Delivering for Women, Children and Adolescents

PMNCH Progress Report, Jan 2022-June 2023

Webinar presentation 27 September 2023 16:00-17:00 CET



Agenda

- Background
- PMNCH 2022-23 Budget, Workplan, Funding, Results Framework
- Flagship 2022-23 effort: Delivering on the Global Forum for Adolescents and 1.8 campaign
- Campaigns and outreach: 2022-23 Highlights
- Partner engagement in countries: 2022-23 Highlights
- Governance Updates
- Knowledge for Action: 2022-23 Highlights
- Accountability for Action: 2022-23 Highlights
- Summary of PMNCH achievements, by the numbers
- Secretariat updates
- Required EC decisions and next steps



PMNCH 2022-23 Workplan and Budget

		20	22	2023	2022 + 2023
DELIVERABLES	Structures	BUDGET	ACTUAL	BUDGET	ACTUAL + BUDGET
KNOWLEDGE SYNTHESIS		\$2,246,348	\$1,665,570	\$1,847,462	\$3,513,032
1.1 Setting out the case for increased and better (more equitable) investments in WCAH, as well as cost of inaction (includes advocacy briefs, reports, digital compendium on existing or upcoming economic analyses/investment cases for WCAH, MNCH, SRHR and AWB).	KEWG	\$637,233	\$472,480	\$537,098	\$1,009,578
1.2 Evidence-based advocacy resources to advance on Board priorities within the overall PMNCH thematic areas: MNCH (e.g., preterm and stillbirths, etc.,); SRHR (e.g., SRHR in UHC, SGBV, etc.,); AWB (adolescent wellbeing framework), as well as cross-cutting topics (e.g., COVID-19 on WCA, UHC/PHC delivering for WCA equity, Climate Change on WCAH, HR and respectful care, as well as documenting community and people's voices and lived experiences, etc.).	KEWG	\$1,048,467	\$777,393	\$872,874	\$1,650,267
1.3 Monitoring of trends and accountability evidence (e.g., streamlined WCAH progress reports, indicators, and monitoring fra mework for AWB, etc.) and digitally accessible resources made available (e.g., accountability compendium, briefs, etc.) related to WCA and equity, including progress evidence on consequences of COVID-19, conflict and climate change on WCA, all to underpin and strengthen advocacy efforts.	AccWG	\$560,648	\$415,697	\$437,490	\$853,187
PARTNER ENGAGEMENT	Structures	\$2,909,187	\$2,157,037	\$3,008,821	\$5,165,857
2.1 Global Leaders Network established to lead on high-level advocacy for WCAH, including a focus on equity and leaving no one behind.	SAC & PECC	\$409,469	\$303,604	\$201,541	\$505,144
2.2 National coalitions and multi-stakeholder platforms strengthened, and constituencies and partners supported (including ministerial dialogues, parliamentarians, civil societies, youth-led coalitions, etc.,) to follow up on existing WCAH-related commitments and mobilize new commitments should there be gaps.	PECC	\$1,312,635	\$973,262	\$785,216	\$1,758,478
2.3 Constituencies and partners capacitated through purpose-built learning and training (e.g., webinars, workshops, e-learning courses, etc.), with an aim to enhance advocacy efforts.	KEWG & Acc.WG	\$389,855	\$289,060	\$781,177	\$1,070,238
2.4 Inclusive participation of partners in PMNCH structures, including completing the governance reform and ensuring more effective member engagement and good governance more broadly (e.g., Good Governance work; MAYE, Digital Advocacy Hubs, etc.).	GEC	\$797,228	\$591,110	\$1,240,887	\$1,831,997
CAMPAIGNS AND OUTREACH	Structures	\$3,600,081	\$2,669,304	\$5,718,872	\$8,388,176
3.1 Global Forum for Adolescents delivered to accelerate implementation of existing and mobilize new adolescent well-being commitments.	SAC	\$1,478,653	\$1,096,357	\$2,914,695	\$4,011,052
3.2 Global and regional events delivered (e.g., Lives in the Balance 4 e-summit, UN High Level Political Forum accountability dialogue, and Accountability Breakfast) each building momentum to the 2023 Global Forum for Adolescents, African Union, G7/G20, WEF, IPU events, etc.	AccWG & SAC	\$1,063,305	\$788,394	\$1,115,789	\$1,904,183
3.3 Digital and earned media products developed and disseminated to support advocacy efforts, including accountability processes, focused commentaries, blogs, podcasts, videos, interviews, statements, etc.	SAC	\$1,058,123	\$784,553	\$1,688,388	\$2,472,941
Total budget (US\$) - Net of Program Support Costs (PSC)		\$8,755,616	\$6,491,911	\$10,575,155	\$17,067,065
PSC at 13%		\$1,138,230	\$753,736	\$1,374,770	\$2,128,506
Total PMNCH contribution (US\$)		\$9,893,847	\$7,245,647	\$11,949,925	\$19,195,571

Funding of PMNCH's 2022-23 workplan

- PMNCH has raised resources of approx. USD\$20.8m for 2022-23 work
- The implementation rate against available resources for 2022-23 is expected to be over 90%
- Any potential 'surplus' in revenues in 2022-23 will be taken forward as reserves to strengthen PMNCH's 2024-25 financial position – currently at USD\$9.8m for the two years
- Resource mobilization work is ongoing for the 2024-25 period

Revenue allocations from grants (USD)	2022-23	2024-25
Confirmed		
Bill & Melinda Gates Foundation	2,825,000	1,675,000
Botnar Foundation	1,000,000	-
Botnar Foundation	1,735,297	1,235,000
GAVI, the Vaccine Alliance	270,805	53,500
Government of Germany	267,595	
Government of India	4,000,000	4,000,000
Merck Sharp and Dohme Corp.	148,515	-
Government of Norway	1,429,592	-
Government of Spain	168,918	-
Government of Sweden	761,658	761,658
Government of the UK	4,137,931	2,068,966
Reserves	1,599,599	-
Carry forward from previous biennium	2,441,376	-
	-	
Total confirmed and pledged / under consideration	20,786,286	9,794,124

PMNCH 2021-2025 Results Framework

Overall impact	Reduced preventable MNC morbidit including stillbirths	۷,	Impro	ved SRHR outo	comes	Improved AWB		
	Improved national policies . Increased of	ountry health	expenditure	per capita fron	n domestic so	urces. Improve	d coverage and quality of essential services .	
High Level Outcomes Priority topics for commitment follow-up and mobilization	High-quality essential MNCH services through antenatal, childbirth and postnatal packages of care, including emergency obstetric and newborn care, and the prevention of stillbirths. MNCH interventions embedded in UHC schemes, including financial protection and MNCH financing. Health systems strengthening including MNCH data and accountability, human resources for health especially midwifery and nursing - and essential medicines and commodities. Intersectoral approaches for MNCH across the lifecourse, including nutrition, WASH, environment and gender equality.			methods (fami Access to safe Prevention and and Gender-Ba Prevention, de reproductive c cancer. Inclusion of es	ily planning). and legal about treatment / ased Violence. etection and meancers, especial sential packag within UHC an	referrals for Se nanagement of ially cervical ges of SRHR Id PHC schemes	 National policy and programmes for adolescent well-being (10-19 years) offering information and services in the public sector (e.g., health, education including for Adolescent Sexual and Reproductive Health and Rights (ASRHR) Comprehensive Sexual Education (CSE), nutrition, financial protection and vocational training). National standards for delivery of AWB information and services to adolescents, including on user fee exemption. Legal systems to protect the rights of adolescent girls and boys, with a specific focus on minimum age of consent (e.g., for marriage, sexuactivity, and medical treatment without parental consent). AWB is embedded in national policies and plans with dedicated financing for AWB programmes. 	
Intermediate outco	mes.							
and/or service relat	entation of existing and mobilization of ed WCA commitments, and mobilizing in Cumulative tracking						nmitment makers accountable for implementation of existing policy, financing o-one behind'. Qualitative notes and examples	
	entation of existing and mobilization of ed WCA commitments, and mobilizing in Cumulative tracking (A: Actual; T: Target)	new commitme	ents, where go	aps exist, with	an overall foc	us of 'leaving n	o-one behind'.	
and/or service related Indicators Number of low- and middle-income country	centation of existing and mobilization of ed WCA commitments, and mobilizing in Cumulative tracking (A: Actual; T: Target) d Accelerated implementation of existing commitments and mobilization of new	2021 A: []	2022 A: []	2023 A: []	an overall focu 2024 A: []	us of 'leaving n 2025 A: []	o-one behind'. Qualitative notes and examples Total number of commitments (implementation support), of which number of new	

PMNCH is undertaking to develop a tool to track country commitments against indicators from key global mechanisms. It will assess commitment status, identify gaps, and reinforce accountability measures

PMNCH 2021 – 2025 Results Framework (cont.)

ndicators	Cumulative tracking (A: Actual; T: Target)	2021	2022	2023	2024	2025	Qualitative notes and examples (including constituency contributions)
ions partners	Number of coalitions strengthen / influenced to advocate for WCAH at global, regional and country level	A: [] T: []	Metric: National coalitions, e.g., MSP/CAAP, Youth Coalitions, etc.; Sub-regional / Regional coalitions: AU, G7, G20, etc.; Global coalitions: WHA, UNGA, IPU; DAH operational				
Partner Engagement: Coalitions strengthened / influenced, and partners 'capacity built	Number of government and non- government high-level champions engaged in WCAH advocacy supported by PMNCH	A: [] T: []	<u>Metric</u> : Governments: Head of Government and Ministers / Head of delegations; Non-State: CEO of organisations / institutions / speakers/ associations, etc.; numbers presented, by constituency				
tner Engage nened / influ capa	Number of partners engaged in PMNCH advocacy efforts around WCAH	A: [] T: []	Metric: Number of new PMNCH members, and number of members engaged, by constituency				
Part strength	Number of partners trained or capacitated in advocacy for WCAH	A: [] T: []	<u>Metric</u> : Number of partners attended webinar or training courses on advocacy, accountability and or engagement strengthening				
d Outreacn: ampaigns I delivered, th media ach	Number of stakeholders reached through PMNCH organized and supported events with media outreach	A: [] T: []	<u>Metric</u> : Number of stakeholders reached through PMNCH organized events, GFA related events, partners' events				
Advocacy campaigns organized and delivered, together with media outreach	Number of earned and social "media hits" and PMNCH's website traffic	A: [] T: []	<u>Metric</u> : Number of earned and social media hits, unique visitors on PMNCH website, and other platforms				
roducts	Number of PMNCH Knowledge products coordinated and developed	A: [] T: []	<u>Metric</u> : Number of knowledge syntheses/briefs, evidence/progress products, medi products, toolkits and training resources, digital knowledge translation products				
: Evidence p /or develop	Number of partners engaged in the development of knowledge products	A: [] T: []	Metric: Number of partners engaged in developing and/or reviewing products, by constituency				
Knowledge Synthesis : Evidence products synthesized and/or developed	Number of partners' products amplified	A: [] T: []	<u>Metric</u> : Number of partner resources disseminated and made available through digital platforms and other means.				
Knowled ę synt	Number of people's "voices" collected and showcased through PMNCH	A: [] T: []	Metric: Number of voices collected and showcased.				

Our 2022-23 flagship effort Global Forum for Adolescents and 1.8 billion campaign



Planning has been carefully guided by principles, evidence and tools:

- ✓ Meaningful Adolescent and Youth Engagement (MAYE) Global Consensus Statement (2019), supported by a Practical Guidance Resource (2022)
- ✓ Adolescent Wellbeing collection: *The BMJ* (2022-23)
- ✓ Adolescent Well-Being Investment Case (2023-onwards)
- ✓ Global AA-HA! (2023)
- √ What Young People Want survey responses (700k by end-June 2023)



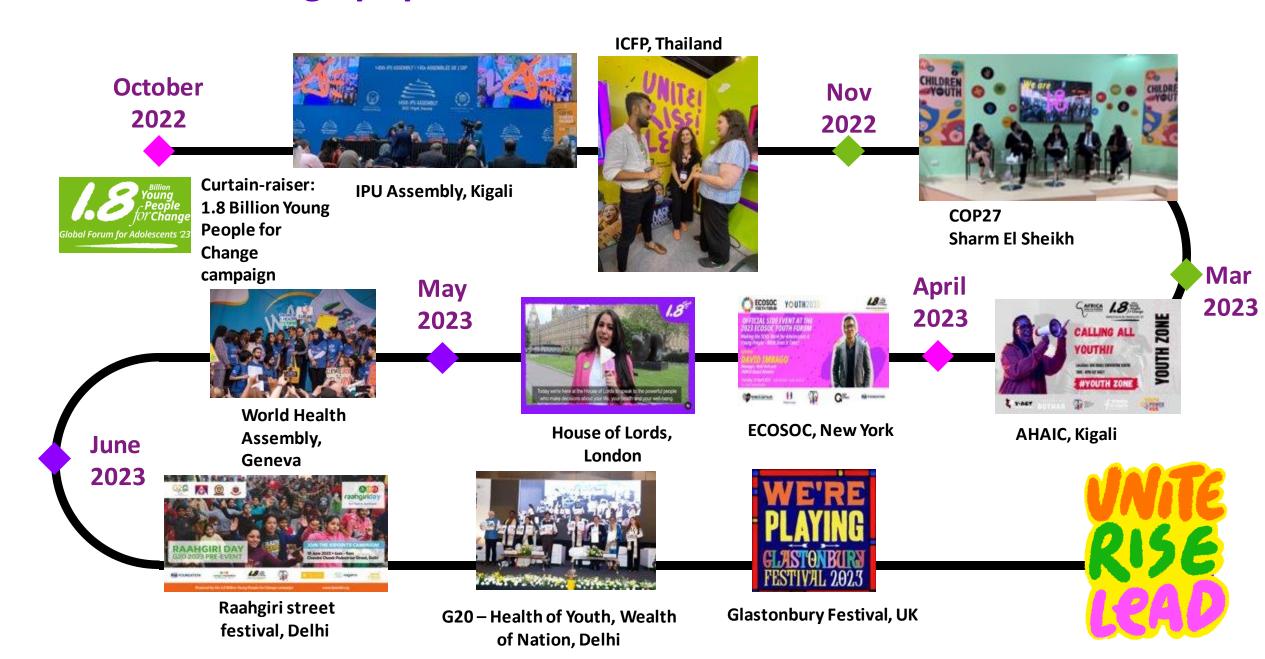
covid-19 Research * Education * News & Views * Campaigns * Jobs *

The world's 1.2 billion adolescents (young people aged 10-19 years) now represent almost 16% of the world's population; yet this group has received limited attention from global agenda-setting initiatives, such as universal health coverage and sustainable development. This needs to be addressed, given that adolescence represents a critical period of the life course during which many factors contributing to lifelong well-being are set.





2022-23: Picking up speed toward the Global Forum



Targets and results for the Forum and 1.8 campaign, as of 30 June 2023

Target: 1 Billion estimated reach of the Global Forum and 1.8 campaign

Status: ~2.3 Billion estimated potential reach through 157 media publications, including interviews, commentaries, media releases, etc.

Commitment target: Minimum of 5 new commitments from low- and middle-income governments by September/October 2023

Status: 27 ongoing efforts with Governments to mobilize for AWB commitments



Target: 100

Reached: **86** national events - 70 national GFA events already registered and 25 in the process of being registered.



Target: 750

Reached: 787 responses to the Art for well-being competition from 114 countries.



Target: 5000

Reached: 2800 Registrations for the GFA. The GFA Program comprises of 3 plenaries + 1 opening and 1 closing ceremony, 5 thematic tracks and 22 core sessions. Over 100 partners engaged in this effort.



Target: 1 million

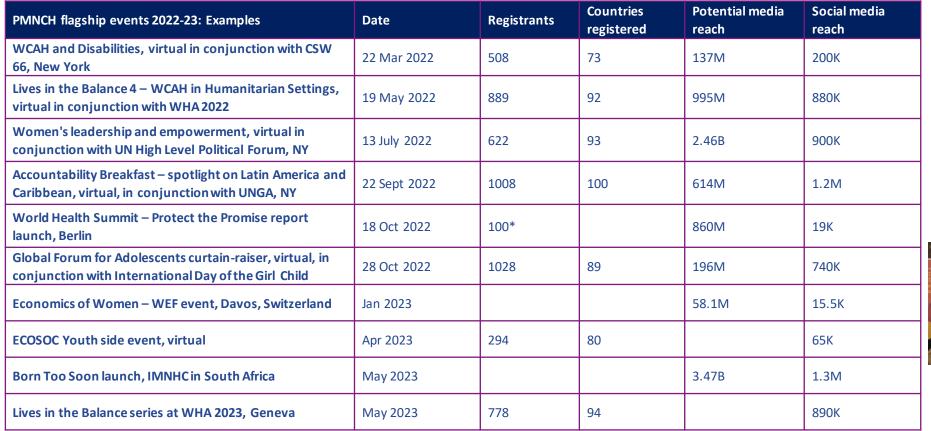
Reached: +1M responses from young people to date in the What Young People Initiative.



Campaigns and outreach for action: 2022-2023 highlights

- PMNCH flagship events: 11
- PMNCH supported-events: 28
- Growing reach: 719 earned media hits with 11B cumulative potential earned media reach* and 37 million people reached in social media
- PMNCH channels are growing: 134% increase in followers on LinkedIn, 9% on Twitter, 22% on Facebook and 146% on Instagram.

^{*}Cumulative estimated potential earned media reach: the estimated sum of potential media consumers exposed to PMNCH media products (TV, radio, online/newspaper) based on media outlets self-reported reach.





World Health Summit 2022



Accountability Breakfast 2022



Lives in the Balance 2023

Partner engagement in countries: 2022-2023 highlights

High-level champion engagement:

- **Head of state/government engagement:** PMNCH has supported H.E. President Ramaphosa of South Africa to initiate a Global Leaders Network for WCAH, including invitations to 10 Heads of State and Government (HoS/G). By June, acceptances received formally from Senegal and positive responses from Bangladesh, Tanzania.
- **Ministerial engagement**: PMNCH has held bilateral meetings held with HoG and 30+ ministers during key global and regional policy events, e.g., World Health Assembly, UNGA, World Health Summit, COP27, ICFP2022, etc.
- Parliamentarian engagement: PMNCH participation in 3 IPU Assemblies, including bilateral meetings with 20 national Speakers of Parliament.

Grassroots engagement:

- Collaborative Advocacy Action Plans (CAAPs): Activated in 5 priority countries by June 2023; more to follow in Q3 and 4 of 2023 and into 2024
- Partner engagement digital advocacy hubs: Launched in 2023, with priority for Constituency hubs, GFA hubs and country-level hubs that will support advocacy and accountability within partner countries.

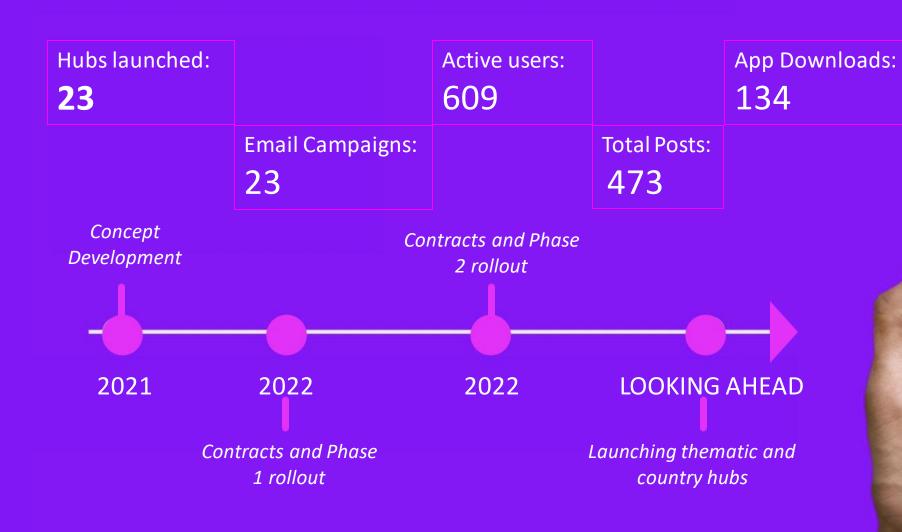






DIGITAL ADVOCACY HUBS



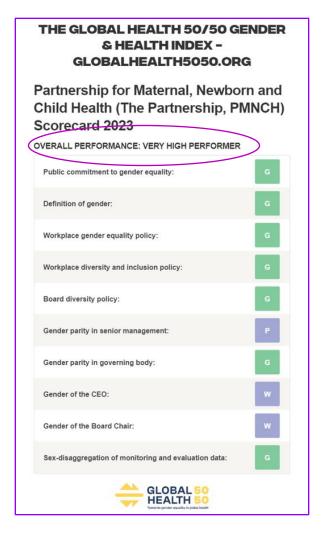


Organizations Are you looking for opportunities for partnerships and collaboration, or networking, learning, and sharing? Browse through our strong partnership-based of +1,300 partner organizations across 192 countries. You can search by Country, Constituency, or Focus area. Let's connect! ADVOCACY Search for organizations Type a name or keyword Search by location Select an option Results (1281)

Global Health 50:50 Report



PMNCH's was ranked a 'very high performer' in the 2023 Global Health 50:50 Report, and a 'consistently high performer' due to its' performance over the past four years



PERFORMANCE OVER FOUR YEARS: CONSISTENTLY HIGH **PERFORMERS, FAST RISERS AND STAGNATORS, 2020-2023**

GH5050 has collected data on 196 of the current sample of 197 organisations since 2020. Forty organisations have continuously performed well across the variables collected. These organisations have transparent policies and measures in place to advance gender equality and are at or near gender parity in their decision-making bodies. They are also often the most likely to engage with GH5050 during the data validation process, which may be further indication of their interest in and support for transparency and public accountability.

Another subset of 61 organisations has demonstrated increasing commitment to set and strengthen genderresponsive policies, where GH5050 had previously reported them lacking or unavailable. Over the period 2020-23, these organisations have improved their overall score, and the majority of them have engaged regularly with GH5050 and actively responded to the findings of the Gender and Health Index.

By contrast, we find that the scores of 37 organisations have been consistently low and little to no progress has been made. Only a few of these organisations have engaged with GH5050 in any meaningful way, including to validate and contribute to the findings reported in the Index, which may also be an indication of the relatively lower level of interest and resources invested in gender, diversity and inclusion measures by the organisation.

Find the detailed methods on how performance has been calculated in Annex 1.2.

CONSISTENTLY HIGH PERFORMERS

40 organisations have scored at least 4 out of 8 total points each year for the past four years.

- · Africa Population and Health Research Centre
- CARE International
- · Deutsche Gesellschaft für Internationale Zusammenarbeit
- EngenderHealth
- FIND*
- Gavi. the Vaccine Alliance
- Global Affairs Canada
- Global Alliance for Improved Nutrition*
- Global Financing Facility
- Global Fund to Fight AIDS, Tuberculosis & Malaria
- Health Action International
- Health Systems Global
- International Federation of Medical Students
- International Labour Organization
- International Planned Parenthood Federation Jhpiego
- Joint United Nations Programme on HIV and AIDS (UNAIDS)
- Medicines Patent Pool
- Mercy Corps*
- National Institutes of Health
- Norwegian Agency for Development Cooperation
- Palladium Group
- Partnership for Maternal, Newborn and Child Health
- Plan International
- Population Services Internation
- Reproductive Health Supplies Coalition
- Scaling Up Nutrition Stop TB Partnership
- Swedish International Development Cooperation Agency
- UNHCR
- UNICEF
- Unitaid
- United Nations Development Programme
- United Nations Office on Drugs and Crime
- United Nations Population Fund
- World Bank Group
- World Food Programme
- World Health Organization

An * indicates organisations who are consistently high performers and are also



Governance updates

Governance Reform Light Touch Assessment and Good Governance and Good Management findings have been presented and endorsed by the GEC (June 2023) and EC (July 2023)

- ✓ Governance structures are overall working well, with the following recommendations:
 - Number of governance structures (especially the temporary structures associated with the GFA) has led to inefficiencies and unsustainable workload for the Secretariat
 - Joint governance structure meetings and potentially mergers will lead to fewer and more streamlined governance operations
 - PMNCH's Governance Manual to be updated regularly to reflect best practices in terms of diversity, equity and inclusion policies, safeguarding of partners and staff, reflecting core values, codes of conduct
 - Partner capacity building will lead to greater operational efficiency and partner engagement
 - Regular reviews (e.g., evaluation of DEI at Board meetings, Good Governance and Management etc.,) every 2.5 years.



PMNCH scorecard

Good Governance MIND score:

Overall results of the 50 variables => 0=red, 16=yellow, 34= green ~ very good results!

MAYE: PMNCH is a global leader in MAYE, making explicit checklist recommendations in our operations, including; renumerations and young leaders represented in governance structures, etc.

Governance updates (cont.)

Governance Reform Light Touch Assessment and Good Governance and Good Management studies recommended targets for action and results:

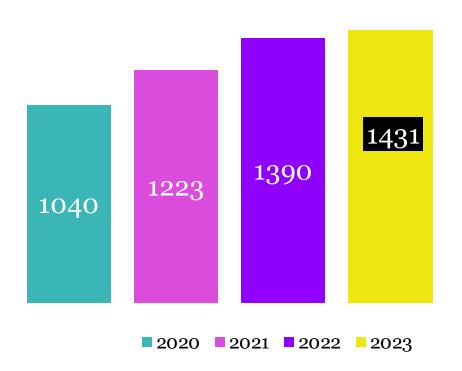
- Target 1: Reduce Committees & Working Groups from 5 to 4
- Target 2: Reduce temporary governance structures from 50 to 30
- Target 3: Reduce meetings per year from 240 to 140 meetings
- Target 4: Conduct one face-to-face Board meeting and one virtual
- Target 5: Conduct one annual cross-committee work-planning meeting
- Target 6: Streamline the level of Secretariat support for governance operations
- Target 7: Make Diversity, Equity and Inclusion (DEI) principles more explicit in all operations, including nomination process, governance structures and meetings
- Target 8: Enhance ethical behavior and create safe spaces by developing PMNCH-specific policies, code of conduct, etc., making these known and monitoring these regularly



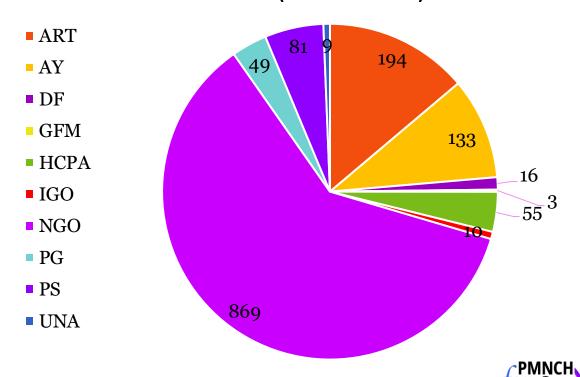


PMNCH membership is going from strength to strength

37.8% membership increase between Jan 2020- Jun 2023



PMNCH membership by constituency (June 2023)



Knowledge for action: 2022-2023 highlights

Cross-cutting

- Scoping review on investing in WCAH: case for more and better investments for WCAH across the continuum of care.
- G20 Policy Brief "Maternal, Newborn, Child and Adolescent Health and Well-being, A critical Agenda for the G20"
- Synthesis papers on the <u>impact of climate change on WCAH and solutions for adaptation and mitigation</u>, including <u>intersectoral financing</u>.

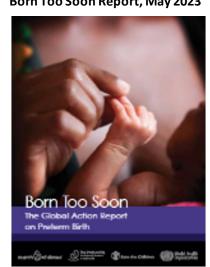
 Born Too Soon Report, May 2023

MNCH

- Launch of <u>Born Too Soon: Decade of Action on preterm birth</u> at IMNHC in Cape Town, in May 2023. Potential audience reach of 3.4 billion worldwide -- the single largest reach recorded for any PMNCH campaign over the past three years
- <u>Maternal and newborn health key advocacy messages</u>: joint messages developed by the ENAP-EPMM Advocacy and Accountability Working Group with PMNCH
- High-level champion-led media op-eds:
 - ✓ <u>High burden of maternal mortality</u> in *The Telegraph* by Rt Hon. Helen Clark and Dr Tedros, WHO DG
 - ✓ <u>Maternal and newborn health in Africa</u> published by *Thomson Reuters*, signed by H.E. Ramaphosa, President of South Africa

SRHR

 Advocacy brief on SRHR and UHC: "Why sexual and reproductive health and rights are essential for universal health coverage" used by partners to advocate for SRHR language in the UHC Political Declaration



SRHR in UHC Advocacy Brief, May



Accountability for action: 2022-2023 highlights

- **Progress reporting**: WHO, UNICEF, UNFPA, Countdown 2030 and PMNCH Progress Report on the *Global Strategy for Women's, Children's and Adolescents' Health 2016-2030,* launched at the World Health Summit in October 2022, supported by the UN Secretary-General. Potential estimated media reach: 860 million.
- Capacity-building activities, in collaboration with partners on the latest county profiles, and other data tools to improve progress on WCAH, including through the UN High-level meeting on UHC and knowledge sharing for the National Voluntary Reviews organized by UNDESA. Thematic accountability blogs
- Compendium on WCAH Commitments mapping WCAH commitments at global, regional and country levels, and outlining accountability mechanisms available to multi-stakeholder platforms in advancing the implementation of WCAH commitments in PMNCH priority countries
- Accountability Portal -- ongoing work to bring together accountability resources, evidence, guidance
 materials, briefs, to facilitate peer learning and capacity strengthening for partners to use in their
 accountability and advocacy efforts

Global Strategy Progress Report, Oct 2022



Countdown to 2030 country profiles webinar, Feb 2023





Please join as for the launch of the latest Countdown to 2020 institional, equity and early childhood developments profites and law how these country profites and the used for programming. As the country profites are beauted for programming, and the country profites and the country profites and the country profites and the country profites and will engage have the Country the continuum to 2020 regional profites that cover the continuum of a care and will engage have the Country the continuum of a care and will engage have the Country that the country profites and Adolescent's Health Profites.

Date of Forumy 2023

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ountdown to 2030



Accountability Breakfast, Sept 2022



Summary of PMNCH achievements, by the numbers

Knowledge Synthesis



13 (3) digital audio/visual knowledge translation material





321,000 (116,000) visitors to www.pmnch.org **90,400 (76,000)** visitors to www.1point8.org

18 (6) monthly E-blasts, and

the 1.8 campaign in 2023

2 e-newsletters for



37 million (19 million) people reached in social media, and 7.3 million (5.9 million) via #1point8

Campaigns and Outreach

billion (4,7 billion)



133% (21%) increase in followers on LinkedIn, 9% (3%) on Twitter, 22% (8%) on Facebook and 146% (57%) on Instagram

719 (321) media hits: cumulative

estimated potential reach of 11



11 (5) flagship events and 28 (9) supported events

Working towards 30 LMIC government commitments to WCA health and well-being

Working towards 5 regional/global commitment to WCA health and well-being



83 (21) talking points and messaging frameworks for events and champion mobilization

21 (9) earned media products

documenting lived experiences



37.8% membership increase since beginning of 2020



55 (24) flagship knowledge reports and briefs

across constituencies



331 (98) partners events amplified on the Events Hub

Secretariat updates

Light Touch Assessment - overall findings and conclusions:

- Partners feel well-supported by high quality Secretariat
- Reducing governance structures and/or meetings can improve productivity and streamline efforts



MIND Good Governance / Good Management - overall findings and conclusions: Study results (75% response rate):

- Overall results of the 50 variables: Extremely Positive with 0=red, 9=yellow, 41= green
- Secretariat will maintain positive green areas, and work on areas of improvement, including more role clarity, more effective organizational
 communications across teams, greater prioritization to navigate workload volume.

Two staff retreats (Dec 2022 and June 2023) to strengthen Secretariat planning and operations

- Agreeing approaches to increasing "partner-centricity" and greater governance efficiencies/outputs, including through digitalization
- Prioritizing staff well-being by increasing staffing levels, establishing 'no meeting' times (6 hours per week), increasing clarity on team and individual roles/responsibilities. Staffing levels have increased by 28% since 2020, currently 25 staff/consultants, of which 31% are < 30yrs.
- Staff organogram being revised to streamline further: Instead of 5 teams, will consolidate into 3, with forward career paths being explicit in planning. Organogram to be further updated through consultation in 2023 and into 2024/25 biennium.

Required EC decisions and next steps

The PMNCH Committees and Working Groups are seeking the following agreement from the Executive Committee:

Approval of the PMNCH Jan. 2022 – June 2023 progress report and budget implementation