

HCRR
Chion
Central
Top Ech: "Arbours"

Note to Ms. Arbour

Note on the Senior Managers Compact

Thank you for your thoughtful note of 23 April 2008. I appreciate very much your taking the time to offer candid and constructive suggestions for strengthening the senior managers compact and in turn the accountability of senior managers.

I understand your concern that the compacts seem to build another layer of bureaucracy and that some of the information contained in the compacts is currently tracked and reported through other existing mechanisms.

While there is need for refinement and consideration of the format of the compacts, I believe that the accountability gap that existed between the Secretary-General and the senior managers of this Organization is finally addressed through the compacts.

Notwithstanding this, I feel it is important that the Management Performance Board review your comments. I shall ask the Deputy Secretary-General to place your comments on the agenda of the Management Performance Board when it next meets in June.

Let me again thank you for taking the initiative to place in writing your comments.

With my warmest regards and appreciation,


BAN Ki-moon
17 June 2008

cc: The Deputy Secretary-General
Mr. Nambiar
Ms. Kane

28-04569
28-05510

JUL - 1 2008

Asim Sharma/NY/UNO

09/06/2008 12:29 PM

To Parfait Onanga Anyanga/NY/UNO@UNHQ .

cc Tuvako Manongi/NY/UNO@UNHQ, Rajiv
Ramlal/NY/UNO@UNHQ, Ingrid Hayden/NY/UNO@UNHQ,
Josiane Ambiehl/NY/UNO@UNHQ, Yeocheol

bcc

Subject For ODSG - Feedback from SG on documents sent during
the trip to Italy (2-4 June)

Dear Parfait,

OCdC has received SG's feedback on documents sent on 2 and 3 June. The following document was sent through your office.

The original document as marked by the SG is being sent to your office. This is hence meant as a heads-up.

Many thanks,

Asim

▪ **Draft Note** from the Secretary-General dated 3 June 2008 addressed to Ms. Arbour in response to her note on the Senior Managers Compact , submitted for the Secretary-General's approval and signature. [28-04569 and 28-05510]

➤ Approved by the Secretary-General.

(14)

Note to Ms. Arbour

Note on the Senior Managers Compact

Thank you for your thoughtful note of 23 April 2008. I appreciate very much your taking the time to offer candid and constructive suggestions for strengthening the senior managers compact and in turn the accountability of senior managers.

I understand your concern that the compacts seem to build another layer of bureaucracy and that some of the information contained in the compacts is currently tracked and reported through other existing mechanisms.

While there is need for refinement and consideration of the format of the compacts, I believe that the accountability gap that existed between the Secretary-General and the senior managers of this Organization is finally addressed through the compacts.

Notwithstanding this, I feel it is important that the Management Performance Board review your comments. I shall ask the Deputy Secretary-General to place your comments on the agenda of the Management Performance Board when it next meets in June.

Let me again thank you for taking the initiative to place in writing your comments.

BAN Ki-moon
3 June 2008

approved by SG
7/6

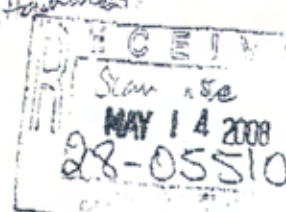
cc: The Deputy Secretary-General
Mr. Nambiar
Ms. Bárcena

CdC		SG	
For SG's approval	<input checked="" type="checkbox"/> <i>by</i>	Approved	<input checked="" type="checkbox"/>
For SG's attention	<input type="checkbox"/>	Noted	<input type="checkbox"/>
For SG's information	<input type="checkbox"/>	Seen	<input type="checkbox"/>
For SG's signature	<input checked="" type="checkbox"/> <i>by</i>	Signed	<input type="checkbox"/>
Date		Date	
Comment (if applicable):			

28-04569
28-05510

28-04569
28-05510

2008 UN (with attachment)
COPY 054



Note to Mr. Nambiar

Response of Secretary-General

Please find attached for your review a draft response of the Secretary-General in reply //
to the note of Ms. Arbour on senior managers compact.

After discussion with the Deputy Secretary-General, it has been decided that this letter
will be included as a topic for consideration by the Management Performance Board.

Alicia Bárcena
13 May 2008

cc: Deputy Secretary-General

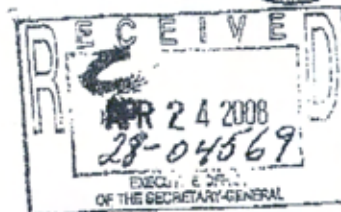
8-07333

extra copy → central

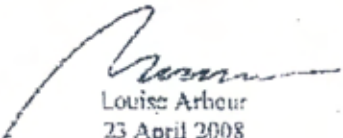
Top Ech

"Arbore"

LCHR

AC
DSG
VNNote to the Secretary-General

1. As I prepare to leave, I wish to share with you some thoughts about your efforts to improve the performance of senior managers, in part through a meaningful accountability process. I wish to refer in particular to the Compact that I signed with you. This document is in large part a lengthy and detailed compilation of projected activities fully recorded in other public documents, such as the Strategic Framework and, at least in my case, the biennium Strategic Management Plan and the annual report that I publish in relation to it, presenting to Member States, and in particular to OHCHR's donors, my projected accomplishments and my measurement of performance.
2. I have just cleared part of my reporting submission under my 2007 Compact with you. I specify "cleared" because as I flagged at the last PC/Management Committee, I fear that a large part of the Compact is purely "my bureaucracy speaking to yours". I thought it would be telling to share with you some examples of the "expected accomplishments" and "measures of success" which make up our Compact, and the basis against which my work and accountability to you is being assessed.
3. One measure of my success in our Compact is the number of pages of treaty body documents. Another one is the number of joint statements by Special Rapporteurs. There are other similar details in the Compact, such as percentages of documents submitted on time to intergovernmental bodies, an important objective in and of itself but not necessarily the type which, to my mind, merits "the handshake commitment" between myself and the Secretary-General.
4. I appreciate that it is important to have such data recorded somewhere. In fact, it is so recorded and reported upon publicly in your Programme Performance Report, linked to the Strategic Framework, for which, again, reporting is required in the form of the EMDIS programme. The same information is thus recorded and reported upon in different variations and forms, leading to a heavy bureaucracy.
5. I am personally not convinced that we need to sustain such bureaucratic, detailed and redundant layers as currently incorporated in the Compact between yourself and USGs, and thus make a strong plea for a much more streamlined accountability process, outlining key commitments to which we, as your senior managers, could be held appropriately accountable to you, and on which we could comfortably rely upon for your support in implementing. This would lead to a much shorter, substantive, and arguably less bureaucratic Compact between the USGs and the SG. As I know discussions are on-going on management reform, and as this process will now be expanded to ASGs, I believe that it is important not to lose sight of the original purpose of the Compact exercise, by turning it into a mostly bureaucratic and therefore less meaningful exercise.


 Louise Arbour
 23 April 2008

cc: Deputy Secretary-General
 Nambiar
 Barcen