

Introduction

1. The Board of Appeal (hereinafter "the Board") was established by the Administrative Tribunal (hereinafter "the Tribunal") on 18 October 2013. The Board's mandate is to review the Tribunal's decisions on appeals filed against its decisions. The Board's jurisdiction is defined in Article 11 of the Tribunal's Statute. The Board's first meeting was held on 15 November 2013. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013.

2. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013.

Facts

3. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013.

4. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013.

5. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013.

6. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013. The Board's first decision was rendered on 13 December 2013.

7. O& 1= '(& 2013) %*e De!(% <6e\$(%#-e ;e\$re%ar of %*e Co&-e&%#o&s se&% a& e , a#" %o %*e A!!"#Sa&%) #&for , #&g *#, of %*e de\$s#o& %o \$a&\$e" 'O No. 22213 .as a res(" of a &eed %o re-#se #& #& order %o ref"e\$% %*e f(" ra&g of res!o&s#0#"#&#es of %*e Bra&\$* C*#ef7.

8. B a&o%*er e , a#" of %*e sa , e da) %*e De!(% <6e\$(%#-e ;e\$re%ar of %*e Co&-e&%#o&s #&for , ed *er \$o"eag(es %*a% a %e , !orar /o0 o!e&#&g *ad 0ee& #ss(ed o& 1= '(& 2013 for %*e !os% of C*#ef) Ad , #&#s%ra%#-e ;er-#ses Bra&\$*) P42) #& %*e Co&-e&%#o&s? se\$re%ar#a%) %o %e , !orar#" f#" %*e -a\$a&% !os% .!e&d#&g %*e f#a"#a%#o& of %*e reg("ar se"e\$%#o& !ro\$ess7.

3. T*e sa , e da) %*e A!!"#Sa&% re+(esved , a&age , e&% e-a"(a%#o& of %*e de\$s#o& %o o!e& %*e %e , !orar re\$R(# , e&% for %*e !os% of C*#ef) Ad , #&#s%ra%#-e ;er-#ses Bra&\$* (P42) a&d of %*e "ega"## of %*e \$a&\$e" a%#o& of 'O No. 22213 as 5e" as %*a% of %*e re\$R(# , e&% !ro\$ess (&der sa#d 'O.

Applicant's contentions

10. T*e A!!"#Sa&%?s \$o&%e&%#o&s , a 0e s(, , ar#@ed as fo"o5sa

a. T*e <6e\$(%#-e ;e\$re%ar , ade a" effer%is %o o0s%r(\$% *#s \$a&d#da%(re) !ar%#\$("ar" 0 !(%#&g *#, #& a \$o , !e%#%-e d#sad-a&%age) 0 draf%#&g a %a#"or4 , ade /o0 des\$R#!%#o&) \$a&\$e" #&g %*e /o0 o!e&#&g) \$*a&g#&g %*e s\$ree&#&g +(es%#o&s %o a\$So , , odae o%*er \$a&d#da%es a&d f#a" \$a&\$e" #&g %*e 5*o"e !ro\$ess 5*e& %*e \$a&d#da%e *e !ro!osed for se"e\$%#o& 5as &o% a\$Se!%ed) a&d 5#%*o(% \$o&s#der#&g o%*er +(a"#f#ed \$a&d#da%es fro , %*e "#s%B

0. T*e de\$s#o& \$o&s%#% (es a -#o"a%#o& of s%aff reg("a%#o& =.=B

\$. T*e fa\$%s ra#se ser#o(s \$o&\$er&s a0o(% %*e %ra&s!are&\$ a&d # , !ar%#a"## of %*e !ro\$ess) 5*#\$* 5as \$"ear" &o% free fro , 0#as} so , e # , !or#a&% #&for , a%#o& , a 0e\$0 , e a\$Sess#0"e d(r#&g %*e , a&age , e&% e-a"(a%#o&B

d. The staff see... does... !ro-#de for... s(!e&s#o& of a
se"e\$%#o& !ro\$ess a&d re4ad-er%#se , e&% of a -a\$a&\$) 5#%*(% \$o , !"e%#&g %*e
se"e\$%#o& !ro\$ed(res %*a% *a-e Oee& #&#%#a#ed) !ar%#\$("ar" #f %*e /o0
des\$r#!%#o& #s \$o , !"e%e" re4draf%ed 5#%*(% go#&g %*ro(g* a for , a"
re\$"ass#f#\$a%#o& !ro\$essB

e. The (rge&\$ "#es #& %*e fa\$% %*a% %*e %e , !orar /o0 o!e&#&g 5#" Oe
\$"osed o& 2= '(&e 2013 a&d %*a% %*e s(\$essf(" \$a&d#da%e #s e6!e\$%ed %o %a9e
(! f(&\$%#o&s o& 1 A(g(s% 2013. 1& \$ase a &e5 !erso& #s *#red o& %*e !os%)
\$orre\$%#-e a\$%#o&s 5#" Oe , ore d#ff#\$(" % #& %*e e-e&% %*a% %*e ad , #&#sra%#-e
de\$%s#o& #s fo(&d %o Oe (&"a5f("B

f. If %*e \$o&es%ed de\$%s#o& 5ere %o Oe # , !"e , e&%ed) %*#s 5o("d # , !ede
%*e A!!"#Sa&%?s a!!o#&% , e&% %o %*e !os%) e-e& #& \$ase %*e : a&age , e&%
<-a"(a%#o& U&% or %*e Ds!(%e Tr#0(&a" 5ere %o r("e #& *#s fa-o(r) %*#s
5o("d \$a(se #rre!ara0"e *ar , %o %*e A!!"#Sa&%?s r#g*%s %o *a-e a fa#r
re\$r(# , e&% !ro\$ess #& a\$%orda&\$e 5#%* %*e UN 8eg("a%#o&s a&d 8("esB

g. The # , !"e , e&%a%#o& of %*e de\$%s#o& # , !"es %*e %ra&sfer of a" %*s
\$(rre&% f(&\$%#o&s %o %*e &e5" a!!o#&%ed !erso&) as s(\$* , a9#&g %*s \$(rre&%
!os% a \$"ear %arge% for a0o"##%#o&B

*. The !erso& se"e\$%ed for %*e %e , !orar /o0 o!e&#&g 5o("d Oe %*s
, , ed#a%e s(!er-#sor) 5#%* %*e d(!"#Sa%#o& of f(&\$%#o&sB #& -#e5 of *# ,
*a-#&g %a9e& "ega" a\$%#o& aga#&s% %*e de\$%s#o& %*#s , #g*% \$rea%e \$o&f"#\$%s #&
%*e 5or9#&g e&-#ro& , e&%. : oreo-er) #& 5o("d re#&for\$e %*e e6#s#&g
re!or%#&g "#&es) 5*#\$* are #"ega") s#&\$e %*e #s \$(rre&%" re!or%#&g %o P4=
/(&#or s%aff , e , Oers.

The Respondent's contentions

11. The 8es!o&de&%?s \$o&%e&%#o&s , a Oe s(, , ar#@&ed as fo""o5sA

a. The ;e\$re%ar#a% of %*e Co&-e&%#o&s *as \$o , e %o (&ders%a&d %*a% %*e A!!"#Sa&% #s of %*e -#e5 %*a% #f %e 5ere %o a!!" for %*e %e , !or ar /o0 o!e&#&g) *e 5o("d 0e !re\$" (ded fro , a!!" #&g %o %*e reg("ar /o0 o!e&#&g) o&\$e #% #s ad-er%#sed. T*e De!(% <6e\$(%#-e ;e\$re%ar for %*e Co&-e&%#o&s \$*e\$9ed 5#%* %*e C(, a& 8eso(r\$es De!ar% , e&% 0o%* of %*e U&#%ed Na%#o&s Off#%e #& Na#ro0# a&d %*e U&#%ed Na%#o&s Off#%e a% Ge&e-a) %o \$o&f#r , %*e ;e\$re%ar#a% of %*e Co&-e&%#o&s? -#e5 %*a% #&%er#a" \$a&d#da%es o& f#6ed4%er , a&d !er , a&e&% a!!o#&% , e&%s are e"#g#0"e %o a!!" for a f#6ed4%er , !os% af%er *a-#&g 0ee& re\$(#%ed aga#&s% %*e sa , e !os% o& a %e , !or ar /o0 o!e&#&gB

0. T*e de\$#s#o& #s &o% (&"a5f("B %*e ;e\$re%ar#a% *as 0ee& #& \$o&s("%a%#o& 5#%* %*e C(, a& 8eso(r\$es De!ar% , e&% a&d UN<P Cead+(ar%ers %*ro(g*o(% %*e 5*o"e !ro\$ess %o e&s(re a& o0/e\$%#-e a&d fa#r re\$(#% , e&% !ro\$ess for %*e !os%) #& a\$Sorda&\$e 5#%* %*e ;%aff 8eg("a%#o&s a&d 8("es a&d a!!"#Sa0"e ad , #&#s%ra%#-e #ss(a&\$esB

\$. Pro\$eed#&gs %o f#" %*e %e , !or ar /o0 o!e&#&g) 5#%* %*e A!!"#Sa&% or a&o%*er \$a&d#da%e 5*o #s dee , ed +(a"#f#ed for %*e !os%) 5#" &o% \$a(se #rre!ara0"e da , age %o %*e \$o&s#dera%#o& of %*e A!!"#Sa&% for %*e reg("ar /o0 o!e&#&gB *e fa#"ed %o s*o5 %*a% %*e # , !"e , e&%a%#o& of %*e de\$#s#o& 5o("d # , !ede *#s a!!o#&% , e&% %o %*e !os%.

Urge&\$

d. T*e 8es!o&de&% does &o% +(es%#o& %*e (rge&\$ of %*e re+(es%.

Consideration

12. 1& a\$Sorda&\$e 5#%* ar%. 2.2 of #s ;%a%(%e) %*e D#s!(%e Tr#0(&a" , a order a s(s!e&s#o& of a\$#o& of a& a!!"#Sa%#o& f#"ed 0 a& #&d#-#d(a" re+(es%#&g %*e Tr#0(&a" %o s(s!e&d %*e # , !"e , e&%a%#o& of a \$o&#es%ed de\$#s#o&) d(r#&g %*e !e&de&\$ of , a&age , e&% e-a"(a%#o&) 5*ere %*e de\$#s#o& a!!ears %o 0e

(&"a5f(") #& \$ase of !ar%#\$("ar (rge&\$ a&d 5*ere #s # , !"e , e&%a%#o& 5o("d \$(se
#rre!ara0"e da , age. 1% fo""o5s %*a% for a& a!!"#Sa%#o& for s(s!e&s#o& of a\$%#o& %o
Oe gra&%ed) %*e %*ree \$o&d##o&s *a-e %o Oe f("f#"ed a&d #% *as %o Oe re/e\$ed #f a%
"eas% o&e of %*e \$o&d##o&s #s &o% , e%.

13. : oreo-er) a& a!!"#Sa%#o& for s(s!e&s#o& of a\$%#o& \$a& o&" Oe gra&%ed #f %*e

18. The Tr#0(&a" f#&ds %*a% #& %*e \$ase a% *a&d) %*e # , !"e , e&%a%#o& 5o("d &o% \$a(se *ar , %o %*e A!!"#Sa&%?s \$areer !ros!e\$s s#&\$e &o%*#&g !re-e&%s *# , fro , a!!" #&g for %*e %e , !orar /o0 o!e&#&g. As a staff , e , Oer *o"d#&g a !er , a&e&% a!!o#&% , e&%) #f *e 5ere %o Oe se"e\$ed for %*e %e , !orar /o0 o!e&#&g *e 5o("d s%#" Oe e"#g#0"e %o a!!" o&\$e %*e !os#%#o& #s o!e&ed (&der a Ereg("ar? /o0 o!e&#&g (se\$. 3.7 (a) 2.7 of ;T/A1/2010/=8e-.1 (Ad , #&#s%ira%#o& of %e , !orar a!!o#&% , e&%s)).

13. <-e& #f a&o%*er !erso& 5ere se"e\$ed for %*e %e , !orar /o0 o!e&#&g) %*e A!!"#Sa&% !reser-es a"" *#s r#g*%s %o a!!" %o %*e !os#%#o& o&\$e #s o!e&ed (&der a Ereg("ar? /o0 o!e&#&g.

20. T*erefore) #& -#e5 of a"" %*e \$r\$(, s&a&\$es of %*e \$ase) %*e Tr#0(&a" f#&ds %*a% %*e # , !"e , e&%a%#o& of %*e de\$#s#o& 5o("d &o% \$a(se #rre!ara0"e da , age %o %*e A!!"#Sa&%.

21. ;#&\$e o&e of %*e %*ree \$(, ("a%#-e \$o&d#%#o&s re+(#red for %e , !orar re"#ef 3.84766(r)3.00781(-)-10(e)3.880.88 -20e 3f-6.99219(e)4o220.0013 671)-6.024((.847668] T J D32.3)0.488281(0)a0.839844(*T1(-)-109.51AU)-180(s)-O)500(")-76