



Introduction

1. By a decision rendered on 12 April 2014, the Administrative Tribunal (the Tribunal) was asked to review the decision of the Director of the Office of the High Commissioner for Human Rights (OHCHR) to appoint a consultant to provide technical assistance to the OHCHR in the area of human rights monitoring and reporting. The Tribunal found that the Director's decision was not based on objective criteria and was therefore set aside.

Facts

2. The Administrative Tribunal was established on 4 June 2011, after 25 years of its existence under the mandate of the Secretary-General. It is an independent organ of the United Nations Joint Staff Pension Fund.

4. In 2011 and 2012, the Administrative Tribunal was asked to review the decision of the Director of the OHCHR to appoint a consultant to provide technical assistance to the OHCHR in the area of human rights monitoring and reporting. The Tribunal found that the Director's decision was not based on objective criteria and was therefore set aside.

4. In 2014, the Administrative Tribunal was asked to review the decision of the Director of the OHCHR to appoint a consultant to provide technical assistance to the OHCHR in the area of human rights monitoring and reporting. The Tribunal found that the Director's decision was not based on objective criteria and was therefore set aside.

5. The Administrative Tribunal's decision of a consultant to provide technical assistance to the OHCHR in the area of human rights monitoring and reporting was set aside.

The Tribunal's decision is based on the findings of the Tribunal in its previous decisions. The Tribunal found that the Director's decision was not based on objective criteria and was therefore set aside. The Tribunal's decision is based on the findings of the Tribunal in its previous decisions. The Tribunal found that the Director's decision was not based on objective criteria and was therefore set aside.

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#### Parties' contentions

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treatment of the staff to the extent of the employment contracts and assignment of documents and to take a position against the C&EF CT2 for a number of years.

1C. The respondent's arguments are:

a. The Applicant's letter of appointment states that following the settlement of the appointments of the United Nations staff to the conditions that the employee must have a minimum of 125 days of actual work. The letter of appointment further notes under the heading 'Conditions that to the extent of the provisions of the rules of the employment organization governing the staff rules and conditions of work' as provided by the Agreement between the United Nations System/Chief Executive Board for Coordination and the Association internationale des traducteurs de conférence regulating the conditions of employment of short term translators and persons serving in related functions - CEB/ATC agreement that the status of the Applicant did not have any effect on the grant of the 125 working days of work.

(. The Applicant's argument that he had a legitimate right to have

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1. The nature of the status of the issue at stake is the right to be heard and to be given an additional 10 days in 2014 and four in 2012. The amount of the award is 121 days in 2012 and 106 in 2014. The amount of the award is to be paid as damages and a contribution to the costs of the proceedings.

2. The award should be set aside in its entirety.

### Consideration

20. According to the longstanding jurisprudence of the Appeals Tribunal (under the former and current law) awards do not assess any element of the value of the contribution to any other type of award - e.g. daily

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letter of appointment issued by the Department of Peacekeeping Operations (DPO) to the staff member in question, beyond the maximum of 125 days actually worked in the calendar year. As such, the conditions of employment of the staff member in question are in accordance with the provisions of the Staff Regulations and Rules of the United Nations Secretariat, and the conditions of employment of other categories of staff members under the same provisions.

26. In the case at hand, the Applicant was granted separate temporary appointments upon his reassignment to work as a consultant (not at UN3N and at DC, CT2, UN3G). It is not disputed that the Applicant was employed for a total of 106 working days in 2014. In view of the provisions above, he did not earn an entitlement per se to be granted an extension of his appointment up to the maximum of 125 days actually worked.

29. The foregoing notwithstanding, and taking into account the fact that the Applicant's duties and (y) the usual duties of the Applicant's position (under the Staff Regulations and Rules of the United Nations Secretariat) are not contested and that the Applicant's position is not a seasonal position, the Applicant's position is not a seasonal position and that the Applicant's position is not a seasonal position.

2;. In the case at hand, the Applicant and the Commission of the United Nations Secretariat for the 2014-2015 period stated that the temporary assignment meetings did not last for the full duration of the 2014-2015 period and that the Commission on the Status of the Applicant was not used for the purpose of the Applicant's position. The Commission noted that the Commission's position in the DGAC, and that the Commission continued to use the temporary position (as a result of the Applicant's position) in view of the Applicant's position.

2C. The Commission's position in the case at hand is that the Commission of the United Nations Secretariat for the 2014-2015 period is the same as that of the Commission of the United Nations Secretariat for the 2014-2015 period, and that the Commission of the United Nations Secretariat for the 2014-2015 period is the same as that of the Commission of the United Nations Secretariat for the 2014-2015 period.

40. The Commission's position in the case at hand is that the Commission of the United Nations Secretariat for the 2014-2015 period is the same as that of the Commission of the United Nations Secretariat for the 2014-2015 period, and that the Commission of the United Nations Secretariat for the 2014-2015 period is the same as that of the Commission of the United Nations Secretariat for the 2014-2015 period.





Conclusion

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-Signed0

Judge T&omas 1aBe\$

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