

**From:** He, Changchui (DDO)  
**Sent:** 14 June 2010 11:59  
**To:** ...  
**Subject:** PEMS of FAO Representatives

Colleagues,

You will recall that the Director General's Bulletin No. 2010/04, dated 18 February 2010, stated that as of 1 January 2010:

*“The primary reporting line of FAO Representatives (FAOREps), who are appointed by the Director-General, is to the Assistant Director-General/ Regional Representative (ADG/RR).”*

In line with these instructions, it is expected that you will also act as their Supervisor for the purposes of PEMS. However, as FAOREps also report to the Head of the Multidisciplinary Team/Subregional Office (MDT/SRO) on their work as technical officers 30% time allocated, you may seek the help of the Head of the MDT/SRO in the review of the PEMS and for initial discussions with the FAOREps on objectives, activities and indicators. The final responsibility for the planning, review (mid year and year end), and signature of the FAOREps' PEMS will remain with you.

For information on how to delegate according to the standard procedures please contact the PEMS team at [Performance-Management@fao.org](mailto:Performance-Management@fao.org).

Regards,

He Changchui  
Deputy Director-General/Operations