Introduction

1. T!e A""#\$%ant& '!o !e#d a tem"o(a() a""o\$ntment as a T(ans#ato((om 12 *%to+e(to 6 No,em+e(2015& %ontests t!e #ate "a)ment o !e(sa#a() o(*%to+e(2015.

2. As (emed\$es& s!e (e-uests 5 . \$n de au#t \$nte(est on !e(sa#a() a((ea(s& as 'e## as C / 01&000\$n mo(a# damages o(t!e st(ess and 'o(().

Facts

- 3. T!e A""#\$%ant !e#d a tem"o(a() a""o\$ntment as a T(ans#ato(& at t!e T12V #e,e#& '\$t! t!e 3ng#\$s! T(ans#at\$on 4e%t\$on& 5anguages 4e(,\$%e 67548% D\$,\$s\$on o Con e(en%e : anagement 67DC : 89% Un\$ted Nat\$ons * \$%e at Gene,a 67UN*G89& o(a %ont(a%ted "e(\$od o 26 da)s& s"e%\$ \$%a##)& (om 12 *%to+e(to 6 No,em+e(2015.
- 4. *n 1 No,em+e(2015\(\) t!e *(gan\);at\(\) aton de"#o)ed 4e\(\)(eta(\) at< '\) de \(\) ts ne '
 3nte("(\) se =esou(\) e P\(\) pann\(\) ng 673=P89 s)stem\(\) >no 'n as Umo?a. 0(om t!\) s date\(\) a
 #a(ge num+e(o t!e *(gan\);at\(\) on\(\) s o"e(at\(\) ons 'e(e \) ondu\(\) ted t!(oug! Umo?a\(\) \)
 \$\(\)\\ n\\ #ud\(\) ng t!e adm\(\)\ st(at\(\) on o "a)(o\(\)# and sa\(\)#a(\(\) es.
- 5. T!e A""#\$%ant -ue(\$ed at t!e +eg\$nn\$ng o !e(%ont(

A. U"on !e(o##o ' u" +) "!one& t!e A""#\$%ant 'as \$nst(u%ted to %onta%t t!e / uman =esou(%es : anagement 4e(,%e 67/=:489&UN*G&'!%! s!e d\$d on 30 No,em+e(2015& as>\$ng'!en s!e'ou#d +e "a\$d!e(*%to+e(sa#a(). A / uman =esou(%es * %e(&/=:4&(e))e"\$ed on t!e same da) as o##o'sB

Cou(sa#a() o(*%to+e(2015 ' \$## +e t(eated as 2:24 (et(oa%t\$,\$t). T!\$s means t!at ou(%o##eagues \$n "a)(o## ' \$## manua##) \$n"ut a## t!e ne%essa() data (om 2:24 to Umo?a o()ou(sa#a() to +e "a\$d as soon as "oss\$+#e.

- D. T!e A""#\$%ant 'as !\$(ed +) UN*G to 'o(> o(12 mo(e da)s \$n Janua() 2016. *n 22 Janua() 2016\(\ell t!e A\)"#\$%ant \$n o(med /= : 4 t!at s!e !ad st\$## not (e%e\$,ed !e(sa#a() o(*%to+e(2015\(\ell '\) !\$#e ment\$on\$ng t!at \$nte(est on a((ea(s s!ou#d +e added to t!e "a)ment. *n t!e same da)\(\ell /= : 4 %onta\)*ted t!e 0\$nan\%e 4e\%t\$on\(\ell UN*G\(\ell en-u\)(\$ng a+out t!e A""#\$\(\mathreal a+ou\)* sa#a(). T!e Pa)ments and Pa)(o## Un\(\ell t!en \\$n o(med t!at !e(\%ase\) a#ong '\\$t! ot!e(s\(\ell '\) ou\(\ell d +e mo, ed (om 2 : 24 to t!en 7\%a#\)*wu#ate t!e (et(oa\)t\$,\\$t) to "a) t!(oug! Umo\)a8.
- 10. T!e A""#\$%ant 'as "a\$d !e(emo#uments o(!e(Janua() 2016 'o(> on 2D Janua() 2016.
- 11. *n 11 0e+(ua() 2016 t!e A""#\$%ant ema\$#ed /= : 4 sta

- 14. *n 14: a(%! 2016\(t !e A""#\) ant (e-uested management e, a#uat\(s on o 7t !e de\) s\(s on not to "a \)!e(o('o(> "e(o(med 8.
- 15. F) #ette(dated 24 : a(%! 2016\(\) t!e : anagement 3 , a#uat\(\) on Un\(\) t %ons\(\) de(ed t!at 7no de\(\) s\(\) on !a\(\) dH +een ta>en not to "a) \(\) 6t!e A""#\(\) antH \(\) o('o(> "e(o(med 8 and t!at t!e "a) ment 'as (at!e(+e\) ng "(o\) essed and s!ou\(\) d +e made at t!e end o : a(\(\) ! 2016.
- 16. *n 31 : a(%! 2016\(t!e A""\) #\((e\) and (e\) (e\), ed t!e "a)ment o sa\(a() \) %o((es"\) ond\(sq t t!e t! (ee 'ee >s s!e !ad 'o(>ed \) n *\(sto +e(2015) .
- 17. T!e "(esent a""#\$%at\$on 'as \$#ed on 31 : a) 2016. T!e =es"ondent \$#ed !\$s (e"#) on 30 June 2016. T!e A""#\$%ant \$#ed add\$t\$ona# %omments on 6 Ju#) 2016.
- 1A. F) *(de(No. 250 6GVA/20169 o 30 De%em+e(2016k t' o anneEes to t!e =es"ondentes (e"#) t!at !ad +een \$#ed ex parte

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Consideration

Alleged irreceivability and mootness of the application

23. T!e =es"ondent asse(ts t!at no de%\$s\$on 'as e,e(made not to "a) t!e A""#\$%ant o('o(> "e(o(med unde(a tem"o(a() %ont(a%t and t!at& \$nstead& t!e "a)ment 'as s\$m"#) +e\$ng "(o%essed. T!\$s 'as t!e "os\$t\$on ado"ted +) t!e : 3U and& t!e =es"ondent suggests& \$t \$s u#t\$mate#) e,\$den%ed +) t!e a%t t!at t!e A""#\$%ant e,entua##) (e%e\$,ed !e(sa#a().

25.

do so9 \$n t!e %onteEt o t!e "e(o(man%e a""(a\sa# e,a#uat\son t!e Adm\sn\st(at\son "(o,\sded to !\sm.

N

63. : (. Ge!(su e(ed t!e den\$a# o 6!\$s (\$g!t to (e+ut !\$s "e(o(man%e e,a#uat\$onH o(a "e(\$od o 'ee>s and du(\$ng t!ose 'ee>s 'as t!e(e o(e dest\$ned to +e \$n,o#,ed \$n an a""(a\$sa# "(o%ess \$n '!\$%! !e 'ou#d !a,e no (\$g!t to (e+ut. T!e T(\$+una# \$s o t!e ,\$e' t!at t!at den\$a#k o \$tse# & 'as o su \$%\$ent se(\$ousness to 'a((ant %ons\$de(at\$on +) t!e UNDT Judge as to '!et!e(%om"ensat\$on 'as me(\$ted.

26. 2t o##o's t!at an a""#\$%ant@s %!a##enge does not automat\$%a##) +e%ome moot
'!en t!e Adm\$n\$st(at\$on su+se-uent#) (e%t\$ \$es a '(ong u# %ou(se o a%t\$on.

K!\$#e t!e e,entua# "a)ment o a sa#a() due to a sta mem+e('\$## "ut an end to
an) +(ea%! \$n (es"e%t o t!e a\$#u(e to "(o"e(#) %om"#) '\$t! t!e %ont(a%tua#
o+#\$gat\$ons to 'a(ds a sta mem+e(& \$t does not (emo,e t!e a%t t!at t!e +(022175 . 858(")9 . 20927(e) - 3 c

Compensation for delay in payment of salary

30. 2t s un%ont(o,e(s\$a# t!at t!e A""#\$%ant@s *%to+e(2015 sa#a() 'as e,entua##) sett#ed n #ate : a) 2016. T!e matte(o(t!e T(\$+una# to de%\$de %omes do 'n to '!et!e(t!e de#a) n e e%t\$ng su%! "a)ment 'a((ants %om"ensat\$on.

31. T!e =es"ondent %ontends t!at no "(o,\$s\\$on \\$on e(s to sta mem+e(s an ent\\$t\#ement to \\$om"ensat\\$on o(de\#a)ed "a)ment o \\$nan\\$\\$a\# ent\\$t\#ements. 2n a\tau no su\\$! s"e\\$\\$ \\$% (u\#e \\$s needed. T!e T(\\$+una\# ma) g(ant \\$om"ensat\\$on unde(

37. T!\$s \$s %ons\$stent '\$t! t!e stan%e ta>en +) t!e T(\$+una# \$n "(e,\$ous %ases %on%e(n\$ng de#a)ed "a)ment o \$nan%\$a# ent\$t#ements t!at t!e \$na# "a)ment o t!e amount o(\$g\$na##) due& '!e(e t!e(e !as +een a s\$gn\$ \$%ant de#a)& does not su \$%e to ma>e good o(t!e de#a) su e(ed 6Massi UNDT/2016/100& !ohnson UNDT/2011/144& "o UNDT/2017/0139. Nota+#)& t!e T(\$+una# (u#ed \$n Massi t!atB

 $\mbox{GTH!e (et(oa\%t\$,e "a)ment made to t!e A""#\$\%ant N does not ta>eoe}$

unsu(mounta+#e %ond\$t\$ons #ea,\$ng t!e *(gan\$;at\$on '\$t! no means o "a)\$ng \$t sta @s sa#a(\$es. Fe o(e de%\$d\$ng to #aun%! an *(gan\$;at\$on1'\$de s)stem #\$>e Umo?ak \$t \$s o(t!e de%\$s\$on1ma>e(s \$n %!a(ge to ensu(e t!at t!e s)stem \$s ade-uate#) %on%e\$,edk de,e#o"ed and tested.

- 40. 3,en \$ t!at 'as not done& t!e(e 'as an a((a) o measu(es t!at t!e Adm\\$n\\$st(at\\$on \%ou\\$d !a,e "ut \\$n "\#a\%e to a,o\\$d o(ame\\$o(ate s!o(t\%om\\$ngs\&su\%! as >ee"\\$ng t!e o\#d s)stem (unn\\$ng \\$n "a(a\#e\#e\#e\ o(a "(udent\\$a\#" "e(\\$od\&ena+\#\\$ng a""(o,a\# o "a)ments outs\\$de Umo\?a\&\\$ssu\\$ng ad,an\%es o sa\#a(\\$es as a matte(o \%ou(\\$e as soon as an) "(o+\#em a(ose '\\$t! attendan\%e \%e(t\\$\%at\\$on\&o(\&e\#e\&e\&\"\#a\\\$ng eEt(a te\%!n\%a\#(esou(\%es to so\#,e t!e un\%t\\$on\\$ng "(o+\#ems as a matte(o u(gen\%)). As !a(d to +e\#\\$e,e as \\$t ma) +e\ no su\%! a\#te(nat\\$,e me\%!an\\$sms 'e(e de,\\$sed\&e,en a te(se,e(a\#mont!s o de\#a)). K !\\$\#e t!e =es"ondent no 'asse(ts t!at sa\#a() ad,an\%es 'e(e "oss\\$+\#e\&t!\\$s o"t\\$on 'as not s)stemat\%a\##) ado"ted and\&\\$n "a(t\\$\%u\#a(\&\\$t 'as not o e(ed to t!e A""\#\\$\wanter{\}\\$ant at t!e mate(\\$a\# t\\$me. 2t \\$s o(t!e *(gan\\$;at\\$on to +ea(t!e \%onse-uen\%es o t!\\$s.
- 41. 2n an) e,ent& t!e a\$#u(e to ma>e t!e "a)ment due to t!e A""#\$%ant \$n a t\$me#) manne('as a matte(ent\$(e#) '\$t!\$n t!e %ont(o# o t!e =es"ondent. T!e *(gan\$;at\$on "ut t!e ne ' 3=P s)stem \$n "#a%e and 'as (es"ons\$+#e o(\$ts o"e(at\$on. 2 t!e Adm\$n\$st(at\$on de%\$ded to "ut \$nto o"e(at\$on an 3=P s)stem t!at 'as not u##) o"e(at\$ona# o(ent\$(e#) \$t o("u("o

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du($\$ ng t!e mate($\$ a# "e($\$ od $\$ one ma) %on%#ude t!at an) su%! #oss 'ou#d !a,e +een neg# $\$ g\}+#e.

- 51. 2n #\$g!t o t!e o(ego\$ng& t!e T(\$+una# %ons\$de(s t!at t!e mate(\$a# \$n?u() stemm\$ng (om t!e %ontested de%\$s\$on \$s su \$%\$ent#) %om"ensated +) t!e a 'a(d o \$nte(est on t!e sum due o(t!e ou(mont!s du(\$ng '!\$%! \$ts "a)ment 'as de#a)ed& as "e("a(a. 4A a+o,e.
- 52. Tu(n\sigmages to mo(a\pi damages\text{te} T(\sigma + una\pi \sigma ns\sigma de(s "(o, en t!at t!e A""\pi \sigma ant endu(ed mo(a\pi !a(m as a (esu\pi t o t!e de\pi a) \sigma "a)ment o !e(sa\pi a(). 0\sigma(st\pi)\text{t!e} = es"ondent !as (e\sigmages ogn\sed t!at t!e de\pi a) ed "a)ment o !e(sa\pi a() a((ea(s o(\sigmages nated \sigma n\sigma on, en\sen\sed and st(ess. 0u(t!e(mo(e\text{t!e} A""\pi \sigma ant "(o,\sigma ded deta\pi \pi do o(a\pi e,\sigma den\sed \sigma n t!\sigma (es"\pi \sigma t. 4"\pi \sigma \sigma \pi \pi a\pi t)\text{s!e} stated t!at s!e ound !e(se\pi unde(\sigma nn\sigma \pi a) at t!e end !e(\sigma nn\sigma \pi a) at t!e end !e(\sigma nn\sigma \pi a) at t!e end !e(\sigma nn\sigma \pi a) at t!e(\pi a) and e\pi a) eE'(ao(d\sigma na() eE"\pi end\stu(e t!at s!e 'as t!en +ound to !onou(. : o(eo,e(\text{k} s!e !ad t) at t!e) at to(e(a\sigma no ma\pi a) e!ad t!e) end\pi a) text{te} to end\pi eleccond to e(\sigma no ma\pi a) e!ad t!e) at t!e to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond to end\pi a) eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) e!ad t!e) end\pi eleccond text{te} to(e(\sigma no ma\pi a) eleccond text{te} to(e(\sigma no m