programme and project management, monitoring and reporting

Recommendation 2:

The Office should identify and implement measures to increase financial delivery by redefining its programme planning to ensure that all targets are carefully formulated with emphasis on being realistic and achievable. Viewing the performance of each project on a quarterly basis so that mitigating actions are taken in a timely manner.
response:
OAI acknowledges the actions taken by management; these will be reviewed at a later stage as part of the standard desk follow-up process of OAI.

**Partnerships and resource mobilization**

- _______ to $______
- _______ to $______

**Recommendation:**

The Office should in coordination with the Regional Office for East and Southern Africa as well as the resource mobilization headquarters and implement Resource Mobilization Strategy, including:

- Conducting a more intensive follow-up on the status of its resource mobilization and adequate monitoring of its pipeline portfolio.
D. Operations

1. management
**Recommendation 4:**

The Office should improve management of partner advances by:

- Developing a mechanism to ensure timely liquidation.
- Requiring partners to fully account for activities as reflected in expenditures therein to relevant supporting documents.

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**2. Administration**

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Recommendation 5:
The Office should improve management of assets by reducing incidents of stolen equipment.

Safety and security

Recommendation:
The Office should update and test its Crisis Response and Management Plan within the required timeframe.
a: a

b: b

c: c

d: d

e: e

f: f

g: g

h: h

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j: j