



UNITED NATIONS

Introduction

1. On 22 September 2016, the Applicant, a former Benefits Assistant at the G-4 level, step 4, with the United Nations Joint Staff Pension Fund, filed an application

in essence that, to the Respondent's prejudice, the Applicant had had "ample opportunity, in both the original application and the amended application filed pursuant to Order No. 227 (NY/2016), to set out the facts upon which she relied" and instead now sought "to introduce new facts and arguments". Neither party requested an oral hearing.

8. On 1 January 2019, the present case was assigned to the undersigned Judge.

Consideration

9. Based on the parties' submissions, the Tribunal observes that the parties appear to agree that the Applicant's temporary appointment was not renewed due to alleged performance deficits. In light thereof, on a preliminary basis and without prejudice to any subsequent findings, the Tribunal identifies the issues of the case as follows:

a. Whether a supervisor is obliged to provide guidance and feedback to a staff member on a temporary contract during the course of the appointment and not simply at its expiry and, in the affirmative, if the Applicant's supervisor(s) did so in the present case;

b. If the non-renewal of the Applicant was tainted by ulterior motives.

10. With reference to the joint submission of 29 September 2017, the Tribunal further notes that as neither party requests an oral hearing, the case will be decided on the papers. In the interest of justice, the Tribunal will therefore grant the Applicant's request for filing further written evidence, namely the written documentation appended to the joint submission of 29 September 2017.

11. Consequently, the next step of the procedure will be for the Applicant to file her closing submissions based solely on the documentation and submissions already before the Tribunal. Subsequently, in order to ensure no prejudice to the Respondent, he is to file his closing submissions

submissions. Finally, as the moving party, the Applicant will have the option of filing her comments thereon.

12. In light of the above,

IT IS ORDERED THAT:

13. Upon the request of the parties, no oral hearing is to be held in the present case which shall be determined on the papers before the Tribunal;

14. The Applicant's request to file additional written documentation, as appended to the jointly-signed submission of 29 September 2017, is granted;

15. By **4:00 p.m. on Monday, 21 January 2019**, the Applicant is to file her closing submissions based solely on the documentation and submissions already before the Tribunal. This statement is not to be longer than five pages using Times New Roman, font size 12, with 1.5 line spacing;

16. By **4:00 p.m. on Monday, 4 February 2019**, the Respondent is to file his closing submissions in response to the Applicant's closing submissions. This statement is not to be longer than five pages using Times New Roman, font size 12, with 1.5 line spacing;

17. By **4:00 p.m. on Friday, 8 February 2019**, the Applicant is to file her comments, if any, to the Respondent's closing submission. This statement is not to be longer than two pages using Times New Roman, font size 12, with 1.5 line spacing.

(Signed)

Judge Alexander W. Hunter, Jr.

Dated this 8th day of January 2019