

SMC VIII: April 2019

Paper submitted by UNFSU and UNOG  
on Performance Management

Staff Representatives joined a SMC Working group (WG) on Performance Management in April 2018. Following discussions, the WG agreed to focus its work on six areas, namely:

1. Goal Setting and workplans.
2. Continuous performance management including frequent check in meetings between managers and staff, ongoing 360-degree feedback, revision of goals, addressing underperformance, etc.
3. Performance evaluation including ratings and rating distribution.
4. Linkage of Performance Management to talent management processes including training and development, recruitment (job applications and probationary appointments) etc.
5. Accountability for performance management at institutional and senior leadership levels.
6. Rebuttal Processes and related frameworks.

During the course of work of the WG, staff representatives were informed that the ST/AI on Performance Management (ST/AI/2010/5) was being reviewed, which was contrary to the proposed program of work which the WG agreed on. However, at that point, the co-chair from the management side left the Organization and no replacement to the departing co-chair was made. The WG came to a halt and no further work was done.

The importance of the performance management issue cannot be more underscored. That is why, we request that the work of the WG be resumed and that no changes be made to the current ST/AI on performance management until the WG completes its work.