



26th March 2024

Dr Rashid Mbaziira
Executive Secretary
AMCOW Secretariat

Dear Dr Mbaziira,

INVITATION TO RESPOND TO THE ISSUES FROM PETITIONS RECEIVED FROM CONCERNED STAFF AND FORMER STAFF MEMBERS

With reference to the recommendations of the Technical Advisory Committee closed door meeting held virtually on 18th March 2024, I would like to inform you that we are in receipt of Petitions against you from both current and former Staff Members of the Secretariat. Therefore, I would like to invite you to formerly submit your response to the issues that have been raised in the Petitions within 20 working days from the receipt of this Letter in accordance with Staff Rule 56.7.

The details of the specific issues which have been raised in the Petitions are appended to this Letter as Annexes 1a and 1b.

While I look forward to receiving your response, please accept, Executive Secretary, the assurances of my highest considerations.

H.E Prof Hani Sewilam

Minister of Water Resources and Irrigation

Arab Republic of Egypt and AMCOW President

- Cc: Hon. João Baptista Borges, AMCOW Vice President-Southern Africa
Hon. Zacharia Mwangi Njeru, AMCOW Vice President-Eastern Africa
Hon. Samou SEIDOU ADAMBI, AMCOW Vice President-Western Africa
Hon.Osvaldo C. V. ABREU, AMCOW Vice President-Central Africa
Hon. Sidi Mohamed TALEB AMAR, AMCOW Vice President-Northern Africa
Hon.Prof Joseph Terlumun Utsev, Permanent Member of EXCO



Annex 1a- Issues from the Petition Submitted by Current Staff Members

This petition was received on 29th February 2024 under the whistleblowing policy hence the identity of Petitioner is not disclosed. The following are the issues that have been raised in this petition which require your response:

1.0 Strained relationships with key Strategic Partners

1.1 Sanitation and Water for All (SWA)

The facts are:

- a) That AMCOW is the founding Member of SWA and sits in the Steering Committee
- b) That AMCOW and SWA entered into a strategic agreement for AMCOW to host SWAAfrica Regional Coordinator
- c) That this relationship was cordial until November 2021 when you assumed Office and unilaterally terminated the agreement
- d) That the SWAAfrica Regional Coordinator is now hosted by GWP Southern Africa

1.2 Global Water Partnership (GWP)

The facts are:

- a) That GWP Southern Africa is anchoring the Africa Water Investment Programme (AIP) and the International High-Level Panel on Water Investments (IHLP) which aims at raising \$30billion per year to close the water investment Gap.
- b) That AMCOW together with the AUC, AfDB, Africa Water Facility, AUDA-NEPAD and GWP are the founders of the AIP through Council Decision *GA/11/2018/LBV/5*.
- c) That the International High-Level Panel on Water Investments (IHLP) has been convened as a vehicle for the operationalisation of the AIP and AMCOW is a Co-convenor with AUDA-NEPAD, UNDP, UNICEF, AfDB, GCA and GWP.
- d) That AMCOW had been an active member of the IHLP until November 2021 when you misinformed the then AMCOW President, H.E Carl Gustav Schlettwein about the AIP and IHLP and discouraged him from attending the high-level meetings of the IHLP which culminated into the withdrawal of AMCOW from IHLP event co-convened with GWP at the World Water Week in Stockholm in August 2022.
- e) That EXCO endorsed AMCOW's leadership in setting up the IHLP in collaboration with UNDP, UNICEF, AUDA-NEPAD, GCA and AfDB and further took note of the nomination of H.E Hage Geingob as a Co-Chair of the IHLP (EXCO's 2nd Extra-Ordinary Session Decision: *EOIEXCO/212021/WDH/4*)
- f) That feeding the AMCOW President with wrong information, is at the least very unethical and calls into question your integrity.

1.3 African Union Commission (AUC)

The facts are:

- a) That Council decision *G^A 10/2016/DAR/4* charged the Secretariat to strengthen AMCOW's relationship with the AUC through the anchor Department of Rural Economy and Agriculture
- b) That your predecessors worked very closely with the AUC to the extent that AMCOW and the AUC's Department of Rural Economy and Agriculture started having joint workplans.
- c) That the relationship between the two institutions was cordial until you took over office in November 2021.
- d) That the sour relationship between AMCOW and AUC became evident through AUC's absence in events and meetings organised by AMCOW
- e) That for the last two years you have been at helm of the AMCOW Secretariat, it has proved extremely difficult for you to mobilise the political leadership at the AUC to attend the Statutory meetings and Conferences convened by AMCOW.
- f) That the Commissioner of Rural Economy and Agriculture (the anchor Commission of AMCOW at the AUC), Her Excellency Josefa Leonel Sacko has never attended any of the High-level meetings convened by AMCOW since you took over Office except a pre-recorded goodwill message during the 13th EXCO in Windhoek, Namibia in October 2022
- g) That the strained relationship with the AUC has contributed a lot to the failure of AMCOW to submit the annual WASSMO Reports to the AU General Assembly and that in fact, last year you attempted to sneak the 2021 WASSMO report to the AU General Assembly through a Member State sponsored agenda, bypassing the normal channel of submitting the report through the Specialised Technical Committee (STC).

1.4 Executive arrogance when dealing with AMCOW's key Contact persons from Development Partners

The facts are:

- a) That AMCOW's relationship with its longstanding Development Partners such as Bill and Mellinda Gates Foundation (BMGF), Swedish International Development Cooperation Agency (SIDA) and the United States Agency for International development (USAID) is deteriorating each passing day due to your style of communication with the key contact persons at these Agencies. That the tone of most of your emails is derogatory and very undiplomatic.
- b) That as a result of this, most of these Development Partners have lost confidence and trust in AMCOW and that AMCOW is slowly losing its position as the respected and most influential voice in the Water and Sanitation Sector in Africa.
- c) That rumours are making rounds amongst the Development Partners that they would now rather deal directly with the AUC than AMCOW in their programming to support the Water and Sanitation Sector in Africa.
- d) That the first phase of the Institutional Strengthening and Support project which was funded by SIDA came to an end in March 2023 and up to now contract negotiations for the second phase of the project which was already

on the cards have not yet been finalised mainly due to your poor engagement with the Development Partner.

2.0 Unprocedural termination of Staff Contracts

The facts are:

- a) That it is on record that a total of 4 Staff Contracts (Ms Maimouna Tall-Senegalese, Mr Kitchinme Bawa-Nigerian, Ms Jeniffer Mbama-Nigerian and Prof Tijani Moshood-Nigerian) were terminated within the first 9months of your ascension into Office.
- b) That all these Contracts were terminated without the required notice period of 3 months as stipulated in Staff Rules and Regulations (Staff Rule 65.3)
- c) That as a result of these irrational firing decisions, one of the former employees-Ms Maimouna Tall took AMCOW to Court and that this was the first time that AMCOW has been taken to court since its inception.
- d) That you did not inform the AMCOW President through the TAC Chair about the case and decided to sweep it under the carpet.
- e) That you unilaterally appointed a Lawyer to represent you and AMCOW in Court without the knowledge of those charged with Governance.
- f) That the other two former Staff-Mr Kitchinme Bawa and Ms Jeniffer Mbama followed AMCOW's Internal recourse mechanisms and submitted their petitions to the AMCOW TAC Bureau for a review of your decision to terminate their Contracts.

3.0 Unprocedural and questionable hiring of Staff

3.1 Recruitment of Director of Programmes (DP)

The facts are:

- a) That the recruitment process for the Director of Programmes position started in late 2021 and then was discontinued for the whole of 2022 and re-initiated in 2023.
- b) That against a professional advice to re-advertise the position since the process had been halted for more than a year, you decided to re-initiate the recruitment process using the Shortlist that was evaluated in January 2022.
- c) That even with this Shortlist report, a biased assessment towards a favourite candidate was obvious where you eliminated one of the strong candidates in the person of Dr Elizabeth Wamera based on flimsy reasons that she did not show respect to AMCOW in one of her emails.
- d) That Dr Azzika Tanko was Acting Director of Programmes and in accordance with Staff Rule 25.5 on the need to consider internal candidates who are qualified for any vacant position, a professional advice was given to you that Dr Tanko be considered in the recruitment process of Director of Programmes.
- e) That it was quite clear that Dr Tanko was not your favourite candidate for this position as evidenced by the following actions you took:
 - i) A fresh written test administered for Dr Tanke and evaluated and marked by three external experts namely Dr Nico Elema, Mr Manasseh Igyuh and Mr Anselme Voudounhessi. This Panel scored Dr Tanke an average of 67.83% which was above the set passing mark of 60% for one to qualify into the final Panel Interview.

- ii) A remark of the test Script: not being convinced with the first Panel's evaluation, you invited three other Panelists namely: Dr Rachael McDonnell, Dr Najib Bateganya and Dr Elvis Tangem. This Panel scored Dr Tanko an average of 44.6%. This made the overall average Score for the two Panels to be 56.25% which was below the required minimum score of 60%.
- iii) That much as Dr Tanko was allowed to get to the final Panel Interview stage, he reached this stage at an already disadvantaged position as the final evaluation score was an average of the written test and the Panel Interview with the written test carrying a high weight of 80%.
- f) That in addition to the flaws in the recruitment process above, the hiring decision for the Director of Programmes contravened Staff Rule 24.3 where Regional Balance and Gender were not taken into consideration.
- g) That, furthermore, this hiring decision contravened Staff Rule 25.5 where suitably qualified internal candidates were not fairly treated. In this recruitment campaign there were two suitably qualified internal candidates- Dr Tanko Azzika and Mr Patrice Leumeni.

3.2 Recruitment of Senior Policy Officer-Water Resources Management (SPO-WRM)

The facts are:

- a) That the issue with this recruitment touches mainly on how the job was re-engineered to suit the preferred candidate's profile. The following is the context:
 - i) **Operationalising of African Groundwater Commission (AGWC)-EXCO Decision No: EXCO/11/2017/ABV/5:**
 - That the Secretariat was charged to develop practical proposals for operationalising the GWC.
 - That A proposal for Institutional Strengthening and Support was submitted to SIDA and one of the strategic functions that was considered for strengthening was Groundwater.
 - That a Groundwater desk was thus proposed and a Groundwater Desk Officer- Prof Tijani Moshood was recruited as the first Groundwater Desk Officer.
 - ii) **Non-renewal of Groundwater Desk Officer's Contract:**
 - That Prof Moshood's Contract came to an end on 31st March 2023.
 - That whilst funding for the position was still available, you decided not to renew Prof Moshood's Contract without giving any reasons.
 - Prof Moshood's performance record has been satisfactory throughout the 3 years he served as Groundwater Desk Officer.
 - iii) **Redesigning of Groundwater Desk Office:**
 - That in June 2022, you redesigned the Groundwater Desk Officer job to Senior Policy Officer-Water Resources Management and that the TAC did not have adequate time to scrutinize the revised Organogram when it was presented for

adoption at the 13th Ordinary Session of EXCO in Windhoek, Namibia.

- That this new job has a broad scope for water resources management and therefore subdues Groundwater Management which ought to be the focus as per EXCO Decision No: EXCO/11/2017/ABV/5 and that Groundwater management has now been put back into the back burner.
 - That Prof Moshood has now been replaced with somebody who is less experienced in Groundwater management.
- b) That just like the recruitment of the Director of Programmes position, the hiring of the Senior Policy Officer-Water Resources Management did not take into consideration the regional balance as provided for in Staff Rules and Regulations-Rule 24.3.
- c) That the candidate that was hired for this position-Ms Joanna Fatch is a Malawian citizen and that this brings in total three (3) Malawian citizens (Mr Thomas Banda, Mr Nelson Gomonda and Ms Joanna Fatch) at the Secretariat, all holding senior positions.
- d) That AMCOW Secretariat has only two (2) Directorates and does not look good to have them being led by Officers from the same country.

3.3 Recruitment of Senior Monitoring, Evaluation and Reporting Officer (SMER)

The facts are:

- a) That this is another recruitment that was marred with an array of issues ranging from the job design to the unfair treatment of an Internal Candidate who participated in this recruitment campaign as follows:
- i) That the Job Description for the Senior Monitoring, Evaluation and Reporting Officer (SMERO)- a job at Grade P4 was the same as the Job Description of the Policy Officer-Monitoring, Evaluation and Reporting (PO-MER) -a job at Grade P2.
 - ii) That the Director of Corporate Services, was removed from the process starting with the recruitment of the Senior Policy Officer-Water Resources Management and then that of Senior Monitoring, Evaluation and Reporting Officer
 - iii) That the interview of the only Internal candidate-Mr Patrice Leumeni was turned into a performance appraisal meeting to the extent that one of the Panelist had to intervene to re-direct the conversation back to an interview mode.
 - iv) That despite the bullying he was subjected to during the interviews, Mr Patrice Leumeni still performed very well achieving a final combine score of 70% against the first candidate's score of 75%.
 - v) That the marginal difference between the Internal Candidate and the External Candidate was only 5% and any rational decision maker would give priority to the Internal Candidate.
- b) That in all these recruitments, there is one Panelist in the person of Dr Elvis Paul Tangem who you have been inviting as a representative of AUC and yet AMCOW has never sent a letter of invitation to the AUC department of Sustainable Environment and Blue Economy (SEBE) which is the anchor Department of AMCOW to sit on Interview Panels. That much as Dr Elvis

Tangem works with AUC as a Coordinator for the Great Green Wall Initiative, he is your friend, and that it is very wrong for him to be parading as an AUC representative.

- c) That this hiring decision contravened Staff Rule 25.5 where a suitably qualified internal candidate was not fairly treated.

4.0 Bullying and intimidation of Staff

The facts are:

- a) That Staff Rules and Regulations-Rule 47.2 charges Management to create a conducive environment to increase staff motivation, creativity, productivity, efficiency, and accountability, taking into account the skills and competencies of staff.
- b) That It further charges Management to encourage staff through appropriate structures in the various departments, divisions, and units to participate in the decision-making process to strengthen collective responsibility and team spirit as well as give staff access to relevant information on the activities of AMCOW to enable them to represent the organ adequately as the need arises.
- c) That This is further buttressed by AMCOW's Ant-Harassment and Non-Discrimination Policy Statement which says, "all employees should treat each other professionally, with dignity, fairness and respect".
- d) That during 9th World Water Forum in Dakar-Senegal in March 2022-AMCOW and AfDB had a joint pavilion and that one day there was a crash of a session convened by AfDB with another convened by AMCOW. Dr Azzika who was leading the AMCOW Session successfully managed to resolve the issue. At the close of business on that day, you called for a Staff meeting at the open AfDB/AMCOW joint pavilion and instead of trying to understand what the problem was and what we can do to avoid such a mistake in future, you yelled at staff publicly saying a lot of demeaning and unprintable words.
- e) That you use General Staff Meetings as a platform to name and shame Staff Members you have issues with. That sometimes you have used these meetings as performance appraisal meetings where Staff Members' performance is discussed in front of everybody. That you have frequently used words like "don't think that you are indispensable, I can get rid of you if you are not performing". That on a few occasions you have called staff members liars in email or face-to-face. That in the last staff meeting in December 2023, you verbally harassed the Knowledge Management, Communications and Visibility Officer in front of everybody and that this did not go down well with the Staff Member, and he stopped you from telling lies and requested you to cease abusing his self-esteem.
- f) That at the 2023 Annual Staff Retreat, you uttered a threatening statement to Staff in the presence of the External Facilitator where you said a red line has been drawn and that anybody who does not align with you will either be removed or bypassed. That those perceived not to align with you have already started seeing this threat being actualized where some Staff members being stripped off of their roles and assigning them to other Staff members.

- g) That this behaviour has instilled a lot of fear in Staff. That the workplace has become very toxic for almost all the Staff Members. That the Staff are no longer motivated and come to the office except that they have families to feed.

5.0 Paralyzing of the oversight function of Management and Governance Structures

The facts are:

- a) That you dissolved the Senior Management Team and that you now make decisions unilaterally without advice from the SMT or any of the advisory committees established under Staff Rules and Regulations 51 and 52.
- b) That you successfully made the Office of the Director of Corporate Services non-functional by among other things:
 - i) assigning responsibilities which are under the docket of the Directorate of Corporate Services to the newly hired Director of Programmes. For example, the DCS was sidelined in the recruitment process of the Senior Policy Officer-Water Resources Management and the Senior Monitoring, Evaluation and Reporting Officer;
 - ii) bypassing the DCS by dealing with Staff under his charge without his knowledge;
 - iii) dealing with AMCOWs Travel Agent directly without passing through the laid down procurement procedures on procurement of air tickets
- c) That you are acting both as the Accounting Officer and as the Financial Controller contrary to Article 6 of AMCOWs Finance Rules and Regulations which stipulate that these two functions be performed by two different individuals.
- d) That since your ascension into office, you have only submitted one progress report to the AMCOW President through the TAC Chair
- e) That you changed the style of presentation of progress reports during TAC Meetings where the TAC Members are sent a Draft Annotated Agenda with progress reports attached as Annexes. That during the TAC meeting, the Annotated Agenda is read out to the TAC Members and proposed decisions endorsed on the understanding that the TAC Members have gone through the Annexes. That very few TAC Members have time to go through these Annexes before they come for the meetings. That in the past, the various functional leads used to present progress reports to the TAC, and this gave the TAC an opportunity to scrutinize what is being presented.

6.0 Acts of Insubordination to the Office of the AMCOW President

The facts are:

- a) That you have committed several acts of insubordination since the Arab Republic of Egypt assumed the AMCOW Presidency in February 2023. The following are just but a few instances where this has been observed:
 - i) *The President's engagements at the 2023 World Water Week in Stockholm-* that you left the AMCOW President alone at the WWW and that you had sent the newly hired Director of Programmes to represent you at WWW without any formal delegation letter to the AMCOW President.
 - ii) *The President's engagements at the first Africa Climate Summit in Nairobi, Kenya-* that this was another high-level event where the

AMCOW President attended and you decided not to attend the Summit and instead organise a parallel Eastern Africa Sub-Regional Meeting in the same Country Capital, Nairobi.

- iii) *Signing of the MoU with the World Water Council for AMCOW to coordinate the Africa Regional Processes-* that you attempted to keep the AMCOW President out of loop and nearly signed the Letter of Intent to enhance cooperation and support for the organisation of the 10th World Water Forum single handedly had it not been that the TAC Chair happened to be in attendance of the signing ceremony.
- iv) *The President's engagements in Swakopmund during the Africa San 7 Conference-that* it was very visible that the AMCOW President was not being accorded the due respect he deserved. For example, during the Gala Dinner, you decided to sit at the back of the Marque leaving the President, the Host Minister and other Ministers alone at the High-Table.

7.0 Mismanagement of Financial Resources

7.1 Frequent travels including private travels disguised as Official Missions

The facts are:

- a) That from January 2022 to January 2024(25 months), you have had close to 35 travel missions spending a total of \$225,000 translating into an average spend per month of \$9,000. That while engagement with Member States and Development Partners cannot be overemphasized, this rate of expenditure per month for one Officer is way on the higher side.
- b) That the ES travels are supposed to be approved by the AMCOW President as part of the approval process for his quarterly workplan and that it is on record that you have never submitted any quarterly workplan to the AMCOW President for approval.
- c) That during this same period, you tactfully planned some of the travel missions to enable you pass through Entebbe (your home city) or Dubai (where your family is staying).
- d) That you change tickets frequently without regard to cost implications of such actions to AMCOW. The case in hand being one invoice received from the Travel Agent demanding payment of \$3,200 for the changing and modification of your tickets which sometimes the request for change is made after you have already checked in.

7.2 Interference in procurement processes

The facts are:

- a) That there have been cases where you disregarded the laid down procurement procedures and gotten yourself involved in the deep end of the procurement process. Notable examples include:
 - i) Procurement of air tickets where you directly instruct the travel agent to issue you tickets without following through the normal procurement process of requisition to purchase order.
 - ii) Procurement of Solar Equipment (Panels, Inverters and Batteries)-where you personally negotiated with the Dubai based supplier and had to fly to Dubai on Business Class to follow up with the supplier on the delay in shipment of the items to Abuja.

7.3 Unilateral and irrational amendments of Fringe Benefits entitlements of the Executive Secretary

The facts are:

- a) That after EXCO approved the revised Staff Rules and Regulations in October 2022, you took advantage of this and proposed some amendments to your Contract as follows:
 - i) Moved your grade from 01 Step 5 to 02 step 2 on the pretext of aligning it to that of the AUC Salary scale while all the other staff did not benefit a similar adjustment-for example Directors at AUC are at level 01 but at AMCOW they are still at P5.
 - ii) Allocated yourself a repatriation allowance of \$10,000 while all the other International Staff have an allocation of \$5,000. That this provision was made to replace the old provision of 6,000kgs of shipping allowance by Sea or 1,400kgs by air and this was applicable to all International Staff including the ES. That the segregation between the ES and all the other International Staff when this shipping allowance was monetized is therefore not justifiable.
 - iii) Riding on clause 4.1.3 of your amended Contract, you instructed the Accounts to start paying your Domestic Servant a monthly salary of N40,000(about \$30 at the exchange applicable then). That Domestic Servants have been the responsibility of the ES with the previous two former ES's.

7.4 Excessive demands on the Host Country for additional support

The facts are:

- a) That Recently, you wrote the Federal Ministry of Water Resources and Sanitation of Nigeria to consider your intention to move out of the Apartment the Ministry is renting as the ES's residence to a new house in another location.
- b) That the Ministry responded to you that you can instruct your team to look for another house within the budget limit of N9m.
- c) That you instructed the Corporate Services Officer (CSO) to look for a stand-alone house within the locations near the Secretariat and that a house that met your specifications (5 bedrooms with a 3-bedroom Servant quarters) was found but at a cost double as much as the current Apartment you are staying in.
- d) That you instructed the CSO to proceed with the Lease Agreement whose annual rent was pegged at N18m and an agreement for two years was about to be entered had it not been that the Landlady changed her mind last minute.
- e) That you instructed the CSO to start looking for another similar house.
- f) That the previous two Executive Secretaries who had larger families than that of yours stayed in this current Apartment throughout their tenure of office.
- g) That this begs the question as to why you want such a big house at the expense of the Host Country

8.0 Other acts calling into question your integrity and professionalism.

8.1 Mobilisation of the Host Country to support an agenda or initiative with half-baked information and ill-prepared.

The facts are:

- a) That on two occasions you mobilised the Federal Republic of Nigeria to support either an initiative or an agenda at the AU Summit but failed to technically support the Member State during the Summit due to your absence at the Summit. The following are the two incidences:
 - i) **The UN-Water Envoy candidacy of the former Federal Minister of Water Resources-His Excellency Engr Adam Suleman-** under your leadership, AMCOW mobilised the Federal Republic of Nigeria through the Ministry of Water Resources and Sanitation to submit the candidacy of H.E Engr Adam Suleman to UN for the nomination as the UN-Water Envoy. The matter was taken up to the Office of the President, but AMCOW was not available to provide further technical support to the Member State to push the matter forward. It also transpired that you were mobilising the Republic of Namibia to submit the candidacy of the former AMCOW President, H.E Carl Schlettwein for the UN-Water Envoy position at the same time.
 - ii) **Mobilisation on the AU Summit agenda to make the 2026 AU Summit theme on Water-again** for the just ended AU Summit, under your leadership AMCOW mobilised the Federal Republic of Nigeria to support an agenda at the Summit to make the theme for the 2026 AU Summit be on water. The request reached the Office of the President. During the Summit, you were absent, and the Host Country could not get the much-needed technical support to push the agenda forward.

8.2 Confirmation as Executive Secretary without TAC Recommendation

The facts are:

- a) That you got your confirmation as Executive Secretary without the recommendation from the TAC as is the norm at AMCOW.
- b) That you got your confirmation at a time when Namibia had just started her tenure as AMCOW President and that one would be quick to think that this was a deliberate ploy to get your confirmation before Namibia settles well in office.
- c) That a person of high integrity holding such high office would have found it ethical to properly guide the AMCOW President that a recommendation from the TAC was needed for one to be confirmed but you decided to play ignorant despite you having enormous knowledge about AMCOW Governance arrangements having worked as a Technical Advisor based at the AUC supporting AMCOW.

8.3 No Performance Appraisal Report since November 2021

The facts are:

- a) That you have now clocked 2years and 2months as an Executive Secretary of AMCOW without any performance appraisal report on file.
- b) That this is in contravention to the AMCOW Governance Framework provisions as set out in section 8.10.1-Roles and functions of the TAC.

- c) That one would ordinarily expect a person holding such a high office as that of an AMCOW ES to act professionally and ethically by subjecting themselves to an annual performance appraisal and that this is one of the ways in which one can be held accountable to those charged with governance.

Annex 1b-Issues from the Petition Submitted by a former Staff Member-Prof Moshood Tijani

This Petition was received on 15th March 2024 and was submitted by the former Groundwater Desk Officer, Prof Moshood Tijani to put the records straight in respect of groundwater programme at the AMCOW Secretariat. The following are the issues that have been raised in this Petition requiring your response:

- a) That at one of the sub-regional meetings of AMCOW TAC Members (specifically, in East Africa) you misinformed the Regional TAC Members and made some false narratives about the non-existence and/or inactive groundwater Programme at the AMCOW Secretariat
- b) That such false statements are clear deceit to cover up your hidden agenda of refusing to renew his contract, despite that he had attracted funding to sustaining the and enhance the Groundwater Programme under a GEF-supported project (Groundwater for Deep Resilience in Africa (G4DR in Africa) in conjunction with IWMI.
- c) That within the framework of the said project, a total amount of USD800,000 was earmarked for over 4years as from April/May 2023 when the project was supposed to kick-off formerly and that this fund was supposed to be in instalment of USD200,000 per year that will cover the yearly emolument of the Groundwater Programme Lead/Desk Officer, the yearly emolument of a new supporting staff to be employed and about USD60,000 to USD 70,000 yearly to cover the cost of some APAGroP (AMCOW Pan-African Groundwater Programme) activities and stakeholders' engagement meetings.
- d) That APAGroP activities during the period of April 2020 and March 2023 had recorded significant achievements and increasing visibility of groundwater within the framework of Water and Sanitation governance in Africa.
- e) That many of the respected AMCOW TAC members can testify to their participations in many of the Groundwater activities of AMCOW during the period.
- f) That, therefore, it is a disservice to Prof Moshood and infringement on his professional competence for you to say that there is no Groundwater Programme in AMCOW or its effectiveness as it may be.
- g) That the facts of the matter are as follows:
 - i) that there is an active groundwater programme in AMCOW, formally launched in 2020 after due process of consultation with relevant stakeholders and a coordinating Desk Officer duly recruited.
 - ii) That the Groundwater programme Lead was able to mobilise International Partners and Stakeholders that played active roles and supported AMCOW's activities at regional meetings and conferences.
 - iii) that it is deceitful for you to claim ignorant of the activities of the Groundwater programme when you were the leader of the AMCOW

delegation to the 9th WWF in Dakar, Senegal, where AMCOW staged a session to show-case it's groundwater activities.

- iv) that the misinformation about a none-existence or inactive groundwater programme by you calls for questioning your motive to discredit the Groundwater Lead/Desk despite obvious activities.
- v) That it is a total fabrication of lies and a cover up for your ulterior motive of onboarding a female crony as Prof Moshood's replacement at the AMCOW Secretariat.
- vi) That it is also a blatant lie to justify your dubious and unethical process of recruitments of your allies into AMCOW in the recent past.