



Date: 17 June 2021

Dear Colleagues,

Greetings! Following the many emails, calls and WhatsApp messages from you seeking clarification, we have decided for the sake of transparency to put all of it on the table for you to see.

You may be aware that Office of the Executive Secretary (OES) and the Office of the Director of the Division of Administration (DOA), have now put in place the ECA Taskforce on *Workforce Planning and Recruitment* to look into issues of recruitment.

It needs to be recalled that those issues of recruitment were brought to the attention of the USG for the Department of Management, Strategy, Policy and Compliance (DMSPC), Ms Catherine Pollard by the ECA-Staff Union. OHR is under DMSPC. To help stop the rumors that Staff Union was contacted and refused to be part of this taskforce, I am attaching email exchanges with OES and DOA for your information.

We wish to reiterate that we were not contacted during the formation of this taskforce and we were not invited to be part of it. We were only informed about it later on and were subsequently asked to be consulted on a need-to-know basis.

As Staff Union, we raised serious concerns regarding our exclusion from the taskforce and for merely being relegated as '*people to be consulted*'. We therefore invite you to go through the email exchange attached in order to appreciate our concerns. We have to be transparent about this as we are here for you.

Some of us in the staff union are being approached to participate in the interviews that are led by members of the taskforce. Bearing in mind our concerns raised with OES and DOA, we have decided not to participate in the scheduled interviews. In addition, we do not commend the method used in interviewing staff members as it has an intimidating effect and we are very concerned of its confidentiality nature. With experience, such exercises work better when they are anonymous, confidential and conducted through an electronic survey, where staff members can participate freely.

Please go through the email exchanges and see for yourself where we stand.

Thank you for your attention

Kind regards

Mahamadou Nassirou Ba, President
ECA Staff Union