



Twenty Third SPREP Meeting of Officials

4-6 September 2012
Noumea
New Caledonia

Agenda Item 10.5: SPREP Director General's Performance Assessment and contract renewal

Purpose

1. To advise the SPREP Meeting on the Director General's Performance assessment and Contract renewal.

Background

2. The 22nd SPREP Meeting in Apia in 2011:
 - **approved** the establishment of a Troika (immediate past Chair, current Chair and next Chair) to be chaired by the current Chair, to assess the performance of the Director on an annual basis, in line with the Secretariat's Performance Development System. The Troika shall provide a report to the members at the next Annual Meeting; and
 - **noted** that the Secretariat will provide advice and assistance on the process for the Troika.
3. Attempts by the Secretariat to convene the Troika at the beginning of the year, in line with the Secretariat's Performance Development Planning and Review period (January – March) were unsuccessful. This was due to a number of factors including changes in chairmanship/representation roles in the respective member countries and work commitments. Subsequent attempts to convene the Troika were also unsuccessful for the same reasons.
4. In light of the above, the Director General's performance review for 2011 and endorsement of his 2012 Performance Development Plan remains outstanding. In addition, a report on the Director General's performance for consideration of a renewal of contract has not been possible. The Director General's current 3-year contract of employment comes to an end on 5 October 2012.
5. Given the difficulties experienced in convening a Troika meeting, an alternative approach has been agreed where the Troika will meet prior to the SPREP Meeting, either on Sunday, 2nd or Monday, 3rd September. A report will then be prepared and submitted to the SPREP Meeting under this agenda item. Because of the difficulties with Troika meetings as highlighted above, the Secretariat will also be submitting to the Troika, a review of the Director General's 2012 performance review and a tentative Performance Development Plan for 2013.

Recommendations

6. The Meeting is invited to:

- **Note** that the Troika will meet on the wings of the SPREP meeting and a report will be prepared and submitted to be discussed under this agenda item in relation to the following:
 - Director General's 2011 Performance Review
 - Director General's 2012 Performance Development Plan and Review
 - Director General's 2013 Performance Development Plan
 - Consideration of renewal of the Director General's contract of employment for another 3 years
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