
UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/NBI/2022/096

Judgment No.: UNDT/2022/113

Date: 19 October 2022

Original: English

Before: Judge Agnieszka Klonowiecka-Milart

Registry: Nairobi

Registrar: Abena Kwakye-Berko

TURK

v.

SECRETARY-GENERAL
OF THE UNITED NATIONS

JUDGMENT

Introduction

1. The Applicant is a former P-4 Political Affairs Officer (“POA”) with the United Nations Assistance Mission for Iraq (“UNAMI”).

2. On 17 October 2022, he filed an application with the Dispute Tribunal contesting a decision which he describes as follows:

This is a request of appeal against discriminatory decision on 1 November 2021 of establishing so-called Comparative review Panel to select the staff member with lowest score, which was myself, as the entrenched staff member in light of the Secretary General request to downgrade a P4 position, which also proved to be fake. I was that victim of UNAMI’s leadership personal prejudices and self-motivated interests[.]

3. On 18 October 2022, the Applicant filed documentation to attest to the fact that the comparative review process (“CRP”) was a “malicious chain of events” used by the UNAMI Administration to violate the United Nations Staff Regulations and Rules.

Facts

4. On 28 October 2021, the UNAMI Chief Human Resources Officer (“CHRO”) informed the Applicant that he would be subjected to a CRP and shared the CRP’s terms of reference.¹

5. On 24 November 2021, the CRP Panel compared the six UNAMI P-4 PAOs, including the Applicant, who served on fixed-term appointments.²

6. By letter dated 30 November 2021, the UNAMI Chief of Mission Support informed the Applicant that he had been identified for retrenchment in the CRP and that as a result, his appointment would not be renewed beyond 31 December 2021 in line with staff rule 9.4.³

7. On 7 December 2021, the Applicant sought management evaluation of the

¹ Application, section VII(2) and unnumbered annex to the application.

² *Ibid.*, at section VII(3).

³ *Ibid.*, at section VII(4) and annex 2.

