



Performance Evaluation at the United Nations International Criminal Tribunal for the former Yugoslavia (UNICTY)

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Purpose

– UN Staff Rule 1.3 – Performance of Staff

- Staff members are evaluated for efficiency, competence, and integrity through performance appraisal mechanisms
- SG seeks to ensure appropriate learning and development programmes are available for staff
- Performance reports are regularly prepared for all staff

– Performance Appraisal System (e-PAS)

- Individual Work Plan
- Mid-Point Review
- End-of-Cycle Appraisal



The UN Electronic Performance Appraisal System (e-Pas)

The Individual Work Plan Mid-Point Review End-of-cycle Appraisal



Who receives performance evaluations?

- Fixed-term staff
- Temporary staff

Who performs performance evaluations?

- First Reporting Officer
- Second Reporting Officer
- Staff Member
- Other Staff Members

When are performance evaluations conducted?

- Fixed-term / Temporary / Downsized



EVALUATION CRITERIA

Core Competencies (*non-exhaustive examples*)

- Communication
- Teamwork
- Planning & Organization
- Accountability
- Creativity
- Client Orientation

Core Values

Additional Competencies

Professional Development (Continuous learning and Career Development)



ROLE OF FIRST REPORTING OFFICERS

- Evaluates extent to which the staff member has achieved goals/key results/achievements as set out in their respective work plan
- Comments on staff member's demonstrated UN core values and competencies
- Must use objective and tangible methods to address "success criteria"

SUCCESS RATINGS for OVERALL PERFORMANCE

- **Exceeds performance expectations**
- Successfully meets performance expectations
- **Partially meets performance expectations**
- **Does not meet performance expectations**



ROLE OF SECOND REPORTING OFFICERS

- Ensures that the Performance Management and Development System is consistently and fairly applied by First Reporting Officers
- Ensures consistency of staff member ratings
- May invite input from other staff
- Provides additional input



WHAT IF STAFF MEMBERS DISAGREE WITH THEIR e-PAS ASSESSMENT?

- Staff members may address administrative decisions made from any final performance appraisal through informal or formal administrative justice mechanisms

Examples:

- UNICTY Staff Union
- Human Resources
- Staff Welfare
- Performance Management and Appraisal Rebuttal Panels
- Management Evaluation Unit
- UN Dispute and Appeals Tribunals



Performance Management and Appraisal Rebuttal Panels

Staff members who disagree with a rating of either

- **Partially meets performance expectations** OR
- **Does not meet performance expectations**

may within 14 days of signing the completed e-PAS submit a written rebuttal statement citing specific reasons why a higher overall rating should have been provided.



360-Degree Feedback

- Used to provide performance evaluation by a staff members within a manager's immediate work environment at all tiers
- **Pros**
- **Cons**



The Comparative Review Process

Staff are ranked based on a mutually negotiated formula that takes into account

- Performance
- Integrity
- Length of service

to decide how staff will be downsized in posts with interchangeable functions.



QUESTIONS?

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