



THE SECRETARY-GENERAL

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10-03465

13 April 2010

Dear Ms. O'Brien,

I am pleased to confirm that you have been selected to continue to serve as a member in the Management Performance Board (MPB). The decision was made on the basis of your background, experience, willingness to serve, and your valued contribution to the deliberations of the Board. In accordance with the enclosed Secretary-General's Bulletin, your appointment will be for a period of two years. You will be expected to serve for four one and a half-hour sessions each year.

As you know, building a sustainable culture of results, based on transparency, performance and accountability, is one of my highest priorities. In this regard, the MPB, chaired by the Deputy Secretary-General, is one of the key instruments at our disposal to monitor and assess senior level performance against a number of human resources, financial, and other benchmarks. As contained in the Compacts and Human Resources Action Plans, I will continue to count on the MPB to support, monitor and lead the efforts to strengthen overall accountability and performance across the Secretariat.

The Deputy Secretary-General and I are grateful for your continued willingness to serve on the MPB.

Yours sincerely,

Ki Moon Ban
BAN Ki-moon

Ms. Patricia O'Brien
Under-Secretary-General for Legal Affairs
The Legal Counsel
New York

10-03465



THE SECRETARY-GENERAL

13 April 2010

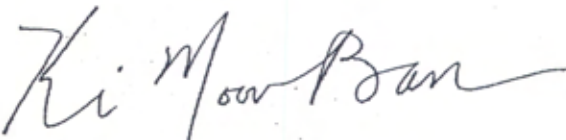
Dear Mr. Shaaban,

I am pleased to confirm that you have been selected to continue to serve as a member in the Management Performance Board (MPB). The decision was made on the basis of your background, experience, willingness to serve, and your valued contribution to the deliberations of the Board. In accordance with the enclosed Secretary-General's Bulletin, your appointment will be for a period of two years. You will be expected to serve for four one and a half-hour sessions each year.

As you know, building a sustainable culture of results, based on transparency, performance and accountability, is one of my highest priorities. In this regard, the MPB, chaired by the Deputy Secretary-General, is one of the key instruments at our disposal to monitor and assess senior level performance against a number of human resources, financial, and other benchmarks. As contained in the Compacts and Human Resources Action Plans, I will continue to count on the MPB to support, monitor and lead the efforts to strengthen overall accountability and performance across the Secretariat.

The Deputy Secretary-General and I are grateful for your continued willingness to serve on the MPB.

Yours sincerely,


BAN Ki-moon

Mr. Shaaban M. Shaaban
Under-Secretary-General for General Assembly
and Conference Management
New York



THE SECRETARY-GENERAL

13 April 2010

Dear Ms. Kane,

I am pleased to confirm that you have been selected to serve as a member in the Management Performance Board (MPB). The decision was made on the basis of your background, experience and willingness to serve. In accordance with the enclosed Secretary-General's Bulletin, your appointment will be for a period of two years. You will be expected to serve for four one and a half-hour sessions each year.

As you know, building a sustainable culture of results, based on transparency, performance and accountability, is one of my highest priorities. In this regard, the MPB, chaired by the Deputy Secretary-General, is one of the key instruments at our disposal to monitor and assess senior level performance against a number of human resources, financial, and other benchmarks. As contained in the Compacts and Human Resources Action Plans, I will continue to count on the MPB to support, monitor and lead the efforts to strengthen overall accountability and performance across the Secretariat.

The Deputy Secretary-General and I are grateful for your continued willingness to serve on the MPB.

Yours sincerely,

A handwritten signature in dark ink, reading 'Ban Ki-moon' in a cursive style.
BAN Ki-moon

Ms. Angela Kane
Under-Secretary-General for Management
New York



THE SECRETARY-GENERAL

13 April 2010

Dear Mr. Kubiš,

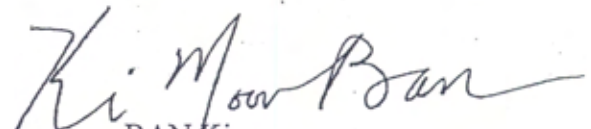
I am pleased to confirm that you have been selected, in your capacity as Coordinator of the United Nations Regional Commissions, to represent the Regional Commissions and participate as a member in the Management Performance Board (MPB). The decision was based, inter alia, on the need to expand the membership of the Board to take into account management concerns and issues of duty stations and offices away from Headquarters, including the Regional Commissions, and to see how to better integrate these concerns and issues, in a more systematic way, into decision-making.

In accordance with the Secretary-General's bulletin, the overall term of the United Nations Regional Commissions on the MPB shall be for a period of two years. The representative of the Regional Commissions on the Management Performance Board will be the Executive Secretary who is the Coordinator of the United Nations Regional Commissions. You will be expected to serve on the Board for the duration of your term as Coordinator of the United Nations Regional Commissions. The Management Performance Board is expected to meet for four one and a half-hour sessions each year.

As you know, building a sustainable culture of results, based on transparency, performance and accountability, is one of my highest priorities. In this regard, the MPB, chaired by the Deputy Secretary-General, is one of the key instruments at our disposal to monitor and assess senior level performance against a number of human resources, financial, and other benchmarks. As contained in the Compacts and Human Resources Action Plans, I will continue to count on the MPB to support, monitor and lead the efforts to strengthen overall accountability and performance across the Secretariat.

The Deputy Secretary-General and I are grateful for your willingness to serve on the MPB.

Yours sincerely,


BAN Ki-moon

Mr. Ján Kubiš
Executive Secretary
United Nations Economic Commission for Europe
Geneva



THE SECRETARY-GENERAL

13 April 2010

Dear Ms. Malcorra,

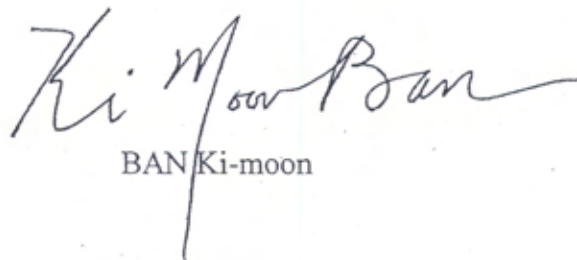
I am pleased to confirm that you have been selected, in your capacity as the Under-Secretary-General for Field Support, to participate as a member in the Management Performance Board (MPB), representing the Departments of Field Support, Peacekeeping Operations, Political Affairs, and Safety and Security. The decision was made based on your background, experience and willingness to serve in the MPB. It was also based, *inter alia*, on the need to expand the membership of the Board to take into account management concerns and issues of duty stations and offices away from Headquarters, as well as in the field, and to see how to better integrate these concerns and issues, in a more systematic way, into decision-making.

In accordance with the enclosed Secretary-General's Bulletin, your appointment will be for a period of two years. You will be expected to serve for four one and a half-hour sessions each year.

As you know, building a sustainable culture of results, based on transparency, performance and accountability, is one of my highest priorities. In this regard, the MPB, chaired by the Deputy Secretary-General, is one of the key instruments at our disposal to monitor and assess senior level performance against a number of human resources, financial, and other benchmarks. As contained in the Compacts and Human Resources Action Plans, I will continue to count on the MPB to support, monitor and lead the efforts to strengthen overall accountability and performance across the Secretariat.

The Deputy Secretary-General and I are grateful for your willingness to serve on the MPB.

Yours sincerely,


BAN Ki-moon

Ms. Susana Malcorra
Under-Secretary-General for Field Support
New York

Note to the Secretary-General

Revised Secretary-General's bulletin on the Management Performance Board and related letters of appointment for members of the Board

1. Attached, for your consideration and signature, is a revised Secretary-General's bulletin on the Management Performance Board (MPB), which has been reviewed and cleared by OLA and DM.
2. The bulletin was previously reviewed and approved by the MPB, based on a draft text submitted by a working group comprising officials from ODSG, DM/OHRM, OLA and AOJ.
3. The revised and updated bulletin takes into account, inter alia:
 - your pronouncements and priorities related to the issues of accountability, transparency and performance;
 - the need to expand the membership of the Board so as to include, in a more direct and systematic way, the management concerns and issues of offices and duty stations away from Headquarters, including representation from the field and the Regional Commissions. To this end, the USG/DFS and the Coordinator of the Regional Commissions¹ have been added to the membership; and
 - the need for the Board to consider the proceedings of the new AOJ system in the Secretariat for management accountability purposes.
4. Enclosed, for your approval and signature, are appropriate letters of appointment/renewal for members of the MPB. With the exception of the external member of the Board, Mr. Jean-Jacques Graisse, whose tenure was renewed last July for a period of two years, it is proposed that their participation be effective from the date of entry into force of the revised bulletin. A list of the proposed membership of the Board for 2010 is attached for ease of reference.



Asha-Rose Migiro
13 April 2010

¹The overall term of the Regional Commissions on the MPB is for a period of two years. However, the representative of the Regional Commissions on the MPB will be the Executive Secretary who is Coordinator of the Regional Commissions. The current Coordinator is Mr. Ján Kubiš. The position is expected to rotate to another Executive Secretary in July 2010.

Management Performance Board

Membership

The Deputy Secretary-General, Chair

Ms. Patricia O'Brien, member

renewal

Mr. Shaaban M. Shaaban, member

renewal

Mr. Jean-Jacques Graisie, external member

renewed on 1 July 2009

Ms. Angela Kane

new member

Ms. Susana Malcorra

new member

Mr. Ján Kubiš

new member and representative of the
Regional Commissions (Coordinator
of the Regional Commissions)

CdC	SG
For SG's approval <input type="checkbox"/>	Approved <input checked="" type="checkbox"/> <i>26/7</i>
For SG's attention <input type="checkbox"/>	Noted <input type="checkbox"/>
For SG's information <input checked="" type="checkbox"/> <i>26/7</i>	Seen <input type="checkbox"/>
For SG's signature <input type="checkbox"/>	Signed <input type="checkbox"/>
Date _____	Date _____
Comment (if applicable): <i>This will be sent for information JSG after signature is done</i> <i>26/7</i>	

→ P.O.A

Letters for the signature of the Secretary-GeneralLetters of appointment/renewal for members of the Management Performance Board

- | | | |
|----|---|---|
| 1. | Ms. Patricia O'Brien
Under-Secretary-General for Legal Affairs
United Nations
New York | renewal |
| 2. | Mr. Shaaban M. Shaaban
Under-Secretary-General for General Assembly
and Conference Management
United Nations
New York | renewal |
| 3. | Ms. Angela Kane
Under-Secretary-General for Management
United Nations
New York | new member |
| 4. | Mr. Ján Kubiš
Executive Secretary
United Nations Economic Commission for Europe
Geneva | new member and
representative of
the Regional
Commissions
(Coordinator of
the Regional
Commissions) |
| 5. | Ms. Susana Malcorra
Under-Secretary-General for Field Support
United Nations
New York | new member |

10-03465 – Letters of
appointment/renewal for
members of the
Management Performance
Board

Drafted by: *Rajiv Ramlal*
Reviewed/read by: TM/srg


Vijay Nambiar

**Secretariat**

15 April 2010

10-03465
(10-03170)

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Secretary-General's bulletin**Management Performance Board**

The Secretary-General, for the purposes of strengthening accountability, transparency and performance throughout the Secretariat, and taking into account the provisions of relevant General Assembly resolutions and related Secretary-General's bulletins, including ST/SGB/2005/16 on new mechanisms to strengthen the executive management of the United Nations Secretariat, as amended by ST/SGB/2006/14 on the role and functions of the Management Committee, has decided to amend the terms of reference of the Management Performance Board. He promulgates the following:

Section 1**Functions of the Management Performance Board**

1.1 The Management Performance Board shall assume an advisory role to the Secretary-General and shall perform the following functions:

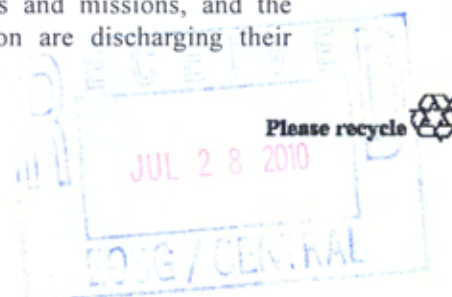
(a) Monitor, oversee and advise on the compacts between senior managers and heads of mission and the Secretary-General and the human resources action plans contained therein, including on changes to the format, content, guidelines and publication thereof, with a view to ensuring their utility as streamlined instruments for accountability, transparency and performance;

(b) Monitor the performance of senior managers and heads of mission in achieving the objectives, results and targets contained in their compacts, human resources action plans and the programme and planning documents;

(c) Review the outcome of the administration of justice proceedings in the Secretariat for management performance and accountability purposes, with a particular focus on the judgements of the United Nations Dispute Tribunal and the United Nations Appeals Tribunal, so as to identify and make recommendations to address systemic problems;

(d) Conduct yearly reviews of the performance appraisal system within the United Nations Secretariat to ensure Secretariat-wide consistency in its application, in order to identify and address possible deviations therefrom.

1.2 In order to discharge its functions, the Management Performance Board may assess the functioning of individual departments, offices and missions, and the manner in which senior managers and heads of mission are discharging their



responsibilities. Where problems are identified, the Management Performance Board shall consider the management policy implications and hold senior managers and heads of mission accountable by recommending appropriate corrective action to them, reviewing the action taken and deciding on any further measures necessary.

1.3 The Management Performance Board may request at any time the information it finds necessary for the discharge of its functions.

1.4 Based on its findings, the Management Performance Board may recommend appropriate remedies. Recommendations shall be communicated to the Secretary-General and the concerned programme manager. The Management Performance Board shall monitor implementation of any decision taken by the Secretary-General or agreement made between the Secretary-General and the concerned programme manager.

Section 2

Composition

2.1 The Management Performance Board shall consist of a Chair, who shall be the Deputy Secretary-General, five members at the Under-Secretary-General level, inclusive of representation of the offices away from Headquarters, and a member who shall be an external expert in public sector management.

2.2 The Management Performance Board shall invite, as appropriate, representatives of any department or office in the Secretariat to advise on substantive questions.

2.3 The members of the Management Performance Board shall be appointed by the Secretary-General for a two-year period, which may be renewed at his discretion.

Section 3

Final provisions

3.1 The present bulletin shall enter into force on the date of its issuance.

3.2 ST/SGB/2005/13, entitled "Management Performance Board", is hereby abolished.

(Signed) **BAN Ki-moon**
Secretary-General



Secretariat

2010

Secretary-General's bulletin

Management Performance Board

The Secretary General, for the purposes of strengthening accountability, transparency and performance throughout the Secretariat, and taking into account the provisions of relevant General Assembly resolutions and related bulletins, including ST/SGB/2006/14 on the role and functions of the Management Committee, has decided to amend the terms of reference of the Management Performance Board. He promulgates the following:

Section 1

Functions of the Management Performance Board

1.1 The Management Performance Board shall assume an advisory role to the Secretary-General and shall perform the following functions:

(a) Monitor, oversee, and advise on the senior managers and heads of missions' compacts with the Secretary-General and human resources action plans, including on changes to the format, content, guidelines and publication thereof, with a view to ensuring their utility as streamlined instruments for accountability, transparency and performance;

(b) Monitor the performance of senior managers and heads of mission in achieving the objectives, results and targets contained in their compacts, human resources action plans, and the programme and planning documents;

(c) Review the outcome of the administration of justice proceedings in the Secretariat for management performance and accountability purposes with a particular focus on the judgments of the Tribunals so as to identify and make recommendations to address systemic problems;

(d) Conduct yearly reviews of the performance appraisal system within the United Nations Secretariat to ensure Secretariat-wide consistency in its application, to identify and address possible deviations therefrom.

1.2 In order to discharge its functions, the Management Performance Board may assess the functioning of individual departments, offices and missions, and the manner in which senior managers and heads of mission are discharging their responsibilities. Where problems are identified, the Management Performance Board shall consider the management policy implications and hold senior managers and heads of mission accountable by recommending appropriate corrective action to them, reviewing the action taken and deciding on any further measures necessary.

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Section 2

Composition

2.1 The Management Performance Board shall consist of a chairperson, who shall be the Deputy Secretary-General, five members at the Under-Secretary-General level, inclusive of representation of the Offices Away from Headquarters, and a member who shall be an external expert in public sector management.

2.2 The Management Performance Board shall invite, as appropriate, representatives of any department or office to advise on substantive questions.

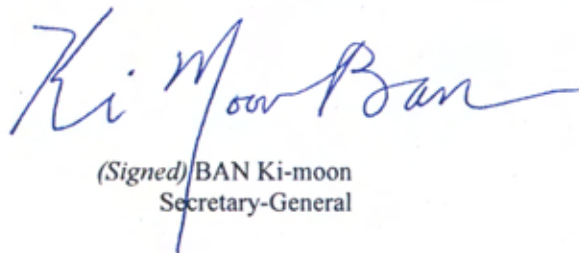
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Section 3

Final provisions

3.1 The present bulletin shall enter into force on

3.2 The Secretary-General's bulletin of 5 May 2005, entitled "Management Performance Board" (ST/SGB/2005/13), is hereby abolished.



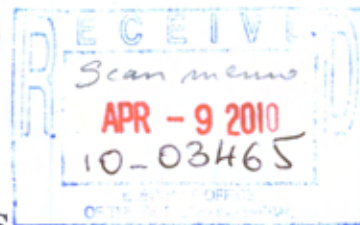
(Signed) BAN Ki-moon
Secretary-General

16:35
RR - action - 12/4

ACTION
COPY

DSG
KX (w/and on.)

cc: PO



United Nations



Nations Unies

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

TO: The Secretary-General

DATE: 5 April 2010

THROUGH: Patricia O'Brien
Under-Secretary-General for Legal Affairs
The Legal Counsel

A handwritten signature in blue ink, appearing to be "P. O'Brien".

FROM: Angela Kane
Under-Secretary-General for Management

A handwritten signature in blue ink, appearing to be "Angela Kane".

SUBJECT: Revised Secretary-General's Bulletin on the "Management Performance Board"

1. Please find attached a draft revised Secretary-General's Bulletin on the "Management Performance Board" transmitted herewith for your approval and signature.
2. The revised text reflects the decision taken by the Board to revise its Terms of Reference. The draft also includes reference to the fact that Heads of peacekeeping and special political missions sign compacts with the Secretary-General.
3. The text has been prepared by a working group comprising officials from ODSG, DM, OLA and AOJ. The final text has been cleared by DM and OLA.



Secretary-General's bulletin**Management Performance Board**

The Secretary General, for the purposes of strengthening accountability, transparency and performance throughout the Secretariat, and taking into account the provisions of relevant General Assembly resolutions and related bulletins, including ST/SGB/2006/14 on the role and functions of the Management Committee, has decided to amend the terms of reference of the Management Performance Board. He promulgates the following:

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(a) Monitor, oversee, and advise on the senior managers' and heads of missions' compacts with the Secretary-General and human resources action plans, including on changes to the format, content, guidelines and publication thereof, with a view to ensuring their utility as streamlined instruments for accountability, transparency and performance;

(b) Monitor the performance of senior managers and heads of mission in achieving the objectives, results and targets contained in their compacts, human resources action plans, and the programme and planning documents;

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2.2 The Management Performance Board shall invite, as appropriate, representatives of any department or office to advise on substantive questions.

2.3 The members of the Management Performance Board shall be appointed by the Secretary-General for a two-year period, which may be renewed at his discretion.

Section 3

Final provisions

3.1 The present bulletin shall enter into force on.

3.2 The Secretary-General's Bulletin of 5 May 2005~~x~~ entitled "Management Performance Board" (ST/SGB/2005/13), is hereby abolished

(Signed) BAN Ki-moon
Secretary-General