

**AMNESTY
INTERNATIONAL**



Peter Pack
IEC Chair

9 March 2011

PAYMENTS TO THE FORMER SECRETARY GENERAL AND HER DEPUTY

Dear Peter

Thank you very much for your informative letter that you've sent to the movement informing the internal public on the background and the details of the payments made to the former general secretary and her deputy.

Last Sunday, 6th March, at our monthly board meeting, we've taken a similar step to inform our activist members via our committee bulletin, mentioning your letter and making it available on our section's extra-net. Until now, in Switzerland, there was no repercussion in the media. However, news have come through and could be picked up anytime by the media.

Like other sections we were shocked by the level of payments to Irene Khan and Kate Gilmore and frustrated how a foreseeable communication disaster unfolded once the amounts were published. We fight for human rights and human rights are intrinsically linked to equal access, fair and transparent procedures. Pointing the fingers to others who do not act fair and transparent is not possible if we aren't a good example.

Once the facts were known, things looked a lot more understandable. Of course we are not naive, we do and did experience at the Swiss Section difficult and also costly situations when it comes to personnel leaving the office in conflict with the management. And of course we understand that having to deal with the top managers of such a huge organization as Amnesty is an enormous challenge, involving high costs and human resources.

We hope you've learnt your lessons. We're not expecting a costly external review. We want to be assured that in the future such a conflictive situation with resulting high costs for the movement will not reproduce. We understand that the English employment law and the agreements with the union do not allow enough room for action and change. Nevertheless we ask you to find ways for a solution.

We have also heard that many employees at the IS feel threatened by Salil's project "getting closer to the ground" (a move that we fully support). Such news coming from different persons are equally worrying. We see a clear connection between the outrage over the payments and the fears of IS staff about their employment conditions and wages.

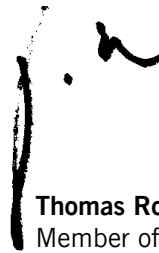
There is a complete **lack of a global framework for employment conditions for all staff working across the movement**. In our view there should be neither specific regulations for secretary generals vs. normal staff, nor a difference between the employment conditions for IS-based or non IS-based staff. One Amnesty demands a global framework, with equal and fair rules for everybody working for Amnesty; a framework that encourages mobility and decreases administration. A part of it should be a transparent salary system with a sustainable salary spread. We had suggested such a reform at the 2007 ICM.

Please note that as a result of the controversy we have included a clause in the employment contract of our new director Manon Schick to limit her contract to five years after which we will review her work, extending it if we agree that she is on the right track. We will also communicate her salary at our AGM.

Best wishes,



Laurette von Mandach
Chair of the Board
Swiss Section



Thomas Roth
Member of the Board
Swiss Section