

Message from Under-Secretary-General for Management, Yukio Takasu, about the Memorandum of Understanding on Human Resource Management between UNJSPF and OHRM

Friday, 10 July 2015, Global |



Dear colleagues,

I would like to provide an update on the revision of Memorandum of Understanding (“MoU”) on Human Resource Management between the United Nations Joint Staff Pension Fund (“UNJSPF” of “the Fund”) and Office of Human Resources Management (OHRM).

Responding to concerns expressed by staff members and retirees, the UN Secretariat has been actively engaged in conveying factual information to clarify the numerous misunderstandings and misrepresentations that have been circulating over the last few months. As you will be aware the Chef de Cabinet held a Townhall meeting in April to provide more information and to answer questions from staff and retirees and an [iSeek article](#) was published on 17 April 2015. However, we believe more work is needed in sensitizing staff and retirees alike to the purpose of the proposed MOU and to disavow any remaining misconceptions. In this regard, we have consulted with the UNJSPF management and have agreed that it is important to make further efforts and dialogue with concerned parties in order to ensure a clear understanding on the initiative before finalizing the revised MOU.

As stated in [my previous iSeek article of 10 April 2010](#), the revision of MoU is intended to reflect the Fund’s operational and investment needs in its human resources management, taking into consideration the very specific and long-term expertise in the pension fund management and investments. Let me assure staff and retirees that the MoU is a tool to allow it to operate in a more responsive and efficient manner, and as such, does not have the ability to change the structure of the Pension Fund. Because of the elaborate system of checks and balances, there has never been any risk for the security of pensions or the safety of the assets of the Fund.

We should avoid the image of the Fund being compromised by misunderstandings and erroneous interpretation. It is also appropriate to highlight that the Fund's staff members have continued to act with dedication and commitment in managing the day-to-day operations professionally and keeping our Pension Fund healthy and sound. We have no doubt that the Fund Secretariat will continue to respond to the needs of the Organizations it serves in the same exemplary manner.

I acknowledge the concern that staff members and retirees may have felt over the changes proposed in the revised MoU and trust that continued dialogue and consultation will resolve the matter in an amicable manner in the not too distant future.

Yours sincerely,

Yukio Takasu, Under Secretary-General for Management