

WORKS CREDIT UNION SUPERVISORY COMMITTEE

Thursday, 3rd July 2025

Subject: Suspension from Duties Pending Investigation

Dear Ms. de Souza,

The Supervisory Committee of Works Credit Union Co-operative Society Limited, acting in accordance with Bye-Law 22.2 (iv), which outlines the Committee's authority and responsibilities, has taken the following action:

Bye-Law 22.2 (iv):

The Supervisory Committee shall:

By the unanimous vote of all its members, if it deems such action to be necessary to the proper conduct of the affairs of the Society, suspend or reinstate any Board or Committee member(s), and shall have convened a Special General Meeting within thirty (30) days to act on such suspension. The members present at that Meeting may by a majority vote, sustain such suspension and remove such Board or Committee member(s) or reinstate such member(s).

Following a **unanimous vote** of all Committee members, and after a comprehensive review of recent developments impacting the Society's leadership and operational integrity, the Committee has resolved that a **formal investigation** is necessary. This investigation will address the following serious concerns:

- The appointment of a new General Manager without adherence to established customs and best practices.
- Unilateral decision-making and refusal by the President to engage with the Executive Committee, according to the Bye Laws.
- Bypassing members of the Waiver Committee and taking a staff loan directly to the Board.
- Report of misplaced signed audited accounts required for convening the Annual General Meeting (AGM).
- Significant leadership and operational gaps due to:
 - The termination of contracts for both the General Manager and the Credit Manager.
 - The resignation of the Human Resource Manager.
- Staff disenchantment resulted in the complete shutdown and temporary closure of all the Society branches on Monday, 16 June 2025.
- Resignation of the Board Secretary.
- The Accounts Manager, who has been acting as General Manager, is scheduled to proceed on vacation leave effective July 3rd, which will leave the organization without an Accounts Manager and the Society is now without a General Manager, effective Tuesday, 1st July 2025.
- Reports alleging that the Credit Union has been brought into disrepute.
- The Supervisory Committee received three (3) letters from members of the Executive and other board members with concerns of breach of protocol.

- Gross disrespect shown to members of the Board.

In light of these concerns, and in the interest of ensuring a fair, transparent, and impartial inquiry, the Supervisory Committee has resolved to suspend you, Ms. de Souza, from your duties with immediate effect in accordance with Bye Law 22.2 (iv).

Please be advised that this suspension does **not** imply a presumption of wrongdoing. Rather, it is a precautionary measure, to safeguard the integrity of the Society and uphold our commitment to accountability and good governance and organizational stability.

A Special General Meeting (SGM) will be convened within thirty (30) days, as required by the Bye-Laws. You will receive formal notification of the date and time of this meeting, during which you will be given the opportunity to be heard. The findings of the investigation will be presented at the meeting, and the membership will have the opportunity to determine the appropriate course of action.

During this suspension period, you are expected to refrain from participating in any official duties, communications, or decision-making activities on behalf of the Society.

Additionally, you are required to hand over all keys and any belongings, property, or assets of the organization in your possession to the Supervisory Committee immediately.

We trust that you will respect the integrity of this process and cooperate fully as needed.

The Supervisory Committee has concluded that the current circumstances have had a significant negative impact on the organization, and this action is necessary to protect the Society's long-term interests.