



DEPARTMENT OF HEADLINE OFFICE GROUP OF 11 AND OTHERS

**BY MS. DAYANA RIOS, MINISTER COUNSELOR IN THE PERMANENT MISSION
OF THE PLURINATIONAL STATE OF BOLIVIA TO THE UNITED NATIONS, ON**

6. In this regard, the Group of 77 and China emphasizes the special responsibility of senior managers and heads of departments to set the appropriate tone and to model exemplary conduct for the staff in their respective areas. And also their responsibility for accurately reflecting organizational mandates and for ensuring that mandates are implemented throughout their departments, and expect that mixed performance by senior managers on the standard managerial indicators in the compacts will be addressed.

Mr. Chairman,

7. The report of the Secretary-General shows once again the continued low percentage of staff rated as underperforming or requiring improvement for the 2012-2013 performance cycles,

credibility of the appraisal system and the need for viable system of rewards and sanctions. This concern has also been expressed by the ACABQ and the Group agrees that the Secretary-General must address this performance appraisal system which lacks credibility.

8. Concerning the Performance Management and Development System in peacekeeping operations, the Group of 77 and China concurs with the recommendation of the Board of Auditors, and stresses the need of strengthening the link between performance in appraisals