



To:
Cc:
Bcc:
Subject: Audit Assignment AT2011/166/03 - Post-implementation of the Performance Appraisal Management System (PAMS) in UNHCR

----- Forwarded by Christopher BAGOT/OIOS/GVA/UNO on 06/04/2012 04:44 -----

From: "Nicholas Birch" <BIRCH@unhcr.org>
To: <CBAGOT@unog.ch>, <RVENDEVILLE@unog.ch>, <KMENON@unog.ch>,
Cc: "Anja Niebergall" <NIEBERGA@unhcr.org>, "Stephanie Rinville" <RINVILLE@unhcr.org>,
<mdiaz@unog.ch>, <MHOWARTH@unog.ch>, <rferka-dartey@unog.ch>
Date: 04/04/2012 11:31
Subject: Audit Assignment AT2011/166/03 - Post-implementation of the Performance Appraisal Management System (PAMS) in UNHCR

Dear colleagues,

Please find attached the response to the draft audit report on the above-mentioned audit report received from DHRM.

Thank you for your attention.

Kind regards,
Nicholas

----- Message from "Martha Isabel Alvarado-Watkins" <ALVARADO@unhcr.org> on Wed, 04 Apr 2012 11:13:26 +0200 -----

To: "Nicholas Birch" <BIRCH@unhcr.org>
"Naginder Dhanoa" <DHANOAN@unhcr.org>, "Ravi Gopaldaswamy" <GOPALASW@unhcr.org>, "B
cc: <KIMYACI@unhcr.org>, "Anja Niebergall" <NIEBERGA@unhcr.org>, "Shelly Pitterman" <PITTERM
"Cecilia Ryberg" <RYBERG@unhcr.org>, "Robert Salin" <SALIN@unhcr.org>

Subject: Re: Audit Assignment AT2011/166/03 - Post-implementation of the Performance Appraisal Management System (PAMS) in UNHCR

Dear Nicholas,
On behalf of the Director of the Division of Human Resources Management, please find below the answer of DHRM to the above audit assignment. Since the report has been sent as pdf. the answer is being sent as part of this Email.

Quote UNHCR has no additional comments to the report. However, UNHCR wish to reiterate that recommendations 1 and partly 2, are subject to forthcoming analysis for the upgrade to PeopleSoft 9.1 and to the subsequent decision of its implementation. Should the upgrade 9.1 not be recommended for implementation this year, UNHCR will revisit and revise the time-line for the recommendations.

We would like to take this opportunity to thank OIOS for its collaboration throughout the undertaking of this audit process. Unquote

With regards, Martha

Martha I. Alvarado Watkins
Office of the Director

Senior Administrative Associate
Division of Human Resources Management
Room MBT 4006 AF
Ext. 8134

>>> Nicholas Birch 23/03/2012 4:44 PM >>>

Dear Mr. Pitterman,

Reference is made to the attached draft audit report of the Post-implementation audit of the Performance Appraisal Management System in UNHCR that was addressed to the HC and that requires a response by 05 April 2012.

The draft report has taken into consideration the comments provided by DHRM on the detailed audit results. If you have any additional comments, kindly ensure that they are sent directly to OIOS by the given deadline and that a copy of the response is shared with Stephanie Rinvile and Nicholas Birch, Audit Coordination, Office of the Controller.

We wish to remind colleagues that the response to the draft audit report will be included as an annex to the final audit report.

Thank you for your kind attention.

Kind regards,

Nicholas Birch
Audit Coordination



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