

the Department's policy that, generally, managers must improve their performance in terms of financial administration.

Recommendations. The Task Force recommends that:

33. Mechanisms be set up to ensure that the DG Finance and Management Services:

- a) sends a voting representative of sufficiently senior rank to each recruitment, selection and promotion board involving financial specialists; and
- b) comments on the financial administration record of individuals selected for Head of Post positions and other positions with financial administration responsibilities at Posts and in Headquarters.

34. A formal system be adopted to ensure the DG Finance and Management Services will be consulted for all appointments to positions with accounting responsibilities.

35. The DG Finance and Management Services forward to the Personnel Branch comments on the financial administration performance of Heads of Posts and other personnel (including LES personnel) with financial administration responsibilities; these comments would cover the standard personnel reporting period and would be taken into account in the "financial control" section of performance evaluation reports.