



United Nations

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**OFFICE OF INTERNAL OVERSIGHT SERVICES
INVESTIGATIONS DIVISION**

*This Report is protected under paragraph 18 of
ST/SGB/273 of 7 September 1994*

**INVESTIGATIONS REPORT ON ALLEGED ABUSE OF
AUTHORITY AND FAVOURITISM AT THE [REDACTED]**

ID Case No.: 906-06

REDACTED

STRICTLY CONFIDENTIAL

This Investigation Report of the Investigations Division of the United Nations Office of Internal Oversight Services is provided upon your request pursuant to paragraph 1(c) of General Assembly resolution A/RES/59/272. The Report has been redacted in part pursuant to paragraph 2 of this resolution to protect confidential and sensitive information. OIOS' transmission of this Report does not constitute its publication. OIOS does not bear any responsibility for any further dissemination of the Report.

30 AUGUST 2007

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I. INTRODUCTION

1. On [REDACTED] the [REDACTED] of the United Nations received a report alleging that the appointment of [REDACTED] on [REDACTED] as a [REDACTED] within the [REDACTED] was improper, based on favouritism and done with a view to recruit [REDACTED] as [REDACTED] for the [REDACTED]
2. In particular, it was alleged that [REDACTED] acted upon the instructions of [REDACTED] and [REDACTED] to recruit [REDACTED] in contravention of established United Nations recruitment practices and procedures.
3. OIOS investigated the following issues:
 - a) Was [REDACTED] improperly recruited?
 - b) Did [REDACTED] or any other [REDACTED] official show favouritism towards [REDACTED] in regard to [REDACTED] alleged improper recruitment?

II. APPLICABLE UNITED NATIONS STAFF REGULATIONS AND RULES

4. Staff Regulation 1.2 (a)

"Staff members shall uphold and respect the principles set out in the Charter, including faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women. Consequently, staff members shall exhibit respect for all cultures; they shall not discriminate against any individual or group of individuals or otherwise abuse the power and authority vested in them".
5. Staff Regulation 1.2 (b)

"Staff members shall uphold the highest standards of efficiency, competence and integrity. The concept of integrity includes, but is not limited to, probity, impartiality, fairness, honesty and truthfulness in all matters affecting their work and status".
6. Staff Regulation 1.2 (g)

"Staff members shall not use their office or knowledge gained from their official functions for private gain, financial or otherwise, or for the private gain of any third party, including family, friends and those they favour. Nor shall staff members use their office for personal reasons to prejudice the positions of those they do not favour".

III. METHODOLOGY

7. OIOS interviewed persons relevant to this case and obtained and reviewed pertinent documentation from [REDACTED] including [REDACTED] Personal History Profile (PHP) form, [REDACTED] letter of appointment and the job description for the position of [REDACTED]

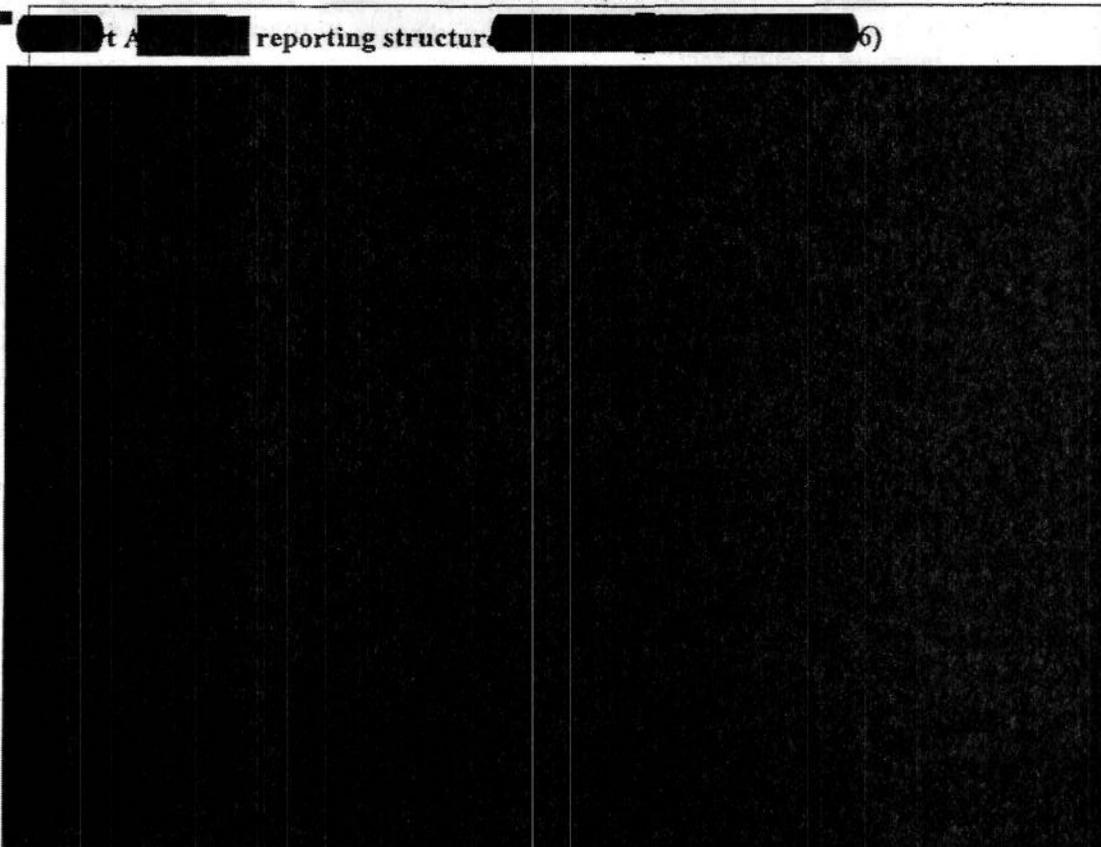
8. Furthermore, OIOS obtained and analysed [redacted] telecommunications data in respect of a fixed line and mobile telephone calls attributable to [redacted] and [redacted] in addition to, obtaining and examining relevant e-mail records [redacted] voluntarily provided [redacted] professional diary to the OIOS investigators for examination.

IV. BACKGROUND

1. Organizational structure

9. [redacted] is the [redacted] with ultimate responsibility for a [redacted] operations. He reports to the [redacted] [redacted] reports directly to [redacted] has been the [redacted] since [redacted] 6 and reports directly to [redacted]

10. Below, Chart A depicts the line management responsibilities of [redacted] and [redacted] for those [redacted] divisions relevant to this investigation:



11. The [redacted] includes a number of [redacted] including the [redacted] which manages the printing and distribution of [redacted] related documents.

2. [redacted] of the [redacted]

12. The [redacted] is part of the [redacted]. At the time of this investigation the [redacted] employed approximately [redacted] staff members, however this number fluctuates due to budget lines. The [redacted] of the [redacted] [redacted], reports to [redacted] [redacted] of [redacted] within the [redacted] the official working language is [redacted] and this requirement is specified on the job description for the position of [redacted] as is the ability to have knowledge of [redacted]. The job description requires [redacted] " [redacted] Thus, very good [redacted] of [redacted] and good knowledge of [redacted] are post requirements.¹

13. The post to which [redacted] was appointed became vacant when a staff member resigned and separated from the section on [redacted]. The position was not advertised.

a. [redacted]

14. [redacted] commenced employment within the [redacted] on [redacted]. Prior to joining [redacted] was employed as a [redacted] at the [redacted] (and other international organizations) in [redacted]. At various times throughout their careers, [redacted] and [redacted] have all served within the [redacted] and know each other from this period.

b. [redacted]

15. [redacted] took up the position as [redacted] at [redacted] in [redacted]. Prior to this appointment, [redacted] worked at the [redacted] as the [redacted]. [redacted] has worked for the United Nations since [redacted].

c. [redacted]

16. [redacted] has held the post of [redacted] of [redacted] at [redacted] since [redacted]. Prior to this, as from [redacted] [redacted] was [redacted] at [redacted] and also [redacted]. [redacted] has worked for the United Nations since [redacted].

d. [redacted]

17. [redacted] took up [redacted] position as [redacted] of [redacted] on [redacted]. Before this, [redacted] has served in different capacities in the [redacted] and later, in the [redacted].

[redacted]

Federation. In [redacted] was appointed [redacted]. In addition, [redacted] served as a staff member and later as [redacted] as well as [redacted]

V. INVESTIGATIVE DETAILS

A. Recruitment of [redacted]

e. Recruitment procedures for [redacted] posts

18. [redacted] at [redacted] informed OIOS that there are no procedures or guidelines in place for the recruitment of short-term staff, also that short-term positions are not advertised. But the candidate should meet the requirements for the post, as well as, undertake a [redacted]. A medical clearance is also required.⁴

f. [redacted] recruitment

19. OIOS established that [redacted] initiated enquiries with [redacted] of [redacted] regarding the recruitment of [redacted] to [redacted]. According to [redacted] attended [redacted] office on [redacted] and appeared nervous when [redacted] advised [redacted] that [redacted] had instructed [redacted] to recruit a [redacted] (unidentified at the time) to a temporary [redacted] post in the [redacted] pending an anticipated [redacted] vacancy as a [redacted]

20. [redacted] stated that [redacted] implored [redacted] to assist [redacted] in the recruitment process. [redacted] agreed to do so provided the candidate passes the [redacted] clerical entry test in the [redacted] language.⁶ [redacted] shortly thereafter, relayed [redacted] encounter with [redacted] to [redacted] and [redacted] who both corroborated [redacted] recital of events.⁷ It was only after [redacted] request that [redacted] advised [redacted] that there was an impending vacancy for a [redacted] in [redacted] effective [redacted]

21. When interviewed by [redacted] [redacted] initially confirmed that [redacted] had told [redacted] sometime in [redacted] that [redacted] had been requested by [redacted] to "help a guy" ([redacted])

[redacted]

from the [REDACTED] to find employment. According to [REDACTED] [REDACTED] shared this information with [REDACTED] because of [REDACTED] forewarnings to [REDACTED] of the perception of bias at [REDACTED] regarding the recruitment of [REDACTED] nationals. [REDACTED] confirmed that [REDACTED] then contacted [REDACTED] to meet with [REDACTED] without elaborating on the matter. [REDACTED] claimed that [REDACTED] did not provide any instructions to [REDACTED] on the issue.

22. The following day, [REDACTED] sought to elucidate on [REDACTED] evidence to OIOS and claimed that as [REDACTED] was considering recruiting a [REDACTED] working at the [REDACTED], she assumed that [REDACTED] was involved because of [REDACTED] official interaction with the [REDACTED] and therefore, [REDACTED] suspected such a request originated from [REDACTED].

● Recruitment Anomalies

23. OIOS established the following irregularities during [REDACTED] recruitment process:

a. [REDACTED] and [REDACTED] involvement in recruitment process

24. OIOS established that since [REDACTED] has participated in the evaluation, selection and recruitment of approximately 200 persons to the [REDACTED] at [REDACTED]. According to [REDACTED] and the relevant [REDACTED] within [REDACTED] normally undertake candidate selection. [REDACTED] is the assigned [REDACTED] focal point who renders administrative services of a perfunctory nature during the formal appointment phase of the process.¹²

25. [REDACTED] confirmed [REDACTED] evidence regarding the recruitment process undertaken by [REDACTED] and the limited involvement by [REDACTED] also claimed that it was [REDACTED] (and [REDACTED] responsibility to evaluate candidates' application forms, engage in the interview process, and participate in the selection of a successful applicant.¹³ This did not happen in the case of [REDACTED] recruitment.

26. Several staff expressed their concern about [REDACTED] recruitment. [REDACTED] considered [REDACTED] recruitment as the first time where [REDACTED] had witnessed a recruitment process lacking transparency and fairness.¹⁴ Similarly, [REDACTED] stated that in the [REDACTED] has been with [REDACTED] at [REDACTED] has never experienced a situation where [REDACTED] issued instructions to recruit a specific candidate.¹⁵ [REDACTED] reinforced [REDACTED] statement and added that in [REDACTED] experience, there was no precedent where [REDACTED] imposed an applicant upon a section at [REDACTED]¹⁶ [REDACTED] who had problems finding temporary staff, "preferably [REDACTED]

9
13
14
15
16

[redacted] and had previously asked [redacted] and [redacted] [redacted] to look for staff for the [redacted] stated that [redacted] "came out of the blue" but was welcome.¹⁷

27. OIOS investigated the circumstances that led to this irregular recruitment:

[redacted] involvement

28. As detailed below, contrary to normal procedure, [redacted] as the [redacted] had instigated and actively engaged in the selection and placement of [redacted] to [redacted] in the [redacted]. Through [redacted] intervention, [redacted] was selected for this post notwithstanding his lack of aptitude regarding the criteria set out in the job description.

29. [redacted] secretarial staff of [redacted] and [redacted] both confirmed that [redacted] does not process PHP forms.¹⁸ [redacted] also stated that as [redacted] does not engage in the selection and recruitment process, [redacted] did not provide him with PHP forms, instead any forms received in [redacted] office were forwarded to the respective recruitment personnel in various [redacted] at [redacted] for further action.¹⁹

Meeting in [redacted] office

30. OIOS established that [redacted] convened a meeting in [redacted] office on [redacted] with [redacted] and [redacted]. According to [redacted] during this meeting, and in the presence of [redacted] received a PHP from [redacted] then directed [redacted] to escort [redacted] to [redacted] and appoint him to a [redacted] post commencing as soon as possible on a short-term two month contract until the end of [redacted].²⁰

31. Contrary to [redacted] instruction and as set forth in paragraph 41 to 42 below, temporary [redacted] are normally appointed at a [redacted] was aware of this, but because [redacted] gave instructions to recruit [redacted] at the [redacted] obliged.²¹

32. [redacted] advised OIOS that [redacted] would not have allowed the recruitment of [redacted] at the [redacted] as all other temporary staff members in the section were at the [redacted] and [redacted] believes that equal treatment of staff is important.²²

33. [redacted] explained that [redacted] should only be issued for [redacted] initially, subject to satisfactory performance and also a monthly budgetary review.²³ [redacted] learned that contrary to this procedure [redacted] directed [redacted] to place [redacted]

[redacted]

38. [redacted] undertook the [redacted] in [redacted] on [redacted], but did not pass, attaining a mark of 17 percent.³¹ As such, and whilst the OIOS investigation was ongoing, [redacted] contract of employment with [redacted] was terminated on [redacted].³²

c. Personal History Profile deficiencies

39. Remarkably, an examination of [redacted] PHP confirmed that [redacted] not only did not meet the language requirements, [redacted] also lacked [redacted] technology skills and [redacted] work experience in [redacted]. Furthermore, [redacted] PHP outlined [redacted] previous driving experience without any reference to an employment history relevant to the position of [redacted]. As reflected in Annex I, [redacted] PHP was submitted unsigned and incorrectly dated [redacted].³³

40. [redacted] reviewed [redacted] PHP and stated that if [redacted] had been given the opportunity to evaluate the form, as was the standard recruitment practice for [redacted], [redacted] would not have recommended [redacted] for the position as [redacted] did not possess the relevant qualifications, skills and language competencies.³⁴

d. [redacted] instruction for [redacted]

41. OIOS established that it was [redacted] policy to appoint short-term, temporary international civil servants, as [redacted] in [redacted] at the [redacted] for an initial term of [redacted].³⁵ [redacted] communicated this requirement to [redacted]. Even though [redacted] acknowledged the customary grading practices, [redacted] acted upon [redacted] instruction, and submitted [redacted] contractual documentation for appointment at the [redacted].³⁶

42. OIOS ascertained from [redacted] who is responsible for the approval of contracts, that on [redacted] signed [redacted] initial contract at the [redacted] for a [redacted].³⁷ [redacted] conceded that appointments for temporary [redacted] are made at the [redacted] and acknowledged that [redacted] failed to detect the [redacted] submitted on [redacted] appointment letter. [redacted] explained that [redacted] was on official travel in [redacted] when [redacted] recruitment occurred. [redacted] admitted that [redacted] advised [redacted] that the candidate's [redacted] language skills were questionable, but due to [redacted] demanding workload, [redacted] did not probe the issue further.³⁸

43. [redacted] evidence of improper influence over [redacted] when [redacted] executed [redacted] contract at the [redacted] instead of a [redacted] level, and [redacted] corrected

[redacted]

this mistake when OIOS pointed it out to him approximately [REDACTED] following [REDACTED] commencement in post.³⁹

e. Findings on recruitment anomalies

44. OIOS established that the recruitment of [REDACTED] to the [REDACTED] at [REDACTED] was not undertaken in accordance with established recruitment practices and procedures. A number of anomalies in the recruitment process were found by the OIOS, including:

- a) the intervention by [REDACTED] in the evaluation and selection process of [REDACTED] contrary to the normal recruitment process undertaken by the [REDACTED] at [REDACTED]
- b) the selection of a candidate who did not meet the post requirements as a [REDACTED] such as [REDACTED] experience and [REDACTED] commensurate with the job requirements;
- c) the selection of [REDACTED] notwithstanding [REDACTED] inability to communicate in the [REDACTED] or [REDACTED] languages to the requisite standard, as evidenced by [REDACTED] and [REDACTED] prior to [REDACTED] appointment and reinforced by his failure to pass the [REDACTED]
- d) the processing of [REDACTED] PHP form which was incorrectly submitted as it was unsigned and erroneously dated;
- e) the appointment of [REDACTED] to [REDACTED] post which was in contravention of standard recruitment practices in [REDACTED] to appoint [REDACTED] on short-term vacancies to a [REDACTED]

45. OIOS found no evidence to substantiate the allegation that [REDACTED] was recruited to [REDACTED] with the intention of being appointed to a [REDACTED] post as a [REDACTED]

4. ABUSE OF AUTHORITY AND FAVOURITISM IN [REDACTED] RECRUITMENT

46. OIOS provided [REDACTED] and [REDACTED] the opportunity to respond to the allegation regarding their improper influence in the recruitment of [REDACTED] to [REDACTED]—their responses are set forth below. Further, as part of the OIOS investigation, circumstantial telephone evidence was adduced (See Annex II) and presented to the parties for comment and clarification.

47. Annex II contains tabular summaries of telephone data and relevant witness evidence: a) outlining communication between the parties; b) presenting the chronological sequence of events for the critical recruitment dates of [REDACTED] and [REDACTED] and c) highlights the various telephone calls made on [REDACTED] and [REDACTED] which represent the dates of the OIOS interviews with [REDACTED] and [REDACTED]

[REDACTED]

a. [redacted] involvement

48. OIOS interviewed [redacted] on [redacted] and [redacted] with the assistance of a [redacted]. [redacted] confirmed that prior to [redacted] appointment with [redacted] had worked as a [redacted] with the [redacted]. [redacted] acknowledged [redacted] limited [redacted] and [redacted].

49. Although [redacted] rejected any impropriety in [redacted] recruitment to [redacted], [redacted] gave false and inconsistent information concerning [redacted] PHP.

Personal History Profile form

50. During [redacted] interview with OIOS on [redacted], [redacted] claimed that [redacted] became aware of the vacancy in the [redacted] from unnamed friends at [redacted] and that [redacted] received the PHP form on an unknown date from [redacted], to whom [redacted] returned the completed PHP.⁴¹ Later in [redacted] interview, [redacted] claimed that a female friend who [redacted] employed at [redacted] (name not disclosed to OIOS) recommended [redacted] candidature to [redacted].

51. [redacted] rejected [redacted] claims in their entirety and stated that the first time [redacted] met and spoke to [redacted] was in [redacted] office on [redacted] where [redacted] received [redacted] PHP form.⁴³

52. [redacted] continued giving contradictory accounts with regard to [redacted] receipt of the PHP. At one stage, [redacted] stated that [redacted] completed the form in [redacted] office, but soon retracted it, stating that [redacted] could not recall how [redacted] came in possession of the form and must have completed it at home.⁴⁴

53. When asked about the date on [redacted] PHP, [redacted] stated that [redacted] might have backdated the form to [redacted] for some unexplained reason.⁴⁵

54. During [redacted] interview with OIOS on [redacted], [redacted] was afforded the opportunity to address inconsistencies in [redacted] previous evidence. Despite compelling evidence to the contrary, [redacted] maintained that it was [redacted] who contacted [redacted] about the vacancy at [redacted].⁴⁶

55. An OIOS examination of [redacted] telephone data failed to substantiate any calls made by [redacted] to [redacted] prior to [redacted] recruitment.⁴⁷ It was also clear from the

[redacted]

43 [redacted]

44 [redacted]

21 [redacted]

45 [redacted]

46 [redacted]

47 [redacted]

evidence obtained that not only was [REDACTED] unable to communicate effectively in [REDACTED] or [REDACTED] was unable to converse in [REDACTED].⁴⁸

[REDACTED] meeting with [REDACTED]

56. When asked about [REDACTED] dealings with [REDACTED] [REDACTED] denied ever meeting [REDACTED] and claimed that it was [REDACTED] who contacted [REDACTED] and then processed application with [REDACTED]. This evidence is clearly refuted by [REDACTED] and [REDACTED] stated that [REDACTED] received [REDACTED] PHP form from [REDACTED] and upon [REDACTED] instructions, [REDACTED] arranged a meeting on [REDACTED] with [REDACTED] in [REDACTED] office.⁵⁰ [REDACTED] confirmed [REDACTED] attended [REDACTED] office for the scheduled appointment whereupon [REDACTED] introduced [REDACTED] to [REDACTED]

[REDACTED] contact with senior [REDACTED] officials

57. [REDACTED] confirmed that for the past [REDACTED] [REDACTED] has been the telephone subscriber for the mobile number listed on [REDACTED] PHP form and that [REDACTED] intermittently used this phone.⁵²

58. On examining the telephone data (as outlined in Annex II), OIOS established that this facility has previously connected with the [REDACTED] telephone services used by [REDACTED] [REDACTED] r. [REDACTED] and [REDACTED]. Notwithstanding this compelling circumstantial telephone evidence, [REDACTED] claimed that although [REDACTED] is able to identify [REDACTED] [REDACTED] and [REDACTED] [REDACTED] has never met, personally spoken to, or been in telephone contact with any of them.⁵³

b. Findings against [REDACTED]

59. OIOS found that [REDACTED] provided inconsistent, contradictory and false statements to OIOS investigators throughout [REDACTED] interviews. In particular, [REDACTED] failed to provide truthful reports regarding the means by which [REDACTED] learned of the vacancy at [REDACTED] interactions with [REDACTED] receipt and submission of [REDACTED] PHP form; and [REDACTED] sustained denial of meeting [REDACTED] at any stage during the recruitment process.

60. Furthermore, [REDACTED] denied ever having met or been in telephone contact with [REDACTED] [REDACTED] and [REDACTED] despite their admissions to the contrary and independent telephone data which supports communication links between the parties.

61. OIOS finds that [REDACTED] conduct reflects negatively on [REDACTED] integrity and unbecoming of an international civil servant, thus leaving him unsuitable for any future employment with the Organization.

48 [REDACTED]
49 [REDACTED]
50 [REDACTED]
51 [REDACTED]
52 [REDACTED]
53 [REDACTED]

v) At [redacted] p.m., the following day, [redacted] expressed [redacted] gratitude to [redacted] for [redacted] "responsiveness" which reasonably implies their recent and previous interaction regarding the recruitment issue;⁶⁰

vi) [redacted] and [redacted] independently confirmed that the vacancy filled by [redacted] only became known to them after [redacted] undertook enquiries on [redacted] following [redacted] request for assistance;

vii) [redacted] and [redacted], [redacted] secretarial staff, claimed that [redacted] does not ordinarily receive PHP forms for review;

viii) [redacted] stated that [redacted] instructed [redacted] to appoint [redacted] as soon as possible to a temporary [redacted] post as a [redacted] in the [redacted] for a [redacted] contract and [redacted] did not believe the matter was open for review. [redacted] relayed details of this instruction shortly thereafter to [redacted] who confirmed [redacted] report.⁶¹

66. When OIOS advised [redacted] that both [redacted] and [redacted] had separately informed investigators that [redacted] had mentioned to both persons that [redacted] allegedly instructed [redacted] to recruit [redacted] [redacted] replied that "it was for OIOS to make a determination of what [redacted] and [redacted] have said."⁶²

67. [redacted] rejected any suggestion that [redacted] instructed [redacted] that [redacted] be recruited at the [redacted] level and placed on a [redacted] contract. [redacted] also dismissed any suggestion that [redacted] recruitment was already a "sealed deal" as indicated by [redacted]. When investigators asked for [redacted] comment in this regard, [redacted] categorically rejected any impropriety.⁶³ Furthermore, [redacted] also claimed that it was not [redacted] position to evaluate and select candidates and stated that [redacted] advised [redacted] to take [redacted] to the [redacted] so that [redacted] could evaluate [redacted] suitability.⁶⁴

68. [redacted] claimed that the only person [redacted] spoke to regarding [redacted] recruitment was [redacted]. According to [redacted] [redacted] approached [redacted] for advice because [redacted] was a [redacted] national and [redacted] had advised [redacted] upon commencement in [redacted] current position to be careful when [redacted] nationals were being recruited, given that some [redacted] staff suspected favouritism in the recruitment process.⁶⁵ [redacted] asserted that [redacted] did not stop [redacted] from proceeding with the recruitment and reiterated that [redacted] received no instruction from [redacted] or anyone else in this respect.⁶⁶

⁶⁰ [redacted]

⁶³ [redacted]

para 34.

⁶⁴ [redacted]

⁶⁵ [redacted]

⁶⁶ [redacted]

d. Findings against [REDACTED]

69. OIOS found that [REDACTED] was instrumental in facilitating recruitment to [REDACTED]. By [REDACTED] own admissions, [REDACTED] stated that [REDACTED] reviewed [REDACTED] PHP form and arranged for [REDACTED] to attend [REDACTED] office at [REDACTED] where [REDACTED] introduced [REDACTED] to [REDACTED].

70. Although [REDACTED] denies that [REDACTED] or any other person instructed [REDACTED] to recruit [REDACTED] to [REDACTED] there is direct and circumstantial evidence that [REDACTED] was involved in the improper recruitment of [REDACTED]. [REDACTED] provides clear evidence of [REDACTED] meeting with [REDACTED] on [REDACTED] in which [REDACTED] recited [REDACTED] request to [REDACTED] to assist in the recruitment of a [REDACTED] national at the behest of [REDACTED]. [REDACTED] recounting of the details of that meeting with [REDACTED] to [REDACTED] and [REDACTED] at the first available opportunity and their subsequent independent corroboration of [REDACTED] recollection, lend credence to [REDACTED]'s statement. [REDACTED] provides qualified support to [REDACTED]'s account, yet [REDACTED] has consistently denied meeting in [REDACTED] office to discuss the recruitment of [REDACTED]. [REDACTED] denial leaves unexplained [REDACTED] e-mail, dated [REDACTED] sent to [REDACTED] thanking [REDACTED] for [REDACTED] "responsiveness".

71. The evidence of [REDACTED] that [REDACTED] received instructions from [REDACTED] on [REDACTED] to appoint [REDACTED] to a [REDACTED] post in the [REDACTED] at the earliest convenience is clear and unequivocal. Directly after the meeting in [REDACTED] office, [REDACTED] escorted [REDACTED] to [REDACTED] office and conveyed [REDACTED] instructions regarding the appointment of [REDACTED]. This account was corroborated by [REDACTED].

72. Furthermore, [REDACTED] evidence that [REDACTED] PHP forms as part of the standard recruitment process at [REDACTED] is contradicted by the evidence of [REDACTED] secretarial staff, [REDACTED] and [REDACTED]. Both persons confirmed that they did not provide PHP forms to [REDACTED] as [REDACTED] did not ordinarily engage in the recruitment process of staff members. [REDACTED] could not explain the means by which and when [REDACTED] came into possession of [REDACTED] PHP form.

73. In addition, OIOS also found that neither [REDACTED] nor [REDACTED] or [REDACTED] who each have a wealth of experience in recruitment of staff, can recall a case when a candidate has been imposed upon the respective [REDACTED] by [REDACTED].

74. The culmination of various witness accounts which differ in significant respects to [REDACTED] version of events, diminishes the reliability of [REDACTED] assertions regarding the recruitment of [REDACTED].

75. OIOS finds that [REDACTED] conduct reflects negatively on [REDACTED] integrity and is unbecoming of an international civil servant in that [REDACTED] a) abused [REDACTED] position of authority as [REDACTED] and b) misused [REDACTED] office to favour [REDACTED] for a position [REDACTED] was clearly not suitable for.

e. [REDACTED] involvement

76. OIOS interviewed [REDACTED] on two occasions regarding [REDACTED] alleged involvement in the recruitment of [REDACTED]. At the time of the first interview, OIOS was not in possession of any telephone evidence and [REDACTED] denied any involvement in or knowledge of [REDACTED] recruitment. [REDACTED] maintained this position throughout both interviews, but conceded that [REDACTED] knew [REDACTED] in a professional capacity from [REDACTED] past service with the [REDACTED].⁶⁷

77. During [REDACTED] second interview on [REDACTED] [REDACTED] was specifically questioned about any telephone contact [REDACTED] may have had with [REDACTED] or if [REDACTED] was aware of [REDACTED] mobile telephone number. [REDACTED] initially denied any telephone contact with [REDACTED] or knowledge of [REDACTED] contact details.⁶⁸

78. Only when presented with the [REDACTED] telephone records indicating telephone exchange between both parties, did [REDACTED] admit that [REDACTED] had contacted [REDACTED] on three or four occasions regarding the movement of [REDACTED] own personal items to [REDACTED]. [REDACTED] stated that [REDACTED] facilitated such movements on behalf of the [REDACTED]. Further, [REDACTED] claimed [REDACTED] returned telephone calls which [REDACTED] made to [REDACTED] to advise of imminent visits to [REDACTED] office by officials from the [REDACTED].⁷⁰

79. [REDACTED] was asked to account for the mobile telephone call [REDACTED] made to [REDACTED] at [REDACTED] on [REDACTED] approximately [REDACTED] after the completion of [REDACTED] interview with OIOS. (See Annex II, Table D) [REDACTED] advised that [REDACTED] did not speak to [REDACTED] but was merely returning a previously unanswered call.⁷¹

f. Findings against [REDACTED]

80. [REDACTED] has consistently denied any involvement in the recruitment of [REDACTED] to [REDACTED]. Although [REDACTED] was not immediately forthcoming about [REDACTED] telephone communications with [REDACTED] there is insufficient evidence to substantiate any improper conduct by [REDACTED].

g. [REDACTED] involvement

81. When OIOS interviewed [REDACTED] on [REDACTED] [REDACTED] denied any involvement in the recruitment of [REDACTED] to [REDACTED] or issuing instructions to any person to facilitate the process. [REDACTED] further rejected the allegation that [REDACTED] intended [REDACTED] to be ultimately appointed as a [REDACTED] at [REDACTED] at the [REDACTED]. [REDACTED] stated that [REDACTED] only dealt with the recruitment of [REDACTED] and [REDACTED] staff members and had no interest in the appointment of [REDACTED].

[REDACTED]

82. [redacted] claimed [redacted] appointment was first brought to [redacted] attention by [redacted] at a [redacted] but [redacted] was unable to recall the date. [redacted] said the topic was raised by [redacted] because [redacted] was mistakenly appointed to a [redacted] instead of a [redacted] which had [redacted] OIOS scrutiny, but [redacted] did not consider it a priority matter. With respect to recruitment practices, [redacted] did recall issuing previous verbal instructions to all [redacted] to ensure that vacancies in their respective units were filled on an expeditious basis.⁷³

83. When OIOS questioned [redacted] about [redacted] interaction with [redacted] [redacted] stated that [redacted] has known [redacted] in a professional capacity for approximately [redacted] through their joint service with the [redacted] but that they were not associates.⁷⁴ According to [redacted] and another [redacted] from the [redacted] came to [redacted] residential premises in [redacted] in [redacted] and uplifted furniture for conveyance to [redacted]. [redacted] indicated that the transportation of furniture to [redacted] formed part of [redacted] duties.⁷⁵

84. In addition, from an analysis of the telephone data, OIOS established that between [redacted] and [redacted] there were [redacted] calls in total from the [redacted] telephones utilized by [redacted] and [redacted] to [redacted] mobile phone.⁷⁶ [redacted] of the telephone calls were made after [redacted] which was [redacted] first day at [redacted] and therefore [redacted] was no longer employed at the [redacted]. [redacted] claimed that all calls to [redacted] related to logistical arrangements for furniture removal to [redacted], which [redacted] and [redacted] organized through the [redacted]. [redacted] later clarified that it was belongings, rather than furniture.⁷⁸ [redacted] stated that as [redacted] was due to leave [redacted] in [redacted] [redacted] privately funded and utilized the services of the [redacted] for this removal, instead of using [redacted] United Nations furniture removal allowance.⁷⁹

85. OIOS investigation did not yield any evidence that [redacted] violated United Nations Staff Regulation 1.2 (j), when [redacted] - as [redacted] claimed - used the [redacted] services for the removal of [redacted] belongings.⁸⁰

86. OIOS specifically questioned [redacted] about questionable telephone data indicating that [redacted] called [redacted] mobile telephone on [redacted] at the same time OIOS investigators were interviewing [redacted] (See: Annex II, Table D) [redacted] replied that [redacted] call to [redacted] was furniture related.⁸¹

[redacted]

h. Findings with respect to [REDACTED]

87. OIOS found that [REDACTED] and [REDACTED] have known each other professionally for more than [REDACTED] they have interacted during their respective tenures with the diplomatic service of the [REDACTED]. This interaction possibly includes [REDACTED] performing services in the transportation of [REDACTED] belongings and it may well account for their telephone contacts prior to [REDACTED] joining [REDACTED].

88. Furthermore, [REDACTED] and [REDACTED] adamantly denied any involvement by [REDACTED] in [REDACTED] recruitment process, whereas [REDACTED] stated the contrary. Although [REDACTED] initially stated that [REDACTED] had acted upon [REDACTED] instructions, [REDACTED] later retracted that statement, explaining that [REDACTED] assumed that [REDACTED] sought [REDACTED] advice because [REDACTED] must have received some form of request from the [REDACTED].

89. Considering these conflicting statements about [REDACTED] role in the flawed recruitment of [REDACTED] OIOS does not find that [REDACTED] and [REDACTED] statements outweigh [REDACTED] statement with regards to [REDACTED] possible role in this recruitment process. In addition, OIOS is unable to verify the details of the telephone conversations between [REDACTED] and [REDACTED] after [REDACTED] commenced work at [REDACTED]. As a consequence, and with the benefit of doubt in mind, OIOS does not find that [REDACTED] orchestrated [REDACTED] recruitment.

VI. CONCLUSIONS

A. Recruitment of [REDACTED]

5. RECRUITMENT ANOMALIES

90. Was [REDACTED] improperly recruited?

91. OIOS concludes that [REDACTED] should not have been recruited for the position of [REDACTED] given [REDACTED] inaptitude to satisfy the requirements of the job description. Furthermore, OIOS concludes that [REDACTED] was not recruited properly due to the unusual involvement of the [REDACTED].

a. [REDACTED]

92. OIOS further concludes that [REDACTED] has consistently made false statements to investigators regarding the circumstances leading to [REDACTED] irregular recruitment to [REDACTED] and [REDACTED] affiliation with [REDACTED] and [REDACTED] despite compelling telephone and witness evidence to the contrary.

93. [REDACTED] who is no longer a United Nations staff member, failed to adhere to the highest standards of integrity expected of an international civil servant during [REDACTED] appointment of limited duration, in contravention of Staff Regulation 1.2(b).

6. ABUSE OF AUTHORITY AND FAVOURITISM IN [REDACTED] RECRUITMENT

94. Did [REDACTED] or any other [REDACTED] official show favouritism towards [REDACTED] in regard to [REDACTED] alleged improper recruitment?

a. [REDACTED]

95. OIOS concludes that [REDACTED] has improperly facilitated the recruitment of [REDACTED] to [REDACTED] and in doing so, has:

a) abused [REDACTED] position of authority as [REDACTED] in violation of Staff Regulation 1.2(a) in the selection and appointment of [REDACTED] to [REDACTED] in contravention of fair and proper recruitment practices;

b) failed to act in an impartial, fair and honest manner in matters affecting [REDACTED] work and has thereby engaged in conduct which does not meet the standards of integrity expected of an international civil servant in contravention of Staff Regulation 1.2(b); and

c) knowingly used [REDACTED] office for the benefit of [REDACTED] to secure employment with the United Nations in violation of Staff Regulation 1.2(g).

b. [REDACTED]

96. OIOS concludes that there is insufficient evidence to prove that [REDACTED] was involved in the flawed recruitment of [REDACTED]

c. [REDACTED]

97. OIOS concludes that there is insufficient evidence to prove [REDACTED] was involved in the flawed recruitment of [REDACTED]

VII. RECOMMENDATIONS

98. In view of the findings and conclusions of this investigation, OIOS submits the following recommendations:

Recommendation 1: It is recommended that [REDACTED] place a copy of this report in [REDACTED] Official Status file in order to ensure that any future recruitment activity be considered in light of the above findings and conclusions. (ID Rec. No. IV06/906/01)

Recommendation 2: It is recommended that the [REDACTED] [REDACTED] takes appropriate action against [REDACTED] [REDACTED] in light of the above findings and conclusions. (ID Rec. No. IV06/906/02)

Recommendation 3: It is recommended that the [REDACTED] [REDACTED] issues a reminder to all [REDACTED] staff engaged in the recruitment process to ensure transparency and adherence to ST/AI/2006/3, and all other relevant rules, regulations and administrative instructions. (ID Rec. No. IV06/906/03)

Recommendation 4: It is recommended that the [REDACTED] [REDACTED] issues instructions to ensure that the [REDACTED] [REDACTED] test is applied before the recruitment process. (ID Rec. No. IV06/906/04)

Recommendation 5: It is recommended that the [REDACTED] [REDACTED] issues a directive to ensure that all [REDACTED] employment contracts are appropriately verified before authorization. (ID Rec. No. IV06/906/05)

