

' " ( ) ) ) \* "

- 1. 3r., ra4as" Neupane (ontested \*efore t"e Un!ted Nat!ons O!spute Tr!\*unal 5UNOT or O!spute Tr!\*unal6 t"e de(!s!on to reass!gn "!m from t"e pos!t!on of C"!ef of Eng!neer!ng &e(t!on+ at t"e , -7 le'el+ !t" t"e Un!ted Nat!ons 3ult!d!mens!onal 8ntegrated &ta\*!!!#at!on 3!ss!on !n t"e Central Afr! (an %epu\*!! (538NU&CA6 to t"e pos!t!on of C"!ef of &e(t!on+Central!#ed 9are"ouse+, -7 !t"!n 38NU&CA:s 3!ss!on &upport O!'!s!on 53&O6.
- 2. )\$ Judgment on %e(e!'a\*!!!t\$ No. UNOT;2022;101 5!mpugned Judgment6+ t"e O!spute Tr!\*unal d!sm!ssed 3r. Neupane:s appl!(at!on as not re(e!'a\*le ...
- 3. 3r. Neupane "as f!led an appeal \*efore t"e Un!ted N

- 10. 1n 2/ No'em\*er 2021+ 3r. Neupane:s personnel a(tlon 5, A6 as pro(essed t"roug" Umoxa !nd!(atlng "!s transfer from t"e pos!tlon of C"!ef of Eng!neer!ng &e(tlon to t"e pos!tlon of C"!ef of &e(tlon+Central!#ed 9are"ouse !t"!n 38NU&CA.
- 11. 1n 30 No'em\*er 2021+ 3r. Neupane su\*m!tted a re@uest for management e'aluat!on+ ("alleng!ng "!s reass!gnment and re@uest!ng "!s re!nstatement to "!s !n!t!al pos!t!on of C"!ef of Eng!neer!ng &e(t!on. 1n 7 Januar\$ 2022+t"e C"!ef of t"e 3anagement E'aluat!on Un!t 53EU6 (ons!dered "!s re@uest not re(e!'a\*le").
- 12. 1n 7 Apr!l 2022+ 3r. Neupane f!led an appl!(at!on \*efore t"e UNOT.
- 13. 1n / 1(to\*er 2022+ t"e UNOT !ssued Judgment on %e(e!'a\*!!!t\$ No. UNOT;2022;101 d!sm!ss!ng 3r. Neupane:s appl!(at!on. T"e UNOT found t"at t"e (ontested de(!s!on of reass!gnment as (ommun!(ated to 3r. Neupane+at t"e latest+on 7 3a\$ 2021+!n unam\*!guous and un(ond!t!onal terms. &!n(e t"e /0-da\$ deadl!ne for re@uest!ng management e'aluat!on \*egan to run from t"at date and 3r. Neupane onl\$ f!led a management e'aluat!on re@uest on 30 No'em\*er 2021+ "!s re@uest as unt!mel\$. T"e UNOT (on(luded t"at 3r. Neupane:s appl!(at!on as t"us not re(e!'a\*le
- 1<. 3r. Neupane appealed t"e !mpugned Judgment on < Oe(em\*er 2022+ and t"e &e(retar\$--eneral f!led "!s ans er on 10 =e\*ruar\$ 2023.

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3r. Neupane su\*m!ts t"at t"e UNOT erred !n fa(t and !n la \*\$ f!nd!ng t"at "!s appl!(at!on as not re(e!' a\*le s!n(e "e "ad fa!led to t!mel\$ su\*m!t "!s re@uest for management e' aluat!on.

T"e UNOT fa!led to understand "!(" de(!s!on 3r. Neupane (ontested. ?e ne' er ("allenged t"e reass!gnment de(!s!on. 8n fa(t+ "e read!!\$ agreed to t"e reass!gnment and too4 up "!s ne dut!es as ass!gned. 8nstead+ 3r. Neupane ("allenged t"e stru(tural demot!on "e "ad \*een su\*>e(ted to. 3r. Neupane "ad \*een prom!sed+dur!ng a meet!ng "eld on 2/ 1(to\*er 2020+t"at t"e Adm!n!strat!on ould ta4e t"e ne(essar\$ steps to get "!m (leared \*\$ t"e =!eld Central %e'!e ) od\$ 5=C%) 6.

1/. T"e reassignment as t"us (onditional on t"e Administration:s (omplian(e !t" t"e appli(a\*le %egulations and %ules. T"is as a legitimate (on(ern \*e(ause in field missions+ promotions are affe(ted t"roug" t"e roster s\$stem. 9!t"out =C%) (learan(e for "is ne post+ 3r. Neupane "as no (lear pat" to t"e O-1 le'el in "is ne field. 3r. Neupane "ad alread\$ \*een (leared \*\$ t"e =C%) for t"e post of C"ief+Engineering+"e o((upied. )\$ reassigning "im it"out =C%) (learan(e+"e "782(e) 4. 73 9515. 73 96(nO. 3 94 9(e) 26. 41. 6074(O) 9. 8(o) 17. 25 97(U16. 47)

Judgment No. 2023-UNAT-1378		

			3 dagment 140. 2023 31471 1376			
3<. ot"er	?a' !ng found t''e UNOT:s determ (ontent!on of t''e Appellant.	!nat!on la ful+t"er	e !s no need to furt"er assess t"e			
3 <b>7</b> .	T"e appeal a((ord!ngl\$ fa!ls.					
	' &0-					
3/.	T"e appeal !s d!sm!ssed+and Judg	ment No. UNOT;20	022;101 !s "ere*\$ aff!rmed.			
1 r!g!nal and Aut"or!tat!' e Jers!on: Engl!s"						
Oe(!s!on dated t"!s 27 <sup>t"</sup> da\$ of 1 (to*er 2023 !n Ne Lor4+ Un!ted &tates.						
	+ & ,	+ & ,	+ & ,			
J	ludge &"e"a+ , res!d!ng	Judge - ao	Judge Colgan			
Judgment pu*I!s"ed and entered !nto t"e %eg!ster on t"!s /t" da\$ of No'em*er 2023 !n Ne Lor4+Un!ted &tates.						
	+ & ,					
Jul	!et E. Jo"nson+%eg!strar					

/# %0 % \# , ' &0 " - /#0

1. 8 (on(ur !t" t"e Judgment of t"e Appeals Tr!\*unal and !s" to add onl\$ t"!s !n

t"e sp!r!t of ass!st!ng !n t"e promot!on of good emplo\$ment relat!ons"!ps !t"!n t"e

Un!ted Nat!ons.

2. **9**"en **3**r Neupane as ad'!sed formall\$!n r!t!ng of "!s reass!gnment+"e as !n'!ted

to (onta(t a ?uman %esour(es off!(!al !f "e "ad an\$ (on(erns and "e d!d so+ see4!ng an

assuran(e t"at t"e formal!t!es of t"!s reass!gnment ould \*e follo ed. T"ere as no response

to "!s en@u!r\$. 9"!le t"at non-response ould not "a'e >ust!f!ed t"e "ole dela\$ unt!l "e

soug"t management e'aluat!on+ "e ne'ert"eless (ould reasona\*l\$ "a'e eCpe(ted a response

and alted for one.

3. 8 t"!n4 t"!s a\*sen(e of an\$ repl\$+ or e'en an a(4no ledgment of re(e!pt of "!s

reasona\*le memorandum+\*\$ t"e Adm!n!strat!on as a fa!l!ng on t"e part of ?uman %esour(es

and d!s(ourteous to 3r Neupane. ?e "ad a reasona\*le po!nt to ma4e and made !t properl\$+

reasona\*I\$ and respe(tfull\$. Assum!ng t"at "!s memorandum as re(e!'ed+ t"e fa!lure to

respond does not ass!st t"e good and mutuall\$-respe(tful emplo\$ment relat!ons t"at s"ould

eC!st !n t"ese s!tuat!ons.

1 r!g!nal and Aut"or!tat!'e Jers!on: Engl!s"

Oe(!s!on dated t"!s 27<sup>t"</sup> da\$ of 1 (to\*er 2023 !n Ne Lor4+ Un!ted &tates.

+ & ,

Judge Colgan