



Coordinating Committee for
International Staff Unions and Associations

21 February 2024

Dear Secretary-General,

For some time, CCISUA has been following with great concerns issues related to the management of the Office of Investment Management of the UN Joint Staff Pension Fund. In this regard, we are grateful for your continued attention to the issues we raised, and for some of the actions you have taken.

We are therefore alarmed to learn about the recent dismissal of four senior investment officers, with indications that more staff may be terminated. As you know, during the tenure of the previous Representative of the Secretary-General, a group of senior investment managers decided to blow the whistle on what OIOS later found to be a “toxic work environment”. They first raised their concerns with their direct management. Feeling that the matter was not given the level of attention required, they also met with the Staff Union. Some, but not all, of those who are being dismissed, met with the US and Japan permanent missions. This undoubtedly had an impact in terms of changing the leadership of OIM.

Subsequently these staff members were investigated, and their emails and WhatsApp messages scrutinized by OIOS, on the following charges:

- Meeting with the US and Japan missions, or being aware that some of the staff in the group were meeting with those missions, and that sensitive information would be disclosed.
- Raising concerns with the Staff Union and disclosing sensitive information.

We are dismayed that staff should be formally disciplined for having raised alarm with their staff representatives. We are also very concerned that the Organisation has failed to uphold Secretary-General Bulletin 2017/2/Rev.1 on *Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations*. Under Section 4, such actions are permitted when the use of internal mechanisms is not possible because of either inaction, fear of retaliation or concealing of evidence.

We are further worried that your actions, in firing so many OIM staff at once and in preventing staff from raising genuine concerns, creates an unacceptable risk to the management of Pension Fund assets.

The UN Principles for Responsible Investment states:

“Effective whistleblowing mechanisms are a key feature of good governance and anti-corruption systems, as well as being reflective of a healthy corporate culture. They can help support companies to mitigate the risks associated with unethical or illegal conduct, which if left unchallenged can lead to significant corporate failures and loss of value.”

We therefore ask that you reconsider your decision to terminate the Pension Fund’s senior investment officers on grounds of whistleblowing.

Yours sincerely,

Nathalie Meynet

CCISUA President