



Coordinating Committee for
International Staff Unions and Associations

Geneva, 11 July 2022

Dear Mr. Vesely,

I wish to acknowledge receipt of your letter of 7 July 2022 which I feel calls for a response. CCISUA is committed to fostering a productive working relationship with our public Pension Fund, the Pension Board and the Office of Investment Management. Nevertheless, your letter raises a number of questions.

CCISUA, like other staff federations, is an Observer at the meetings of the Pension Board. CCISUA is not a Member of the Board and has no role in decision making. We are there to express the views of our constituency and to facilitate the exchange of information on pension matters.

All CCISUA representatives who attend sessions of the Board voluntarily undertake to abide by the requirements of confidentiality. The activities of CCISUA to which you refer have complied with that undertaking and no confidential information related to Board proceedings has been disseminated.

As a relatively new Member of the Board, you may be unaware that the Pension Board has no decision-making authority with regard to investments, which due to the longstanding separation of responsibilities is solely the prerogative of the Secretary-General through the OIM.

All information on this issue referred to by CCISUA in its communications has been made available either on the UNJSPF website, in meetings organised by OIM with federations prior to the Board, at a townhall organised by CCISUA at which the RSG participated and in meetings between CCISUA and OIM and more recently OIM Pension Information Sessions.

The Terms of Reference for the Chair of the Board do not provide for a role with respect to Observers. I therefore fail to see the purpose of your letter in terms of our communications to our constituents. The Ethics Policy provides, "Observers invited to attend the Board session under Section A.9(e) of the UNJSPF Rules of Procedure are not considered Board members or representatives but shall be required to adhere to the Board's code of conduct and Ethics Policy while attending each Board session and sign the Declaration before the start of the session."

Mr. Vilem Vesely
Chair, United Nations Joint Staff Pension Board

CC: Mr. Antonio Guterres, UN Secretary-General
Ms. Catherine Pollard, Under-Secretary-General for Management Strategy,
Policy and Compliance
Mr. Jan De Preter, Secretary of the Board, UNJSPF
H.E. Mr. Abdulla Shahid, President of the General Assembly



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CCISUA has complied with this and I fail to understand the nature of your concern that CCISUA is undermining the work of the Fund or the agreed positions of the Board. It appears to be your contention that by virtue of being present in an observer capacity, CCISUA is compelled to remain silent on any issue on which the Board has expressed an opinion. I also note in this case that the Board did not express a position on the specific proposal on the fixed-income portfolio.

There appears to be some concern over the terminology used in some communications and CCISUA is open to receiving any views in this regard. However, I am not convinced there is any essential difference between the use of the word “outsourcing” as opposed to “external management”. There are many questions surrounding the use of external managers which the Board has not addressed and which remain unresolved. It is incumbent on us as elected representatives, to advise, inform and consult with our members on these issues. Your letter has the unfortunate connotation of censorship, which is unacceptable and frankly in breach of the rules that you as a Board Member are required to observe under the Ethics Policy.

However, your letter raises other concerns of a more fundamental nature that need to be addressed. In adopting an Ethics policy, it was never my understanding that this would be used in order to suppress discussion and a free exchange of ideas by observer staff associations and federations whose role and members are very different from the Pension Board members. We do not participate in our individual capacity but as representatives of staff.

Staff representation is a fundamental condition of service reflected in the Staff Regulations adopted by the General Assembly and equally applicable to our public Pension Fund and to the OIM. Staff Regulation 8.1 in particular guarantees effective participation in identifying, examining and resolving issues relating to staff welfare, including conditions of work, general conditions of life and other human resources policies. In this regard, the threat of exclusion from further meetings of the Board for performing the protected functions for which we were elected, appears to be in contravention of prior Tribunal jurisprudence found in Judgments Nos. 2017-UNAT 801 and 807 and 2019-UNAT-908.

Should you decide to share your letter with the Board I ask that this response be included.

Sincerely,

Prisca Chaoui
CCISUA President