
UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/NBI/2023/080
Order No.: 175 (NBI/2023)
Date: 8

Introduction

1. By application filed on 1 November 2023, the Applicant, a former Finance Associate at the office of the United Nations High Commissioner for Refugees (“UNHCR”) in Uganda, filed an application contesting the decision to separate him from service on disciplinary grounds.

2. The Respondent submitted a reply on 6 December 2023, which was 16 pages in length. On the same day, he also filed a motion requesting leave to exceed the page limit for replies as set out in the Tribunal’s Practice Direction No. 4.

Consideration

Respondent’s motion to exceed the page limit

3. In support of his request to admit his 16-page reply, the Respondent argues that the additional pages contain facts and analysis that will assist the Tribunal to efficiently and effectively address the issues in this case.

4. In light of the factual complexity of the matter, the Tribunal agrees that the additional facts and analysis in the Respondent’s reply will contribute to its adjudication of the case.

Filing of a rejoinder

5. Pursuant to art. 19 of its Rules of Procedure, the Tribunal may at any time issue an order or give any direction appearing to be appropriate for the fair and expeditious disposal of a case and to do justice to the parties.

6. Having taken into consideration the pleadings of the parties, the Tribunal considers it appropriate and in the interest of justice to give the Applicant an opportunity to comment on the Respondent’s reply by means of a rejoinder.

Amicable settlement

7. Recalling that the General Assembly has consistently encouraged alternative dispute resolution, the Tribunal finds it also appropriate to encourage the parties to explore the possibility of having the dispute between them resolved without recourse to further litigation.

Conclusion

8. In view of the foregoing, it is ORDERED THAT:

- a. The Respondent's motion to exceed the page limit in his reply is granted, and the reply is accepted;
- b. By **Monday, 8 January 2024**, the Applicant shall file a rejoinder; and
- c. The parties shall explore resolving the dispute amicably and revert to the Tribunal in this respect by **Monday, 15 January 2024**.