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The Pacific environment, sustaining our livelihoods and natural heritage in harmony with our cultures.

Twenty Fifth SPREP Meeting of Officials

Majuro, Marshall Islands

30 September – 2 October 2014

Agenda Item 8.2: SPREP Director General's Performance Assessment

Troika Report on SPREP Director General's

- 2013/2014 Performance Development Plan (PDP) Review
- 2014/2015 Performance Development Plan

Purpose

1. For the SPREP Meeting to consider the Report of the Troika on the 2013/2014 PDP Review and 2014/2015 PDP of the Director General (DG) and approve the recommendations accordingly.

Background

2. The current Troika is made up of New Caledonia, Nauru and Republic of Marshall Islands (RMI). The Troika had a face-to-face meeting to carry out the assessment of the DG for the first time in Apia in July 2014, since this process came into effect in 2012. This was a more effective and efficient process for carrying out this assessment and allowed for a lot more in-depth discussions amongst the Troika members, between the Troika and the DG and as well as clarification of work included in the DG's PDP.

3. The following documents are attached for ease of reference:

Annex 1: DG's 2013/2014 PDP Review

Annex 2: DG's 2014/2015 PDP

Annex 3: Performance Ratings Guideline

Report Of The Troika

4. In view of the 2013 Annual Report, activities and budget report, exchanges with Members, as well as the numerous reports that the Troika received during the year from the Director General on activities of the Secretariat, including minutes of the Senior Management Team (SMT) meetings and the DG's Travel Reports, the Troika is more than satisfied with the work of the DG and believes he has, in most cases, exceeded the requirements expected of him. The Troika is strongly supportive of the DG's work and initiatives. In addition, the Troika is more than satisfied that the DG has excelled in all expected organisational behaviours as well as in his leadership and management skills and believes this has had a very influential positive impact on the organisation. This assessment is strongly supported by a number of actions taken by the DG including his continuous travel on economy class instead of his entitlement as DG to business class and utilising savings for other staff development. His leading role in the SPREP Mentoring Programme for its SMT through the

Pacific Leadership Programme (PLP) further supports his strong commitment to continuous learning and professional development for staff and leading by example.

5. The Chair and Troika wishes to express their appreciation of the work that the DG has done and wishes to note the great assistance and support from the DG throughout the year, in particular the advice and guidance to the Chair when he first assumed the role.

6. The Troika noted the difficulty and challenge of meeting and finalising this review in time for circulation of SPREP Meeting papers from the past Troikas and therefore have greatly appreciated this opportunity to meet face-to-face well before the SPREP Meeting to ensure this assessment is done as effectively and efficiently as possible. There is great value in continuing this process on a face-to-face basis annually well before the SPREP Meeting and the Troika highly recommends this continues for future Troikas. Finally, the Troika continues to encourage and support the strong and dynamic collaboration between SPREP and the Troika in the future.

Recommendations

7. The Meeting is kindly invited to consider and approve the following recommendations.
- **note** the review and evaluation of the Director General's Performance Development Plan for 2013-2014;
 - **endorse** the Performance Development Plan for 2014-2015; and
 - that future Troikas **note** the value of meeting face-to-face well before the SPREP Meeting each year to ensure this process continues to be effectively and efficiently implemented.

10 July 2014