

## **Letter of Complaint about the New Director General of Africa CDC** **(Jean Kaseya)**

This is an open letter to the Chairperson of the Commission to complain about the ill-management and maltreatment of staff of the Organization. Africa Union Organization was founded on the principle of professionalism, excellent behaviour/conduct and respect to human. The new Director General of CDC (Jean Kaseya) who assume office less than four (4) months has not exhibited any of these principles rather, he chooses to harassed, intimidate, and unlawful termination staff contract based on personal ego and interest.

### **Unruly behaviour**

The group understand that the DG has requested for personal payment and benefits which are not currently in line with the AU rules like DSA plus certain percentages, Allowances for refreshment, purchase of official car with unjust specifications and other benefits and when the request are not processed, he will intimidate and threatened his Finance and HR staff. The DG has however not been assisted with the unhealthy advice from Director of HR who constantly mislead him with her little or no understanding of the Organisation rules.

### **Abuse and Threatening of staff**

The group gathered that the DG has some selected individuals in the Organization who feed him with lies and ill messages about the staff and the Organization including the Director of HR (Nadege), Fake Director of Legal (Guy), some HR staff and CDC staff. He has constantly threatening to terminates more contracts, as he did terminate the contract of former chief of staff of CDC (Mrs Maduke Theresa–A Nigerian) less than a month after assuming office on frivolous ground of travelling without permission. The bad thing is that he kept making reference to the incident that he can terminate any contract at any time. This has really affected the moral of staff as a result of job insecurity. He then brought his friend Dr. Ngashi who they both previously worked together in one NGO. The DG often acted with emotion without sense of leadership and fact!. For sure, his reckless actions and decision if not curtail will bring many court litigations and tribunal cases to Africa Union.

### **Clear Lack of Leadership and Mentorship**

The DG lack sense of humility to mentor his subordinates and staff, clearly lack adequate sense of direction for CDC. This attitude can be traced back to his previous career at Clinton Health Access Initiative of ill relationship with staff and employee. Meeting with presidents and take photos is his priorities without any substance discussion with the president. the "Photo DG" can never have any substance discussion with presidents if meeting presidents without his boss (the chairperson of the Commission). The AULFG strongly condemn any appointee of the Union going around to discuss issues with presidents without the AU leadership approval are doing so for personal gains. This behaviour has to stop and the DG should be called to order in this situation.

### **Lack of clear Direction of purpose**

Africa AfCDC has not achieved any tangible results or milestone under his leadership since assumption of Duty of the DG. That is why he could not celebrate or communicate any achievement in his 100 days in office! Apart from photos from president and meetings.

### **The use of unprofessional Language and Boastfulness**

The DG has exhibited this characters both to the staff of CDC, to other staff of the union and even to PRC (Member State).

We have evidence of the DG telling the staff "*I will fire you even if you are Regular Staff and inform your Ambassador and President*" -*He is no body in Africa Union*. He has abused the privilege and audience given to him by the leadership of the Union to harass his staff.

He has also battered the honorary Ambassador of Egypt (The chair of the PRC Sub-Committee on General Supervision) by repeatedly calling him names because of low budget approval for CDC in the presence of staff and Egyptian staff in an attempt to intimidate staff and to be boastful.

President Kagame was right when he openly disagrees with the choice of the unpopular selection of the new Director General of CDC. (Much Respect to President Kagame) "*He saw what many could not have seen far in a mile*"

### **Concerns**

1. The New DG is frustrating the efforts of all old staff in an attempt to bring his former allies, folks and friends who will not interrogate him on decision that will allow him to mismanage the institution resources. This has been made clear in his choice of Chief of staff, personal Secretary and other key staff.
2. No clear direction of purpose –Waste of Organization’s resources on trips and expensive accommodation.
3. Damper the Moral of CDC staff to deliver the Africa Public Health mandates
4. Danger of many court litigation and tribunal cases for African Union
5. Recruitment of inappropriate staff – Recruitment should be taking away from him immediately and be made independent using professional firm without him and Nadege’s influences.

This letter is written in honesty and in truth. The DG has also been quoted carefully and correctly in his right words from our findings and all of this can be verified from staff and from other quarter.

For the above reasons, we called on the leadership of Africa Union to look into this matter and possibly change a visionless leader of Jean Kaseya and look for a refined diplomat with the right skills to champion the affair of the Health Agency of Africa Union.

*By the*

### **African Union Leadership Focus Group (AULFG)**

*CC:*

*The Deputy Chairperson (DCP)*

*Director General of the Commission (DG)*

*All Commissioner*

*Chair of the Disciplinary Committee*

*AU Staff Association*

*Nigeria Embassy*

*Rwanda Embassy*

*Embassy of Egypt*

*The Embassy of Kenya*

*Next topic: Inefficiency of AU New Directors recruited from so called Private Sectors"*