

that they are taken by the Administration they are unilateral and of individual application and they carry direct legal consequences

It is the considered view of the Tribunal that the definition provided in *An ronov* cannot be read in isolation from the rest of that judgment and recalls that before providing the definition of an administrative decision the former Administrative Tribunal of the United Nations was cautious to state the following

The Tribunal believes that the legal and judicial system of the United Nations must be interpreted as a comprehensive system without *n* and failures so that the final objective which is the protection of staff members against alleged non observance of their contracts of employment is guaranteed The Tribunal furthermore finds that the Administration has to act fairly vis vis its employees their procedural rights and legal protection and to do everything in its power to make sure that every employee gets full legal and judicial protection

The Appeals Tribunal has further held in

characteristics and which have direct legal consequences for each individual of that group

In light of the foregoing the Respondent is invited to make submissions on the view that what the Applicants are in fact contesting are the individual decisions to apply to each of them the earlier salary scales before the comprehensive salary survey in June hence the freeze of their salaries as

Local Salary Survey Committee ILSSC in conjunction with salary survey
specialists and as such of a technical body under the terms of staff rule b
see *int s r t* UNDT 4 para *int s r t* UNAT
para The Tribunal is aware that in the case at hand unlike in the case of
int s r t

Tribunal thinks that in light of the complexity and technical nature of the issues in these cases the Applicants may want to seek the assistance of the Office of Staff Legal Assistance (OSLA). The present Order shall be transmitted to OSLA for its information and attention.

Further, in order to streamline proceedings in these cases, Counsel for the Respondent are asked to designate lead, in consultation with Counsel acting on behalf of the Respondent for other agencies, of Order No. GVA/2017, para

IT IS ORDERED THAT:

By **Friday, 9 June 2017** the Respondent file a full reply including comments and information on the issues raised under paras. 1 to 4 above.

By **Monday, 6 June 2017** the Applicants shall inform the Tribunal whether they were successful in retaining OSLA assistance. In the affirmative, the Applicants are given four weeks as from the date of getting confirmation of such assistance or as of 6 June 2017, whichever is later, to file comments on the Respondent's reply under para. 4 above. Otherwise, the Applicants are given four weeks from the filing of the Respondent's reply under para. 4 above or from the date they were informed that OSLA would not provide them assistance, whichever is later, to file their comments on that reply.

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Judge Rowan Downing

Dated this 10th day of May

Entered in the Register on this 10th day of May

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Reza M Vargas M Registrar Geneva