



## **Introduction**

1. The Applicant, a Procurement Assistant at the GS-5 level with the United Nations Children's Fund ( UNICEF ) in Copenhagen, Denmark, contests the decision of 15 November 2017 to recover overpayment of entitlements resulted from an administrative error which occurred in March 2011. The case was initially filed with the Geneva Registry.

2. On 16 November 2018, the case was transferred to the New York Registry, and on 31 March 2020, it was assigned to the undersigned Judge.

## **Consideration**

3. Having reviewed the parties submissions, the Tribunal notes that it is undisputed that the Applicant joined UNICEF on 22 February 2010 as a Procurement Assistant at the GS-5 level, step 2 on a temporary appointment and was separated from UNICEF on 30 October 2010. It is also undisputed that on 1 November 2010, the Applicant was re-appointed as a Procurement Assistant at the GS-5 level, step 2 on a fixed-term appointment and that she received a within-grade step increment (i.e. step increase from GS-5, step 2 to GS-5 step 3) in March 2011.

4. The Respondent submits that the within-grade step increment is governed by staff rules 3.3 and 3.4 applicable at the time and that the recovery of overpayment

