

Annex XIV: Terms of reference of the Performance Oversight Committee of the Executive Director and Heads of Independent Units

I. Role and functions

1. The role of the Performance Oversight Committee of the Executive Director and Heads of Independent Units (“Committee”) is to assist the Board in discharging its responsibilities regarding:
 - (a) The performance management of the Head of the Independent Evaluation Unit, the Head of the Independent Integrity Unit, the Head of the Independent Redress Mechanism and the Executive Director of the Secretariat of the Green Climate Fund (collectively referred to as “Board-Appointed Officials”);
2. In fulfilling the role set out in paragraph 1(a) above, the Committee will:
 - (a) Set the objectives of Board-Appointed Officials;
 - (b) Develop a procedure for performance review of Board-Appointed Officials by the Committee;
 - (c) Monitor the performance of Board-Appointed Officials;
 - (d) Make recommendations to the Board regarding the performance reviews of Board-Appointed Officials;
 - (e) Make recommendations to the Board regarding performance-based increment increases in payment for Board-Appointed Officials, in consultation with the Board’s Budget Committee;
 - (f) Consider any other matters related to the performance of Board Appointed Officials that the Board deems appropriate.
3. The Committee will co-ordinate with the Budgetary Committee on budgetary issues relating to Board-Appointed Officials.

II. Membership

4. The Committee will comprise:
 - (a) Current Co-Chairs of the Board
 - (b) One Board member from developing country Parties; and
 - (c) One Board member from developed country Parties.
5. Members of the Committee will serve for an initial term to end December 2018 and thereafter of 18 months with the exception of Co-Chairs who will serve on the Committee during their one-year Co-Chair term.

III. Duration

6. The Committee will be a standing committee of the Board.
7. Three years following its establishment, the Board will evaluate the usefulness and continued necessity of the Committee.

IV. Guidelines for operation

8. The General guidelines for operation of the Committee will apply to the conduct of business of the Committee, except as set out in these terms of reference or decided by the Board.
9. Provisions will be put in place to manage actual and potential conflicts of interest.