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UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/GVA/2017/01

"#Sg%e&' No.: UNDT/201 /0 2

Da'e: 21 ( a) 201

O\*+g+&a,: E&g,+s-

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Before: "#\$ge Te\*esa B\*a.o

Registry: Ge&e.a

Registrar: Re&/ (. Va\*gas (.

LA ( B

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SECRETAR01GENERAL  
O2 T3E UNITED NATIONS

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JUDGMENT

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Counsel for Applicant:  
Ro44+e Le-g-'o&5 OSLA

Counsel for Respondent:

## Introduction

1. O& ! No.e%4e\* 2017s '-e A77,+6a&'s a fo\*%e\* s'aff %e%4e\* 8+' - '-e U&+e\$ Na'+o&s Ass+s'a&6e 'o '-e 9-%e\* Ro#ge T\*a, :;UNA 9RT<=5 f+,e\$ a& a77,+6a'+o& 8+' - '-e T\*+4#&a, 6o&'es'+&g '-e \$e6+s+o& &o' 'o ;7\*o.+\$e -e\* 8+'- a& effe6'+.e \*e%e\$)< fo, o8+&g '-e \$e6+s+o& 'o g\*a&' -e\* a 7e\*%a&e&' a77o+&'%e&'.

### rocedure !efore t'te Tri!unal

2. O& 7 De6e%4e\* 2017s '-e Res7o&\$e&' f+,e\$ -+s \*e7,) 6-a,,e&g+&g '-e \*e6e+.a4+,+') of '-e a77,+6a'+o&.

!. U7o& '-e T\*+4#&a,>s \*e?#es's '-e A77,+6a&' f+,e\$ o& 26 2e4\*#a\*) 201 s a\$'++o&a, +&fo\*%a'+o& 6o&6e\*+&g '-e \*e6e+.a4+,+') of '-e a77,+6a'+o& a&\$ -e\* 8o\*@ as a 6o&s#, 'a&' a' UNA 9RT.

A. O& 1! ( a\*6- 201 s a base %a&age%e&' \$:s6#ss+o& :;C ( D<= 8as 6o&\$#6'e\$ 8+' - '-e 7a\*'+6+7a'+o& of '-e A77,+6a&'s -e\* Co#&se, a&\$ Co#&se, fo\* '-e Res7o&\$e&'. A' '-e C ( Ds '-e 7a\*'+es ag\*ee\$ 'o a B#\$g%e&' 4e+&g \*e&\$e\*e\$ o& '-e 7a7e\*s's 8+'-o#& a& o\*a, -ea\*+&g.

C. Af'e\* -a.+&g 4ee& g\*a&'e\$ ,ea.e a' '-e C ( D 'o f+,e a\$'++o&a, s#4%ss+o&s's '-e A77,+6a&' f+,e\$ o& 22 ( a\*6- 201 s a\$'++o&a, o4se\* .a'+o&s a&\$ '-e Res7o&\$e&' f+,e\$ -+s 6o%%e&'s o& 27 ( a\*6- 201 .

### #acts

6. T-e A77,+6a&' +s a fo\*%e\* Se&+o\* Lega, Off+6e\* a' '-e PIC ,e.e, 8+'- UNA 9RT. S-e 8o\*@e\$ +& UNA 9RT f\*o% 1D "a&#a\*) 200 'o !0 "#&e 201!.

7. I& 2001s '-e Ca%4o\$a& a#'-o\*'+es es'a4,+s-e\$ '-e EE'\*ao\*\$(+&a\*) C-a%4e\*s +& '-e Co#\*s of Ca%4o\$a :;ECCC<=5 'o \*) se\*+o#s 6\*+%es 6o%%+'e\$ \$#+&g '-e 9-%e\* Ro#ge \*eg+%e +& 1 7C11 7 . UNA 9RT +s a& +&'e\*+a'+o&a, 6o%7o&e&' of ECCC's 6\*ea'e\$ 'o ass+s' +& '-+s e&\$ea.o#\* 7#\*s#a&' 'o a& ag\*ee%e&' 4e' 8ee& '-e U&+e\$ Na'+o&s a&\$ '-e Go.e\*%e&' of Ca%4o\$a's '-a' e&'e\*e\$ +&'o fo\*6e +& 200C. UNA 9RT 8as es'a4,+s-e\$ as a 'e6-&+6a, ass+s'a&6e 7\*oBe6' a\$%+&+s'e\*e\$ 4) '-e

Case No. UNDT/GVA/2017/0 !

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Ca7a6+') De.e,o7%e&' Off+6e :;CDO<=5 De7a\*'%e&' of

Case No. UNDT/GVA/2017/0 !

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12. O& !1 "a&#a\*) 2012s '-e A77,+6a&' \*e6e+.e\$ a ,e'e\* f\*o% '-e C-+efi 3#%a&

Case No. UNDT/GVA/2017/0 !

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of '-e+\* f+Ee\$!e\*% a77o+&'%e&'s 'o 7e\*%a&e&' o&es 8e\*e #&,a8f#,5 7\*+%a\*+,)  
4eg

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'oo@ #7 a& a6a\$e%+6 7os+'o& 8 -+6- 7a+\$ a77\*oE+%a'e,) USD!5000 7e\*  
%o&' -5 a4o#' o&e '-+\*\$ of -e\* UN sa,a\*)M

6. 3e\* \$e6+s+o& 'o ass+s' as a 6o&s#,'a&' 8as 7#\*e,) 'o e&s#\*e '-a' -e\*  
+&s+'#'+o&a, %e%o\*) 8as s#s'a+&e\$ a' a 6\*'+6a, '+%e +& '-e 6ase s-e 8o\*@e\$  
o& a&\$ 8 -+,e -e\* \*e7,a6e%e&' \$e.e,o7e\$ a f#,, #&\$e\*s'a&\$+&g of '-e 6aseM

\$. 3e\* \*es+g&a'+o& a&\$ s#4se?#e&' e%7,o)%e&' 8+'- \*e\$#6e\$  
\*e%#&e\*a'+o& 8e\*e a \$+\*e6' \*es#,' of '-e fa+,#\*e of '-e A\$%+&+s'\*a'+o& 'o g\*a&'  
-e\* a 7e\*%a&e&' a77o+&'%e&'. T-a' \*ef#sa, 8as #&,a8f#,. T-e \$e6+s+o& of  
17 (a\*6- 2017 6o&f+\*%s '-a' s-e s-o#,\$ -a.e 4ee& g\*a&'e\$ a 7e\*%a&e&'  
a77o+&'%e&' o& !1 "a&#a\*) 2012M

e. A '+%e,) \$e6+s+o& '-a' '-e A77,+6a&' 8as s#+'a4,e fo\* a 7e\*%a&e&'  
a77o+&'%e&' 8o#,\$ -a.e 7\*o.+\$e\$ -e\* 8+'- '-e 8o4 se6#\*+') \*e?#+\*e\$ 'o a,,o8  
-e\* 'o 6o&'+&#e 8o\*@+&g +& -e\* 7os'M

f. T-e \$e6+s+o& 'o g\*a&' \$&



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2 .

!0 "#&e 200 . No'-+&g +&' -a' ,e'e\* \*e .e\*se\$ '-e A77,+6a&'>s \*es+g&a'+o& f\*o%  
se\* .+6e o& !0 "#&e 201!5 o\* se\* .e\$ as a& offe\* 'o \*e+&s'a'e -e\* #&\$e\* s'aff  
\*#,e A.1D. T-e\*e +s '-e\*efo\*e &o 4as:s fo\* '-e Res7o&\$e&' 'o e%7,o) '-e  
A77,+6a&'5 as s-e \*e?#es'sll a&\$

g. T-e A77,+6a&'>s a77o+&'%e&' 8as &o' 'e\*%+&a'e\$. Te\*%+&a'+o&  
+&\$e%&+') +s o&,) 7a)a4,e #&\$e\* s'aff \*eg#,a'+o& .! 8 -e& a s'aff %e%4e\*>s  
a77o+&'%e&' -as 4ee& 'e\*%+&a'e\$. S-e \*es-g&e\$. S'aff \*#,e .6:4= eE7\*ess,) 7\*o.  
+\$es '-a' se7a\*a'+o& f\*o% se\* .+6e 4e6a#se of \*es+g&a'+o& +s &o'  
'e\*%+&a'+o&. Te\*%+&a'+o& +&\$e%&+') +s '-e\*efo\*e &o' 7a)a4,e 'o '-e A77,+6a&'.

Consideration

!0. As a 7\*e,+%+&a\*) +ss#e5 '-e T\*+4#&a, 8+, , +\$e&'f) '-e 6o&'es'e\$ \$e6+s+o& a&\$  
a\$\$\*ess '-e \*e6e+.a4+,+') of '-e a77,+6a'+o&.

L -a' +s '-e 6o&'es'e\$ \$e6+s+o&N

!1. A\*. 2.1:a= of '-e D:s7#'e T\*+4#&a,>s S'a'#'e s'a'e

Case No. UNDT/GVA/2017/0 !

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!D. B) "\$g%e&' UNDT/2016/026 +& 8 -+6- '-e A77,+6a&'>s 6,a+%  
8as 6o&s+\$e\*e\$ ' -e T\*+4#&a, \*es6+&\$e\$ '-e 6o&'es'e\$ \$e6+s+o& a&\$ \*e%a&\$e\$ '-e  
%a''e\* 'o '-e ASG/O3R ( fo\* ;\*e'\*oa6'+.e +&\$+.+\$#a,+Fe\$ 6o&s+\$e\*a'+o& of '-e  
G a77,+6a&'s>H s#+'a4+,+') fo\* 6o&.e\*s+o& of '-e+\* a77o+&'%e&'s 'o a

A2. To \$e'e%+&e 8 -e'-e\* '-e A77,+6a&' s-o#,\$ 4e 7\*o.+\$e\$ 8+'- a&) ;effe6'+.e \*e%e\$)< fo,,o8+&g '-e \$e6+s:o& 'o g\*a&' -e\* a 7e\*%a&e&' a77o+&'%e&' a&\$ f so\$ 8-a' \*e%e\$) 8o#,\$ 4e a77\*o7\*+a'e\$ '-e T\*+4#&a, f+&\$s +' #sef#, 'o \*e6a,, '-e se?#e&6e of fa6's.

A1. O& !1 "a&#a\*) 2012\$ '-e A77,+6a&' 8as +&fo\*%e\$ of '-e \$e6+s:o& &o' 'o g\*a&' -e\* a 7e\*%a&e&' a77o+&'%e&'. O& 11 "#&e 2012\$ '-e A77,+6a&' 6o&'es'e\$ '-s \$e6+s:o& 4efo\*e '-e T\*+4#&a,. 3o8e.e\*\$ 4efo\*e '-e T\*+4#&a, +ss#e\$ a #, +&g o& -e\* a77,+6a'+o&\$ s-e se7a\*a'e\$ f\*o% se\*.+6e o& !0 "#&e 201!.

AA. O& 17 (a\*6- 2017\$ af'e\* \*e6o&s+\$e\*a'+o&\$ '-e O\*ga&+Fa'+o& g\*a&'e\$ '-e A77,+6a&' a 7e\*%a&e&' a77o+&'%e&' effe6'+.e \*e'\*oa6'+.e,) 'o !0 "#&e 200 . T-e +%7,e%e&'a'+o& of s#6- \$e6+s:o& +s '-e 6o\*e +ss#e +& '-e 7\*ese&' 6ase.

AC. To '-s effe6'\$ '-e T\*+4#&a, -as 'o 6o&s+\$e\* '-e s7e6+f+6 6+\*6#%s'a&6es of '-e 6ase\$ +.e.\$ '-e A77,+6a&'>s se7a\*a'+o& f\*o% se\*.+6e\$ '-e a,,ege\$ B04 +&se6#\*+') a&\$ '-e a,,ege\$ \$e,a) of '-e A\$%+&s'\*a'+o& +& g\*a&'+&g -e\* a 7e\*%a&e&' a77o+&'%e&'.

L -a' 8as '-e %o\$a,+') fo\* '-e A77,+6a&'>s se7a\*a'+o& f\*o% se\*.+6eN

A6. T-e e.+&e&6e s-o8s '-a' 4) ,e'e\* \$a'e\$ !0 ( a) 201!\$ '-e A77,+6a&' +&fo\*%e\$ '-e A\$%+&s'\*a'+o&\$ 5 '-a' s-e ;G8o#,\$H &o' see@ \*e&e8a, of G-e\*H I f+Ee\$1'e\*% 6o&'\*a6' 8+'- GUNA9RTH\$ 8-+6- G8as \$#e 'oH eE7+\*e o& !0 "#&e 201!<. l& a& e%a+, of '-e sa%e \$a'e\$ '\*a&s%+''+&g -e\* ,e'e\* 'o '-e A\$%+&s'\*a'+o&\$ s-e +&\$+6a'e\$ '-a' ;Gs-eH a''a6-Ge\$H G-e\*H off+6+a, \*es-g&a'+o& f\*o% GUNA9RTH\$ effe6'+.e !0 "#&e 201!\$ +& o\*\$e\* 'o 7e\*%+' UNA9RT 'o 6o% %e&6e '-e 7\*o6ess of G-e\*H se7a\*a'+o&<.

A7. L -+,e +& -e\* a77,+6a'+o&\$ '-e A77,+6a&' 6-a\*a6'e\*+s

Case No. UNDT/GVA/2017/0 !

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'-e T\*+4#&a,5 +' s'+,, eE+s'e\$. T-e T\*+4#&a, '-#s f+&\$s '-a' '-e A77,+6a&' 8as  
se7a\*a'e\$ f\*o% se\*.+6e 4) 8a) of -e\* \*es+g&a'+o&.

Las '-e A77,+6a&' 6o%7e,,e\$ 'o \*es+g& 4e6a#se of '-e a.,ege\$ bo4 +&se6#\*')N

C!. T-e A77,+6a&' a\*g#es '-a' a' '-e '+%e +

C7. T-e T\*+4#&a, Soes &o' see a&) \*easo& 'o \$e7a\*' f\*o% '-e a4o.e!easo&+&g.

L -a' +s '-e effe6' of '-e \$e,a) +& g\*a&'+&g '-e A77,+6a&' a 7e\*%a&e&' a77o+&'%e&'N

CD. T-e A77,+6a&' 6,a+%s '-a' a '+%e,) \$e6+s+o& o& -e\* s#+'a4,+') fo\* a 7e\*%a&e&' a77o+&'%e&' 8o#,\$ -a.e 7\*o.+\$e\$ -e\* 8+'- '-e Bo4 se6#\*+') \*e?#+'e\$ 'o a,,o8 -e\* 'o 6o&'+&#e 8o\*+&g +& -e\* 7os'.

C . T-e T\*+4#&a, &o'es '-a' '-e A77,+6a&' 8as +&fo\*%e\$ of '-e \$e6+s+o& &o' 'o g\*a&' -e\* a 7e\*%a&e&' a77o+&'%e&' o& !1 "a&#a\*) 2012. S-e 6o&'es'e\$ '-a' \$e6+s+o& +& '-e fo\*%a, s)'e% of a\$%+&+s'a'+o& of l#s'+6e s'a\*'+&g 8+'- -e\* \*e?#es' fo\* %a&age%e&' e.a,#a'+o& o& !0 ( a\*6- 2012. 3o8e.e\$ s-e \$+\$ &o' 8a+' fo\* '-e l#\$+6+a, o#'+6o%e 7\*o\* 'o -e\* \*es+g&a'+o& +& "#&e 201!. A\*g#a4,) -a\$ s-e 8a&'e\$ 'o 7\*ese\*.e -e\* \*+g- 's' 7e&\$+&g ,'+ga'+o& '-e A77,+6a&' 8o#,\$ -a.e \*e%a+&e\$ +& '-e se\*.+6e of '-e O\*ga&+Fa'+o& #&+', '-e %a''e\* 8as \$e'e\*%+&e\$. 2#\*'-e\*%o\*e\$ '-e T\*+4#&a, 6a&&o' s7e6#,a'e o& 8-a' 8o#,\$ -a.e -a77e&e\$ +f '-e A77,+6a&' -a\$ 4ee& g\*a&'e\$ a 7e\*%a&e&' a77o+&'%e&' +& "a&#a\*) 2012.

60. L -,e +s #&fo\*'#&a'e '-a' + 'oo@ f+.e )ea\*s fo\* '-e A\$%+&+s'a'+o& 'o g\*a&' '-e A77,+6a&' a 7e\*%a&e&' a77o+&'%e&' 4) \*es+g&+&g +& "#&e 201! J '-a' +s 4efo\*e a f+&a, \$e6+s+o& o& -e\* 6,a+% 8as %a\$e J s-e 7#' -e\*se,f +& a s+'#a'+o& +& 8-+6- '-e +%7,e%e&'a'+o& of '-e ( a\*6- 2017 \$e6+s+o& 'o g\*a&' -e\* a 7e\*%a&e&' a77o+&'%e&' effe6'+.e \*e\*o'a6'+.e,) 'o !0 "#&e 200 +s 6o%7,eE. 3e\* 6ase +s' +& '-s \*ega\*\$s eE6e7'+o&a,.

L -a' +s a& ;effe6'+.e \*e%e\$)< +& '-e A77,+6a&'>s s+'#a'+o&N

61. T-e A77,+6a&' 6,a+%s '-a' 8-e& '-e A\$%+&+s'a'+o& fa+,s 'o fo,,o8 +s o8& \*#,'es' + ' +s o4,+ge\$ 'o 7\*o.+\$e a& effe6'+.e \*e%e\$). S-e a\*g#es '-a' s#6- \*e%e\$) 8o#,\$ 4e '-a' s-e 4e g\*a&'e\$ e%7,o)%e&' aga+&s' '-e 7e\*%a&e&' a77o+&'%e&' offe\*e\$ 'o -e\* o& 17 ( a\*6- 2017. l& '-s \*ega\*\$s s-e a\*g#es '-a' s+&6e s-e a66e7'e\$ '-e 7e\*%a&e&' a77o+&'%e&' s-e 8as +& a 6o&'\*a6'#a, \*e,a'+o&s-+7 8+'- '-e O\*ga&+Fa'+o& a&\$ '-a' +f '-e A\$%+&+s'a'+o& \$+\$ &o' 6o&s+\$e\* '-a' s#6- \*e,a'+o&s-+7 eE+s'e\$ + ' %ea&' '-a' '-e a77o+&'%e&' -a\$ 4ee& 'e\*%+&a'e\$ 4) '-e A\$%+&+s'a'+o& a&\$s' -e\*efo\*e\$ '-a' a& +&\$e%+&') %#s' 4e 7a+\$.





Case No.

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Case No. UNDT/GVA/2017/0 !

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Case No. UNDT/GVA/2017/0 !

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%e%4e\* 6o&6e\*&e\$ fo\* a.a+,a4,e a&\$ s#+'a4,e 7os's. 3o8e.e\*5 +' +s a,so &o'e\$ '-a'  
'-e s'aff %e%4e\*s affe6'e\$ 4) a& a4o,+s-%e&' of 7os' a\*e &o' e&'+,e\$ 'o 4e

A6. Base\$ o& '-ese 6o&s+\$e\*a'+o&s) 8e f+&\$ e\*\*o&eo#s '-e UNDT>s -o,\$+&g '-a' s'aff %e%4e\*s a\*e e&'+',e\$ 'o 4e \*e'a+&e\$ 8+'-o#' -a.+&g 'o a77,) fo\* .a6a&' Bo4 o7e&+&g:s= s+&6e s#6- a s'e7 \*e7\*ese&'s '-e 4eg+&&+&g of a&) 6o%7e'+'+.e se,e6'+o& 7\*o6ess 4ase\$ o& '-e s'aff %e%4e\*s> \*e,a'+.e 6o%7e'e&6e) +&'eg\*+') ) ,e&g'- +& se\* .+6e a&\$ 8 -e\*e \*e?#+\*e\$) &a'+o&a,+') a&\$ ge&\$e\*.

A7. O&6e '-e a77,+6a'+o& 7\*o6ess +s 6o%7,e'e\$) -o8e.e\$) '-e A\$%+&+s'\*a'+o& +s \*e?#+\*e\$ 4) S'aff R#,e .6:e= a&\$ :f= a&\$ '-e Co%7a\*a'+.e Re.+e8 Po,+6) 'o 6o&s+\$e\* '-e 6o&'+&#+&g o\* +&\$ef+&+e a77o+&'%e&' -o,\$e\*

. T-+s \*e?#+\*es \$e'e\*%+&+&g '-e s#+a4,+') of '-e s'aff %e%4e\* fo\* '-e 7os') 6o&s+\$e\*+&g '-e s'aff

%e&'+o&e\$ '+' +& '-e +&'+a, offe\*5 '-+s 8as &o' \$o&e. T-e A\$%+&+s'a'+o& o&,) +&\$+6a'e\$ '-a' +f '-e A77,+6a&' 8+s-e\$ 'o 4e '\*a&sfe\*\*e\$ 'o a 7os'+o& +& '-e Se6\*e'a\*a'5 '+' 8o#,\$ 4e &e6essa\*) fo\* -e\* ;'o a77,) '-\*o#g- a \*eg#,a\* se,e6'+o& 7\*o6ess a&\$ 4e se,e6'e\$ fo,,o8+&g a se,e6'+o& eEe\*6+se a77\*o.e\$ 4) a Ce&'\*a, Re.+e8 Bo\$)<. T-e\*e +s &o %e&'+o& of a s+%,a\* 6o&\$'+o& 'o 4e a77o+&'e\$ +& UNA9RT.

D2. I& \*e,a'+o& 'o '-e ,e.e, of '-e 7os'+o&s fo\* 8 -+6- '-e A77,+6a&' s-o#,\$ 4e 6o&s+\$e\*e\$5 '-e T\*+4#&a, f+&\$s '-a' '-e A77,+6a&' s-o#,\$ 4e 6o&s+\$e\*e\$ &o' o&,) fo\* s#+a4,e 7os'+o&s a' -e\* g\*a\$e ,e.e, 4#' a,so fo\* ,o8e\* g\*a\$e a.a+,a4,e 7os'+o&s +& UNA9RT fo\* 8 -+6- s-e %a) eE7\*ess -e\* +&'e\*es' 4) 8a) of a77,+6a'+o& '-e\*e'o. T-+s \*easo+&g +s +& ,+&e 8+'- '-e A77ea,s T\*+4#&a,>s f+&\$+&gs +& 201DIUNATIDA75 8 -+6- 7\*o.+\$es '-a':

C7. 3o8e.e\*5 8+'- '-e eE6e7'+o& of sa+\$ %a&\$a'o\*) \*e?#+\*e%e&'s es'a4,+s-e\$ 4) S'aff R#,e .6:e= a&\$ :f= a&\$ '-e B##\*+s7\*##\$e&6e of '-e A77ea,s T\*+4#&a,5 +e. '-a' ;s#+a4,e 7os's< 4e a.a+,a4,e 8+'-+& '-e+\* 7a\*e&' o\*ga&Fa'+o& a' '-e\* \$#') s'a'+o& a&\$ 4e,o&g +& '-e sa%e 6a'ego\*) 'o '-a' e&6#%4e\*e\$ 4) '-e \*e\$#&\$a&' s'aff %e%4e\*5 &o'-+&g +& '-e ,a&g#age of S'aff R#,e .6:e= a&\$ :f= +&\$+6a'es '-a' '-e :\*+g-' a&\$ a' '-e sa%e '+%e= o4,+ga'+o& of '-e A\$%+&+s'a'+o& 'o 6o&s+\$e\* '-e \*e\$#&\$a&' s'aff %e%4e\* fo\* s#+a4,e 7os's5 .a6a&' o\* ,+@e,) 'o 4e .a6a&' +& '-e f##\*e5 +s ,+%+'e\$ 'o '-e s'aff %e%4e\*>s g\*a\$e ,e.e., O& '-e 6o&'\*a\*)5 4) a77,) +&g '-e ge&e\*a, 7\*+&6+7,e of +&'e\*7\*e'a'+o& 5 +e. 8-e\*e '-e ,a8 \$oes &o' \$+s'+&g#s-5 &e+'-e\* s-o#,\$ 8e \$+s'+&g#s-5 '-e A\$%+&+s'a'+o& +s #&\$e\* a& o4,+ga'+o& 'o %a@e 7\*o7e\*5 \*easo&a4,e a&\$ goo\$ fa+'- effo\*'s 'o f+&\$ a& a,'e\*&a'+.e 7os' fo\* '-e \$+s7,a6e\$ s'aff %e%4e\* a' -+s o\* -e\* g\*a\$e ,e.e, o\* e.e& a' a ,o8e\* g\*a\$e5 +f5 +& '-e ,a'e\* 6ase5 '-e s'aff %e%4e\* 6o&6e\*&e\$ -as eE7\*esse\$ a& +&'e\*es'.

D1. T-e a4o.e 4e+&g sa+\$5 '+' \*e%a+&s '-a' '-e T\*+4#&a, -as &o 7o8e\* 'o o\*\$e\* '-e A\$%+&+s'a'+o& 'o a#'o%a'+6a,,) g+e '-e A77,+6a&'

Is '-e A77,+6a&' e&'+'.e\$ 'o 'e\*%+&a'+o& +&\$e%&+')N

DA. l& a66o\*\$a&6e 8+' - s'aff \*#,e .6: 'e\*%+&a'+o& +s \$ef+&e\$ as fo,,o8s:

:a= A 'e\*%+&a'+o& 8+'-+& '-e %ea&+&g of '-e S'aff  
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