



UNITED NATIONS STAFF PENSION COMMITTEE  
PARTICIPANT REPRESENTATIVES

Friday 14 December 2018

Dear Secretary-General,

As you may be aware, the current CEO of the Pension Fund will retire on disability at the start of 2019.

In anticipation, the Pension Board established the Succession Planning Committee at its 65th session in order to identify a candidate for Acting CEO pending the search for a full replacement.

At the time the Board asked that the Succession Planning Committee's proposal be sent directly to you by the Bureau (an entity that is not explained in the Fund Regulations and Rules and whose existence has also been questioned by OIOS on legal grounds). However, as you will be aware, the Fund's Regulations, as promulgated by the General Assembly, actually require that the Board first agree that proposal, and then in turn submit it to you as its recommendation.

*Article 7(a) The Chief Executive Officer of the Fund and a Deputy shall be appointed by the Secretary-General on the recommendation of the Board.*

The rationale for Article 7 is that the Board, rather than the Succession Planning Committee, is ultimately responsible for the performance of the Fund's senior leadership.

A number of Board members have noticed this discrepancy with the Regulations and have officially requested, since November, that the Board hold either a special session to review and officially approve the proposal of the Succession Planning Committee, or alternatively for reasons of expediency and cost, call a meeting of the Standing Committee, which in between Board sessions, can legally do the same.

Mr. Antonio Guterres  
Secretary-General  
United Nations

We agree with this request and to this end have also asked both the Chair of the Board, Mr John Levins, and Chair of the Standing Committee to convene a meeting in a timely manner. We regret that to-date, these requests have not been answered, and at this stage the majority of the Board has no idea who is under consideration nor who the Succession Planning Committee might propose; in keeping with usual Board practice, the Committee's members have been sworn to secrecy.

In order to ensure compliance with the Fund's Regulations and uphold the values of transparency and accountability, we therefore ask that any proposal submitted to you by the Bureau, be returned with a request that approval first be sought by either the Board or Standing Committee.

At a time when OIOS has drawn attention to the repeated failures by the Pension Fund to follow its own Regulations and at a time when the Board's compliance with the Regulations is under close scrutiny by the General Assembly, we urge you to ensure that these same Regulations be followed. It is essential that the Acting CEO you appoint is one that is known by the Board and one that enjoys the Board's full confidence and support. Only in this manner can the Acting CEO also enjoy the confidence of the General Assembly and Fund participants and can the appointment process be considered clean.

Yours sincerely,

*(Signed)*

*Mary Abu Rakabeh*

*Ibrahima Faye*

*Ndeye Aissatou Ndiaye*

*Bernadette Nyiratunga*

*Ian Richards*

*Michelle Rockcliffe*