



**Administrative Instruction – Instruction administrative**

Ref. ICC/AI/2021/001

Date: 26 February 2021

**Updated Annexes to the Administrative Instruction on the Performance  
Appraisal System (“ICC/AI/2019/003”)**

The Registrar, with the consent of the President and the Prosecutor, pursuant to sections 3.2 and 3.3 of Presidential Directive ICC/PRES/D/G/2003/001 (*“Procedures for the Promulgation of Administrative Issuances”*) and for the purpose of implementing Staff Regulation 1.3(a) and Staff Rules 101.9(a) and 104.17, hereby promulgates the following:

**Section 1**

**Scope**

- 1.1 The present Administrative Instruction shall apply to all staff members holding a fixed-term appointment or a short-term appointment exceeding six months, and aims to amend the Administrative Instruction ICC/AI/2019/003 (*“Performance Appraisal System”*), notably its Annexes I and II, under the terms established herein.

**Section 2**

**Purpose**

- 2.1 A court-wide Leadership Framework was approved by the Court’s Coordination Council on 29 August 2019. This approval encompassed a revision of the Court’s core competencies model which is herewith updated with a new set of managerial competencies as per the attached Annex I.
- 2.2 Annex II was also reviewed and updated to reflect necessary changes resulting from the new set of competencies.

**Section 3**  
**Final Provisions**

- 3.1 This Administrative Instruction shall enter into force on the date of its promulgation and shall replace the former Annexes (I and II) of Administrative Instruction ICC/AI/2019/003 (“Performance Appraisal System”).
- 3.2 All other terms of the Administrative Instruction ICC/AI/2019/003 (“Performance Appraisal System”) shall remain in full force.



Peter Lewis  
Registrar