

1. B a!!"#Sat#on f#ed on 2% &a 2014' t(e A!!"#Sant' a staff mem)e* at t(e

4. On 90 A!*" 2014' t(e ?ns!e\$to* Gene*a" -.?G/0' UN+C, ' *es!onded to t(e
A!!"#\$ant@s *e>uest fo* management e1a"uat#on' #nfo*m#ng (e* t(at s#n\$e t(e
De!ut +#g(Comm#ss#

!o1#ded 8#t(a fu"" set of do\$umentat#on' #n\$"ud#ng t(e D+ , & s(o*t"#st#ng mat*#E and t(e m#nutes of t(e :AC' and du" fu"f#"ed #ts mandate to *e1#e8 t(at t(e !*o\$ess 8as done #n \$om!"#an\$e 8#t(t(e !*es\$#)ed !o"#\$esG

e. T(e A!!"#\$ant fa#"ed to !*o1e t(at t(e de\$#s#on 8as)ased on #m!*o!e* mot#lesG t(e m#nutes of t(e :AC demonstr*ate t(at t(e A!!"#\$ant@s nat#ona"#t 8as not ta;en #nto a\$\$ount 8(en t(e :AC de\$#ded not to *e\$ommend (e* fo* t(e !ostG #n fa\$t' t(e nat#ona"#t of a ,e!*esentat#le \$an' #n \$e*ta#n \$#\$umstan\$es')e ta;en #nto a\$\$ount #n t(e se"e\$#on !*o\$essG t(e*efo*e' .de!end#ng on t(e !o"#t#\$a" sens#t#1#t#es on t(e g*ound/' t(e manage*es *efe*en\$e to t(e A!!"#\$ant@s nat#ona"#t 8as not #m!*o!e*G #t d#d' (o8e1e*' not (a1e an #m!a\$t on t(e :AC *e\$ommendat#onG

f. T(e A!!"#\$ant@s \$"a#m t(at s(e 8as not !*o1#ded 8#t(t(e *e"e1ant do\$umentat#on #s 8#t(out me*#tG s(e 8as !*o1#ded 8#t(t(e m#nutes of t(e :AC' t(e J, B and t(e D+ , & s(o*t"#st mat*#E' #n\$"ud#ng t(e 1#e8s of t(e manage*' du" *eda\$ted 8#t(*es!e\$t to ot(e* \$and#dates' #n a\$\$o#dan\$e 8#t(!a#a. 199 of t(e PPAPG

g. T(e PPAP does not !*o1#de !*o*#t#H#ng staff on :?BA statusG gende* and geog*a!(#\$a" *e!*esentat#on ma)e g#1en \$ons#de*at#on on" 8(en t(e*e a*e su)stant#a"" e>ua" me*#to*#ous \$and#datesG #n t(e \$ase at (and t(e*e 8as a mo*e me*#to*#ous \$and#date.

Scope of judicial control in appointment and promotion matters

19. I #t(*es!e\$t to a! !o#ntment and !*omot#on de\$#s#ons' t(e A!!ea"s T*#)una" (as \$onstant" (e"d t(at

Unde* A*t#\$"e 101-10 of t(e C(a*te* of t(e Un#ted Nat#ons and :taff ,egu"at#ons 1.2-\$0 and 4.1' t(e :e\$*eta* 2Gene*a" (as)oad d#s\$et#on #n matte*s of staff se"e\$#on. T(e 5u*#s!*uden\$e of t(#s T*#)una" (as \$"a#f#ed t(at' #n *e1#e8#ng su\$(de\$#s#ons' #t #s t(e *o"e of t(e UNDT o* t(e A!!ea"s T*#)una" to assess 8(et(e* t(e a!!"#\$a)"e ,egu"at#ons and ,ues (a1e)een a!!"#ed and 8(et(e* t(e 8e*e a!!"#ed #n a fa*# t*ans!a*ent and non2d#s\$*#m#nato*

manne*. T(e T*)una's@ *o'e #s not to su)st#tute t(e#* de\$#s#on fo*
t(at of t(e Adm#n#st*at#on. -see Ljungdell 2012UNAT22%50

14. ?t fu*(e* (e"d t(at a se"e\$#on de\$#s#on s(ou"d)e u!(e"d 8(en a \$and#date
(as *e\$e#1ed fu"" and fa#* \$ons#de*at#on' 8(en d#s\$*#m#nat#on and)as a*e a)sent'
8(en !*o!e* !*o\$edu*es (a1e)een fo""o8ed and 8(en a"" *e"e1ant mate*#a" (as
)een ta;en #nto a\$Sount - olland 2011UNAT2122G Charles 2019UNAT223%0.

15. T(e T*)una" (as to eEam#ne t(e \$ontested de\$#s#on aga#nst t(ese \$*te*#a
8(#\$(#t 8#"" add*ess #n tu*n.

! andate of SAC and Career ! anagement Support Section ("C ! SS#)\$DH !

1%. , ega*d#ng t(e !*o!e* a!!"#Sat#on of "ega" !*o1#s#ons' t(e T*)una" ta;es note
t(at' !u*suant to t(e PPAP' t(e :AC (as t(e mandate to *e\$ommend t(e
ass#gnment of !os#t#ons of ,e!*esentat#1es' #n\$ud#ng t(e mat\$(#ng eEe*\$#se'
8(#'e C&: :/D+, & mandate #s "#m#ted to esta)"#s(t(e #n#t#a" s(o*t2"#st of
su#ta)"e \$and#dates.

14. ?ndeed' !u*suant to t(e PPAP' t(e :AC mandate \$o1e*s t(e fo""o8#ngF

95. T(e :AC 8#"" *e\$ommend t(e ass#gnment of
,e!*esentat#1es A on t(e)as#s of PPAP.

9%. ?n eEe*\$#s#ng #ts mandate' t(e :ACF

a. I #"" \$ons#de* t(e "#st of su#ta)"e a!!"#Sants fo* a
g#1en !os#t#on \$om!#"ed) ,P: and C&: : su)se>uent
to a mat\$(#ng eEe*\$#se a!!" #ng t(e esta)"#s(ed \$*te*#a
a)o1eG

). ?n t(e Sou*se of \$ons#de*at#on of t(e "#st of su#ta)"e
a!!"#Sants fo* a g#1en !os#t#on' s(a"" see; t(e 1#e8s of
*e"e1ant manage*s and ma \$onsu't 8#t(staff mem)e*sG
and

\$. I #"" se"eSt t(e most su#ta)"e a!!"#Sant fo* a g#1en
!os#t#on and ma;e a *e\$ommendat#on to t(e J, B 8(#\$(

C / SS\$DH ! role in the selection exercise

13. ?n t(e !*esent \$ase' C& : :/D+ , & found su#ta)"e)ot(t(e A!!"#\$ant and t(e su\$\$essfu" \$and#dateG (en\$e' #t !ut t(em on t(e s(o*t2"#st fo* *e1#e8) t(e :AC. I #(*es!eSt to t(e A!!"#\$ant' C& : :/D+ , & noted t(at .Bsc(e (as a st*ong !*ote\$t#on)a\$;g*ound and eE!e*#en\$e as ,e!*esentat#1e and +ead of :u)26ff#\$/ 8 (#"e #t noted t(e fo""o8#ng 8#t(*es!eSt to t(e se"e\$ted \$and#dateF .B\$Cu**ent" UN+C , De!ut ,e!*esentat#1e #n Be#*ut. Jega")a\$;g*ound)ut (as a"so)een on !*og*amme !osts. Ve* good !e*fo*me* 8#t(1a*#ed eE!e*#en\$e. P*a#sed fo* (#s manage*a" d#!"omat#\$ and \$ommu#sat#on s;#"s. : !ea;s f'uent" D*en\$(./

19. T(e T*#)una" notes t(at 8 (#"e C& : : \$omments 8e*e mo*e e"a)o*ate 8#t(*es!eSt to t(e su\$\$essfu" \$and#date t(an 8#t(*es!eSt to t(e A!!"#\$ant')ot(of t(em 8e*e du" \$ons#de*ed and s(o*t2"#sted. T(e*fo*e' s#n\$e t(e a\$tua" mandate of C& : :/D+ , & 8as "#m#ted to esta)"s(t(e s(o*t2"#st of su#ta)"e \$and#dates = on 8 (#\$(#t #n\$"uded t(e A!!"#\$ant = 8 (#"e t(e a\$tua" mat\$(#ng eEe*\$#se fe"" unde* t(e mandate of t(e :AC' t(e T*#)una" #s sat#sf#ed t(at C& : : eEe*\$#sed #ts mandate #n a\$So*dan\$e 8#t(t(e PPAP.

!atching exercise %y the SAC

20. I #(*es!eSt to t(e mat\$(#ng \$*te#a to)e a!!"#ed) t(e :AC' t(e a)o1e2*efe*en\$ed se\$. 9% a. of t(e PPAP' *efe*s to t(ose esta)"s(ed on a "#st unde* t(e !*e1#ous \$(a!te* -.C*te#a fo* mat\$(#ng and se"e\$#on/0 of t(e PPAP' name" F g*ade of a!!"#\$ant' \$om!eten\$es' !e*fo*man\$e' *manf C nf Co-3. 6 6 653(e)33 6 .228 (\$)-14.3252(*

mentioned above and the actual amount of the ' on the :AC de"e*at#ons (as to
)e taken into account 8 (en eEam#n#ng t(e :AC m#nute

40. T(e T*)una" t(e*efo*e \$on\$"udes t(at t(e se'e\$#on !*o\$edu*e 8as \$o**e\$t"
fo""o8ed' t(at t(e \$and#datu*e of t(e A!!"#\$ant 8as g#1en fu"" and fa#*
\$ons#de*at#on' and t(at t(e*e 8as no)#as o* !*o\$edu*a" f"a 8.

41. ?n 1#e8 of t(e fo*ego#ng' t(e T*)una" D<C?D<:F

T(e a!!"#\$at#on #s *e\$e\$ted.

-Signed0