

The Secretary General and Head of the Civil Service
Office of the President
State House
Banjul
The Gambia

The SSHFC Staff
C/o The Staff Representative on the SSHFC Board of Directors
SSHFC
61 ECOWAS Avenue
P O Box 570
Banjul
The Gambia

31st. May, 2018.

Cc: MR TAMSIR SALLAH - NPF - GPA/ MR JEFFREY RENER - PENSIONERS / MRS JANET DAVIS
TURAY - FPS - EUROPEAN COMMISSION / MR MOHAMMED MANJANG - MD - SSHFC
MR BABOUCARR FOON - DHRA - SSHFC - SECRETARY TO THE BOARD /PS MINISTRY OF
FINANCE - VICE CHAIRMAN / PS MINISTRY OF LANDS / MR MOMODOU CAMARA - STAFF REP
CHAIRMAN – VACANT/ OMBUDSMAN/ PARLIAMENT PAC PEC COMMITTEE CHAIRMAN/
DEPARTMENT OF LABOUR/ SIS DIRECTOR GENERAL

Dear Honourable Secretary General and Head of Civil Service,

**RE: Vote of No Confidence and Petition Files Against Our
Managing Director-Muhammed Manjang**

We the attached signees being confirmed members of staff and Management of Social Security and Housing Finance Corporation (SSHFC) hereby petition him on number of corrupt practices, misuse and abuse of office, favouriticism and others and we have passed a Vote of No Confidence in his leadership and care as Managing Director.

As aggrieved and concerned Gambians, members of staff and Management of SSHFC, we wish to bring to your attention a position we hold on his leadership and stewardship of our beloved SSHFC after fifteen (15) months in charge as our Managing Director.

Respectfully, please find the attached specimens of our signatures expressing our total rejection of his cumbersome, immature, favoritism plagued, insincere and two faced management dogma championed by him which has now resulted into fever pitch resentment, low productivity, lax, indiscipline and bad blood among staff and Management of the SSHFC.

More damaging and discouraging is the fact that we individually and collectively as staff of SSHFC confront daily challenges and relegated to articles of ridicule and joke on social media, a position and place he and his friends fermented. This is a ploy based on tricks, spin and twisted allegations in his quest to remain at the helm by all means necessary despite glaring proofs. He has therefore orchestrated his own coffin and lost the trust and confidence of the general staff body to steer this great Corporation of ours to the attainment of better results both in qualitative and quantitative barometers.

It also fortifies our resolve and decision that we cannot work with him and under his leadership and care any longer.

On behalf our disciplined and esteemed staff and Management, who had given every chance for peace to remain despite numerous calls to speak the truth about the matter. We mustered the courage and discipline to talk with him frankly in a meeting he organised to clear the air but yet again his egos restrained him and he could not render justification of his actions and left the meeting without redemption. .

We cannot continue to observe the leadership of a person who is flouting the very rules and regulations that he is supposed to protect and is found stealing pensioners' fund. The story is embedded in one of the paragraphs below.

Remember, as staff of SSHFC we have over the years spanning four decades sacrificed every beat of the heart, sweat, tears and blood to make SSHFC ever great under many Managing Directors before him through thick and thin and shoulder to shoulder.

Today, in a New Gambia beaming with hope and promise for all in a democratically elected dispensation under the leadership of our Able President, His Excellency Adama Barrow we wish we got a better leader.

SSHFC is a big player in governance and finance in The Gambia and we deserve better leaders and not what we presently got.

I wish to bring a remembrance to the old Latin adage 'vox populi vox dei' the voice of the people is the voice of God. We have spoken and a total number of 300 staff signed this petition and in living memory I have seen a leader so loathed and unpopular like Muhammed Manjang. We have spoken and we cannot continue to with this man as our Managing Director.

The reality is, we got the wrong leader as Managing Director and in the person of Muhammed Manjang. This is the person who history is not important, title and recommendations of past is gotten by chance, yesterday is dead and buried, no one is important in his eyes but he alone, to him the staff are all trash and he continues to drum it in our ears, he is the mastermind and expert in all fields, and the list goes on and on and that was the least we were looking forward to. After 22 years of misrule, hardship and arrested development under Ex- President Jammeh's reign of terror and intimidation we want to be led by competent a person who understands how social security operates? We need a leader who listens? We need a leader who respects us? We need leaders who are Gambian at heart?

His persistent naming calling and labeling, ridiculing, disrespect and disregard of staff that he continues to manifest constantly in our daily nexuses with him can no longer be tolerated. We built this product called SSHFC and made it an International brand without him and why after 37 year of outstanding performance should someone like him dwell on seeming mimic caricaturing and disrespect of staff continue to lead us? Despite his appointment as our Managing Director he still grapple with easy management tenets as 'thank you'; 'well done'; 'this are fantastic results' but instead he remained an island within SSHFC and became too stiff that you cannot motivate or at least for once appreciate staff effort of any kind. His time here is grossly wasted and he spent it fighting himself and dwelling in a constant bad mouthing of staff and their achievements that he alone cannot see or fathom here in The Gambia and globally?

These are evidenced and documented in all his recent media tirades and castigations against the Management and staff of our noble institution- SSHFC.

disappointing that these were unfounded stories are coming from someone who is given the chance to manage a very good institution that even Jammeh could not destroy despite abusing GMD2.7 BILLION of pensioners' funds. He cooked up all these allegations against the staff and he should have preoccupied himself to ask what brought about all this media interest on our Corporation? It all boils down to his lack of genuine leadership that sadly catapults 'THE ISHA BAYO SCHOLARSHIP SCANDAL' unto the streets and www super highways.

This is his own making and his story and why is he dwells on cannibalising the staff before social media for the sole ambition of staying put on his position? However, he has lost it and we have no more confidence in his leadership and he should always remember we built the Corporation over thirty seven 37 years before he came to join us.

Remember, the staff after successive administrations spanning over four decades never had a Managing Director who for the sake of power drunkenness ever acted like a dictator and invented all sort of stories and even if it means throwing the staff under the bus for their survival as demonstrated in his well manipulated with spin and fabricated stories on Fatu's Network and other mediums.

He failed us by a kilometer and we lost trust in him as a brother and leader.

His biggest campaign slogan on social media in trying to justify his own failings was to paint a gruesome picture about staff loans by saying you will not let staff waste money. What a joke? All loans given are on collaterals as 80% are composed of building loans. Indeed these are assets to the SSHFC and liabilities to the staff and where in your assertion are you then wasting money on staff? Going by the records, he knew staff loans are the best performing loans of SSHFC in terms of repayment with interest. The truth is the staff could be GMD130Million indebted but the collaterals attached to these loans are over GMD300 Millions. In fact there are little or no connection between staff loans and SSHFC's asset portfolio. The staff both past and present worked very hard with dedication to steer the SSHFC to higher heights and SSHFC even survived the 2008 Global Financial Meltdown and envy among Gambia's Public Enterprises. When he watched all those videos

of his in his own private time he will finally realize he cannot be our commander any longer after all the fabricated stories against us just for the ploy to save your job.

In the same vein, he has emerged as the single most consuming cost centre where pensioners' and SSHFC money is wasted in his uncountable overseas trips, endless medical trips to Dakar- Republic of Senegal, his private internet bills at his home paid by the office, his private entertainment budget, his utility fleet running cost, his private dinners paid by the office, his 5+ Board Seats' Sitting allowances and others. He is the biggest money waster of pensioners' funds and not staff loans which are assets to the SSHFC and he is the biggest numerator as per single cost item to SSHFC. This is the reality but he chooses to dent our name and trying to gather public opinion to save his job. We as workers of SSHFC have nothing to proof and we have built this product with six Managing Directors in a span of thirty six years before he came. Why is he disrespecting us? There is very little he achieved since coming on board and yet still he dwells on fermenting conflict and rancor in his regime which we have has enough of as staff

It was indeed unfortunate and he knew it that going on social media and throws us under the bus when we have given him ample time to lead us and together we could all help Gambia grow but he opted to use the media to discredit us on false allegations.

Equally, our allegations on him are true and we will tell you in the adjoining paragraphs and your are at liberty to verify and address accordingly.

Going viral on social media like Donald Trump to discredit his staff is his biggest mistake especially when his figures did not add up and the facts he portrayed are twisted and manipulative and loaded with a truck of spin to baffle the people and especially Government to remain. This person cannot remain as he has lost our respect and the confidence we have in him has waned.

On social media and other avenues he continued to erroneously portray our loans as a scam to get public support in order to divert public interest on the

substantive issue which is the Isha Bayo Saga, an employee and not even a staff who yet to be confirmed to her position.

In the process, Muhammed Manjang made administrative blunders on two counts, thus:

Promoting an employee yet to be confirmed and transferred from cashier to the Finance Department pool. The document sent to State House is a scam. Please verify and better still ask them to produce the confirmation letter which every confirmed staff has. She is not confirmed!

Secondly manipulating overseas scholarship for her and flaunting all protocols in the process.

Thirdly, tampering with the 2018 Budget and approving so such training which is outside the budget nor getting Board's approval on it.

These are the substantive issue and he stops the spin and focus on why are staff rebelling against his leadership. Muhammed Manjang should do more researches and get a way to explain this blunder of unjustifiably awarded a scholarship for overseas training for an employee yet to be confirmed. This is the substantive issue you should grapple with and not talk about us and staff loans.

If he is the cutting edge professional he professes please let him dwell on the substantive issue of ISHA BAYO and not try to look for a referee for a possible mud singling match with the staff of SSHFC.

THE ISHA BAYO SCHOLARSHIP SAGA

This is the scandal of the century as far as SSHFC is concerned. The unpalatable Isha Bayo saga is his product and project and he should report. This is indeed very unfortunate and it depicts his lack of networking with his Management Team and having little regarded and respect of the training protocols. What is wrong in engaging Department of Administration and Human Resources by inculcating their advices taking into consideration the

training culture? But no he is the best and he does not listen to anyone! How can you alone run a big and complex institution like the SSHFC?

He planned, sketched, imposed, fast tracked, transferred, promoted Isha Bayo in a pace of 7 months and finally approved for her scholarship to Ghana (overseas) for professional training in ACCA without Board's or Management's deliberations or approval where necessary. The scholarship will cost SSHFC GMD2.9 MILLION and the whole process is a scam. Isha Bayo has not gotten a single ACCA MODULE in her name but internet based exemptions due to her completion of her CAT.

Muhammed Manjang is clearly not interested in saving cost or protecting pensioners' fund as he is making us believe with all these mal-administrations and careless spending on himself and his clique.

What is wrong with having Isha Bayo start the lower level ACCA PAPERS AND MODULES on home turf be it at MDI or other places and if she proves herself, an overseas training could come her way in equal consideration with other staff too who are in the same field of study.

It is clearly plain in the light of day that due process was ignored and the underlining protocols were not followed and indeed they were faulted.

Document and narratives have also revealed that she was penciled for local training of ACCA by her department and he as Managing Director abused his powers and position to send her to Ghana at the detriment of other staff who are more trainable, more eligible, more qualified and did serve more years to the SSHFC than her and are on the queue patiently waiting.

What is on offer now within the SSHFC as per professional qualifications is all staff who works in Finance and Investment and Internal Audit Directorates must start their ACCA locally and when they progress to the final three papers of the Intermediate Level and the Professional Level then they are then considered for completion overseas. Isha Bayo has not passed any Proper ACCA Paper and want warrants her scholarship and bypassing others within her department who are more qualified is the crux of the matter. All the spin is not important as this is the substantive issue he needs to talk about in his videos.