

*Translated from French*

Case No. 2010-080

**Mr. Castelli**  
**(Respondent/Applicant)**

**v.**

Judgment No. 2010-UNAT-082

Judge Jean Courtial, Presiding Judge

### **Synopsis**

1. The Appeals Tribunal, in line with its finding of 1 July 2010 in the case *Warren v. Secretary-General of the United Nations* (judgment No. 2010-UNAT-059), finds that the United Nations Dispute Tribunal did not exceed its competence in ordering the payment of interest from the due date of the relocation grant, but that the Dispute Tribunal had erred in setting the interest rate at 8 per cent. The Appeals Tribunal decides to replace that rate with the United States prime rate applicable at the date on which the relocation grant became payable. It finds that interest is due from that date until the date of payment of the relocation grant, which the Appeals Tribunal previously confirmed as due to Mr. Castelli in its judgment No. 2010-UNAT-037 of 1 July 2010.

### **Facts and procedure**

2. Mr. Castelli was assigned to New York to work for the United Nations Mission in Nepal from 4 April 2007 to 17 April 2008. He submitted a claim for a relocation grant,

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which was rejected. Mr. Castelli filed an application with the Dispute Tribunal. In judgment

No. 2009/075 of 13 November 2009, the Dispute Tribunal found that Mr. Castelli was

entitled to receive a relocation grant as he had worked in New York for the United Nations

Mission in Nepal for more than a year and ordered the Administration to pay him that grant.

Although the Secretary-General appealed against the judgment, the Appeals Tribunal

upheld it in its judgment No. 2010-037 of 1 July 2010.

3. On 27 January 2010, the Dispute Tribunal rendered a second judgment, No.

2010/011, and then on 17 February 2010 issued order No. 30 (NY/2010), in which it granted

the request for payment of the interest that Mr. Castelli considered due to him in connection

with the relocation grant. The Dispute Tribunal fixed the interest rate at 8 per cent per

annum and found that it should apply from 4 May 2008, the due date of the relocation grant,

until the date of payment. The Dispute Tribunal ordered the Administration to pay Mr.

Castelli the principal (US\$ 13,800), plus US\$ 2,208 in interest, for the two-year period

from 4 May 2008 to 3 May 2010.

4. The Secretary-General filed an appeal against judgment No. 2010/011 and order No.

30 (NY/2010) on 15 March 2010. Mr. Castelli's answer was filed on 28 May 2010.

### **Submissions from parties**

#### **Secretary-General**

5. The Dispute Tribunal erred on a question of law in finding that it had the power to award interest. It is clear from the legislative history of the statute of the Dispute Tribunal that, although the General Assembly had considered granting the Dispute Tribunal that power, the final version of the statute made no reference to it. The General Assembly had in fact wished to preclude that possibility.

6. It is clear from General Assembly resolution 63/253 that the statute confers only limited powers on the Dispute Tribunal. The lack of explicit exclusion of a given power cannot be used to infer that the General Assembly decided to grant that power.

7. The Dispute Tribunal erred on a question of law in finding that no principle relating to the awarding of interest was observed in the jurisprudence of the former Administrative Tribunal. In its 60 years of existence, the former Administrative Tribunal had only granted

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pre-judgment interest in about 3 per cent of its judgments. That had occurred mainly in relation to undue delay that was prejudicial to the applicant and in just a few cases for some other reason. The case of Mr. Castelli does not involve any of those circumstances.

8. The logic of the Dispute Tribunal is very different in this respect from the jurisprudence of the former Administrative Tribunal, yet no compelling reason is given for departing from the consistent jurisprudence that limited the awarding of pre-judgment interest to certain exceptional circumstances.

9. The delay in payment of the relocation grant to Mr. Castelli is the result of a straightforward disagreement. The unusual nature of the facts of the case quite reasonably led the Secretary-General to question whether Mr. Castelli was entitled to that grant under the Staff Rules and to bring that issue to the Dispute Tribunal. The non-payment of the grant while awaiting a response to that legitimate question could not be a reason for holding the Secretary-General accountable for undue delay.

10. The Dispute Tribunal erred in setting the

period as a punitive measure to give the Organization an incentive to make the payment within the 90-day period. As the statute of the Dispute Tribunal explicitly excludes punitive measures, the setting of such a high interest rate is a violation of that provision.

11. An interest rate of 8 per cent is excessive. It would be an unexpected windfall for Mr. Castelli, as the returns to be obtained from the safest investments in United States dollars would have been much lower than 8 per cent for the period under consideration.

**Mr. Castelli**

12. The Secretary-General did not put forward any legal argument to support his claim 12upheldision.

should therefore be confirmed in principle, but the amount of interest to be paid should take into account the date on which the relocation grant is actually paid.

14. The relocation grant should have been paid more than two years ago and payment of interest is therefore consistent with a number of the former Administrative Tribunal's judgements.

### **Considerations**

15. On 1 July, the Appeals Tribunal rendered a judgment in the case *Warren v. Secretary-General of the United Nations* (No. 2010-UNAT-059) in which it rejected, in plenary session, an argument similar to the one put forward by the Secretary-General in the present case. The Court judged as follows:

10. Notwithstanding the absence of express power of the UNDT and the Appeals Tribunal in their respective statutes to award interest, the very purpose of compensation is to place the staff member in the same position he or she would have been in had the Organization complied with its contractual obligations. In many cases, interest will be by definition part of compensation. To say that the tribunals

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have no jurisdiction to order the payment of interest would in many cases mean that the staff member could not be placed in the same position, and that therefore proper “compensation” could not be awarded.

11. Furthermore, the absence of an express power to award interest in the UNDT statute is not decisive. A provision prohibiting the award of interest could have been included in the statutes if it was intended that the tribunals were to have no jurisdiction to award interest. In fact, the statutes of the UNDT and the Appeals Tribunal include several provisions which limit the tribunals’ powers to award amounts to applicants: these provisions include a limitation on the amount of compensation, which can only be exceeded in exceptional cases, and a prohibition on the award of exemplary or punitive damages.

12. The Appeals Tribunal considers that any supposed legislative history of the statutes is irrelevant – the words of the statutes are decisive in determining the outcome of this appeal.



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13. The Appeals Tribunal acknowledges that General Assembly resolution 63/253

affirmed that the tribunals “shall not have any powers beyond those conferred under

their respective statutes”. The same resolution, however, also emphasized that the

new system of administration of justice is “independent, transparent,

professionalized, adequately resourced and decentralized” and is “consistent with the

relevant rules of international law and the principles of the rule of law and due

process to ensure respect for the rights and obligations of staff members”. For the

Appeals Tribunal to hold that no interest can be awarded would not be reconcilable

with the tribunals’ mandates. Moreover, the award of interest by the tribunals is

necessary to ensure that payments to staff are made by the Organization.

14. It follows from the foregoing considerations that both the UNDT and the

Appeals Tribunal must have the power to award interest in the normal course of

ordering compensation.<sup>1</sup>

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<sup>1</sup> The footnote has been omitted.

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## **Judgment**

18. The Appeals Tribunal confirms judgment No. 2010/011 of 27 January 2010 and order No. 30 (NY/2010) of 17 February 2010 of the Dispute Tribunal to the extent that the Tribunal awarded interest to Mr. Castelli for the period from 4 May 2008 on the amount of the relocation grant that was still due to him on that date. The Appeals Tribunal replaces the interest rate of 8 per cent set by the Dispute Tribunal with the United States prime rate applicable on 4 May 2008 (5 per cent). It decides that this interest rate applies, until the date of payment of the full amount of the relocation grant, to the amount due to Mr. Castelli on that date, with a deduction for any partial payments made previously, without prejudice to the increase of 5 percentage points if the judgment is not executed within a 60-day period from the date of notification of this judgment to the Secretary-General.

Done on this 29th day of October 2010 at New York, United States of America.

Original and authoritative version: French

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*(Signed)*

Judge Courtial, Presiding

*(Signed)*

Judge Adinyira

*(Signed)*

Judge Weinberg de Roca

Entered in the Register on this 29th day of December 2010 in New York, United States of  
America.

*(Signed)*

Weicheng Lin, Registrar

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