

**Attention: MATTHEW LEE, SENIOR REPORTER**

**URGENT!!! This SGB must be made public!** The General-Assembly, the UNJSPF Board, UNJSPF staff, and the 188,000 participants and beneficiaries do NOT know this is about to be signed, as it is being done in secret!! The CEO plans to surprise everyone with the signed SGB in the end of April 2014, which then cannot be undone!

**It is imperative that the SG NOT sign this SGB giving delegation of authority to the CEO of UNJSPF behind the back of its Board and UN staff, and against GA resolution 68/247 – but instead allow the CEO’s proposal for delegation of authority (including replacing the staff UN Secretariat – contracts with contracts “limited to the Fund”, deciding on entitlements and staff allowances and rewriting human resource rules for the Fund) to be presented and discussed at the meeting of the Pension Board (July 2014) and in the GA (Fall 2014), as expected by those bodies and as appropriate for changes of this magnitude to the UN Pension Fund.**

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The CEO, Mr. Sergio Arvisu, and the new Deputy CEO, Mr. Paul Dooley (against whom OIOS recommended disciplinary action), report to the UNJSPF Board (UNJSPB), which in turn reports to the General Assembly (GA). The CEO is the Secretary of UNJSPB.

The Pension Board expects to discuss the CEO’s recent request for delegation of authority of the Fund at its next meeting (July 2014) and the GA expects a report from the Board “on the outcome of the review and any measures proposed” for their consideration and decision (see attached A/RES/68/247, Section VII, para 13).

The CEO is confident that the SG will sign the SGB by end April 2014 (per his insistence), ahead of and behind the back of the Board and the GA. The CEO is aware that there are serious concerns regarding this delegation of authority, as discussed at both the Board and GA in 2013 – and he knows that if this delegation of authority is properly brought to the Board and the GA, it may not be approved given their concerns regarding the following:

1. **Over 230 UNJSPF staff will lose their UN Secretariat contracts** and will instead be forced into “limited to the Fund” UNJSPF contracts, thereby making them external to the UN (SGB para 2.1 (a));
2. **The CEO will “determine the entitlement of UNJSPF staff members to allowances and benefits** in accordance with applicable Staff Regulations and Rules and related administrative instructions issued under the authority of the Secretary-General” (SGB para 2.1 (c)). **The CEO is in the process of drafting his OWN Staff Regulations and Rules and administrative instructions (and this para refers to THOSE and not the rules of the UN)**, which will be approved by the SG and which will differ greatly from the UN Secretariat Staff Regulations and Rules;
3. **The CEO will launch his own investigations into misconduct, will institute his own disciplinary process, and will impose his own disciplinary measures – all in house and all under his authority (SGB, para 2.1 (d)). It goes without saying that staff will have no outside protections as all roads lead to the CEO, thereby centralizing and solidifying his power.**

**The UNJSPF staff have NOT been informed or consulted** on the issue as required by SGB 274 and other relevant policies regarding proper consultation.



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**Secretary-General's bulletin****Authority of the United Nations Joint Staff Pension Fund (UNJSPF) in matters relating to human resources management**

The Secretary-General, for the purpose of implementing paragraphs 9 and 13 of General Assembly resolution 68/247 relating to the United Nations Joint Staff Pension Fund (UNJSPF) promulgates the following:

**Section 1  
Purpose**

The purpose of the present bulletin is to delegate to the Chief Executive Officer of the United Nations Joint Staff Pension Fund (UNJSPF) formal authority in matters relating to human resources management.

**Section 2  
Scope of delegation of authority**

2.1 The Chief Executive Officer of the UNJSPF has authority, in accordance with the United Nations Staff Regulations and Rules:

- (a) To appoint staff members of the United Nations Joint Staff Pension Fund (UNJSPF), through the issuance of UNJSPF letters of appointment, promote them and terminate their UNJSPF appointments;
- (b) To establish advisory bodies to advise the Chief Executive Officer on the appointment, promotion and termination of appointment of UNJSPF staff members;
- (c) To determine the entitlement of UNJSPF staff members to allowances and benefits in accordance with applicable Staff Regulations and Rules and related administrative instructions issued under the authority of the Secretary-General;
- (d) To launch an investigation into allegations of misconduct, to institute a disciplinary process and to impose disciplinary measures;
- (e) To decide on requests for management evaluation under staff rule 11.2;
- (f) To represent UNJSPF before the United Nations Dispute Tribunal in relation to applications filed by staff members of UNJSPF;

(g) To make exceptions to the Staff Rules subject to the conditions laid down in the relevant staff rule on amendments of and exceptions to the Staff Rules.

2.2 The Secretary-General retains authority over matters not expressly delegated in the present bulletin, including:

(a) Award of compensation in the event of death, injury or illness attributable to the performance of official duties, as provided in the relevant staff rule and appendix D to the Staff Rules;

(b) Interpretation of the Staff Regulations and Rules in cases involving issues that are likely to conflict with general policies within the United Nations;

(c) Representing the Organization before the United Nations Appeals Tribunal.

### **Section 3**

#### **Exercise of delegated authority**

3.1 The Chief Executive Officer shall be accountable to the Secretary-General for the exercise of the authority delegated under the present bulletin.

3.2 The Chief Executive Officer may further delegate authority to UNJSPF staff members, as he or she deems appropriate.

3.3 The Chief Executive Officer shall establish operational arrangements for the application of the present delegation of authority, including institutional mechanisms for the effective exercise of the authority of the Chief Executive Officer in human resources management.

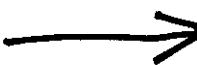
3.4 The Chief Executive Officer shall consult with the Representative of the Secretary-General for the investment of the assets of the Fund in all human resources matters pertaining to the Investment Management Division, particularly concerning appointments, promotions and separations of staff in the Investment Management Division.

### **Section 4**

#### **Final provisions**

The present bulletin shall enter into force on 1 June 2014.

(Signed) **BAN** Ki-moon  
Secretary-General



13. *Recalls* paragraph 12 of the report of the Advisory Committee, and in this regard requests the Board, in consultation with the Office of Human Resources Management of the Secretariat, to complete its review of the policies governing the recruitment, promotion and retention of the staff of the Fund and to report to the General Assembly, no later than at the main part of its seventieth session, on the outcome of the review and any measures proposed;

14. *Welcomes* the progress made by the Fund in the implementation of the Integrated Pension Administration System, and looks forward to further updates on its implementation in the context of future reports;

15. *Recalls* paragraph 51 of the report of the Advisory Committee, and in this regard requests the Board to establish a mechanism for tracking all withdrawal settlements paid to participants who separate with less than five years of contributory service and to provide this information to the General Assembly in the context of future reports of the Board;

16. *Stresses* the need to avoid any action that would compromise the fiduciary responsibilities and long-term sustainability of the Fund;

17. *Welcomes* the alignment of reporting on the operations and on the investments of the Fund following the implementation of the International Public Sector Accounting Standards;

18. *Approves* the revised estimate of 185,730,600 dollars for the biennium 2012–2013 for the administration of the Fund;

19. *Also approves* expenses, chargeable directly to the Fund, totalling 156,341,800 dollars net for the biennium 2014–2015;

20. *Further approves* the amount of 21,324,700 dollars as the United Nations share of the cost of the administrative expenses of the Fund for the biennium 2014–2015, of which 13,370,600 dollars would represent the share of the regular budget and the balance of 7,954,100 dollars would represent the share of the funds and programmes;

21. *Approves* the reduction of 561,400 dollars in the United Nations share of the cost of the administrative expenses of the central secretariat of the Fund under section 1, Overall policymaking, direction and coordination, of the proposed programme budget for the biennium 2014–2015;

22. *Authorizes* the Board to supplement the voluntary contributions to the Emergency Fund for the biennium 2014–2015 by an amount not to exceed 200,000 dollars;

## VIII

### Strengthening the Office of the Special Adviser on Africa

*Having considered* the report of the Secretary-General<sup>25</sup> and the related report of the Advisory Committee,<sup>26</sup>

1. *Takes note* of the report of the Secretary-General;<sup>25</sup>
2. *Endorses* the conclusions and recommendations contained in the report of the Advisory Committee;<sup>26</sup>

<sup>25</sup> A/68/506.

<sup>26</sup> A/68/7/Add.8.