**C/19/2023**

**Anonymous complaint from aggrieved employees of NEF**

On 24 January 2023, this Office received an anonymous complaint regarding harassment and bullying by some staff of the Human Resource Department of the National Empowerment Foundation. It was specified these Officers were treating other employees in a very unprofessional way.

When queried, the Ministry of the Social Integration Social Security and National Solidarity informed that NEF was requested to carry an internal inquiry and the following was reported:

1. The Human Resource Management Officer, who is the immediate supervisor in the HR Department confirmed that he had not received any complaint from any employee of the Foundation either verbal or written;
2. If any verbal or formal complaint would have been obtained on such issues, the Management of the Foundation would have taken immediate action thereon to remedy the situation. Moreover, the NEF Employees Union apprised Management that it would not take any stand on this issue given that the letter was an anonymous one.

With a view to avoiding any future complaint on HR issues, the NEF Management decided to implement the following measures:

(i) In order to address the problem of shortage of staff and as existing staff was called upon to work under pressure, additional staff would be posted to the HR Department;

(ii) The personal of the Human Resource Department have been requested not to contact any employee personally and all issues on human resources would be dealt with through the respective Heads of Department and a general re-shufflement of General Executives would be carried out shortly.

This complaint being anonymous, the comments of the aggrieved staff could not be sought to ascertain if the situation has improved.