



UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/NY/2024/030
Order No.: 088 (NY/2025)
Date: 29 October 2025
Original: English

Before: Judge Francis Belle

Registry: New York

Registrar: Isaac Endeley

LANKOANDE

v.

SECRETARY-GENERAL
OF THE UNITED NATIONS

ORDER
ON CASE MANAGEMENT

Counsel for Applicant:

Self-represented

Counsel for Respondent:

Nisha Patel, AS/ALD/OHR, UN Secretariat

Charlene Ndirangu, AS/ALD/OHR, UN Secretariat

Introduction

1. By Order No. 068 (NY/2025) dated 12 August 2025, the Tribunal ordered the parties to file their closing statements by 26 August 2025. It further noted that unless otherwise ordered, upon receipt of the parties' closing statements, or at the expiration of the provided time limit, the Tribunal would adjudicate the matter and deliver Judgment based on the documentation on record.

2. The parties duly filed their closing statements as per Order No. 068 (NY/2025).

Considerations

3. After having closely perused the case file and the parties' closing statements, the Tribunal finds that it needs additional information and documentation from the Respondent.

4. Regarding temporary job opening ("TJO") 217636 at the P-2 level with the United Nations Environment Programme ("UNEP"), the Respondent submits that "UNEP cancelled the P-2 TJO to fund a P-4 TJO to cover a Legal Officer on special leave". As documentation, the Respondent submits an email correspondence in Annex "R/19" within the UNEP administration where this is explained as follows, "We are cancelling this P2 TJO because we will advertise a 100% TJO at P4 given that the current incumbent will go on special leave" (email of 26 March 2024 from the Administrative Office in the Law Division). No further information and/or documentation is provided.

5. For the completeness of the case record, the Tribunal will therefore direct the Respondent to file an additional submission in which he provides information and/or documentation for the lawfulness of the administrative decision to cancel TJO 217636 and to instead advertise "a 100% TJO at P4 given that the current incumbent will go on special leave" and its justification in the specific circumstances.

6. Concerning TJO 216840 in the Department of Peace Operations (“DPO”), the Respondent contends that “the Administration administered an objective non-competitive pass/fail written assessment that the Applicant failed”, that “[t]he essay question assessed the Applicant’s qualifications against the required evaluation criteria of fluent written English”, and that “[t]he Applicant did not write clearly (*e.g.*, syntax, grammar), use technical terms correctly, organize text effectively (*e.g.*, sub-headings, logical flow), and answer the question effectively”.

7. The Tribunal notes that the Respondent has provided an email of 2 February 2024 of the DPO’s assessment of the Applicant’s performance in Annex “R/24”. The Respondent, however, has not provided copies of the two attachments that were appended to this email, namely (a) the “full test that was shared with the candidates” and (b) the Applicant’s “response”.

8. For the completeness of the case record, the Tribunal will therefore instruct the Respondent to file these two attachments.

9. In light of the above,

IT IS ORDERED THAT:

10. By **4:00 p.m. on Thursday, 6 November 2025**, the Respondent is to file a submission, which must be at a maximum length of two pages, using font Times New Roman, font size 12 and 1.5 line spacing, in which he:

- a. Provides information and/or documentation for the lawfulness of the administrative decision to cancel TJO 217636 and to instead advertise “a 100% TJO at P4 given that the current incumbent will go on special leave” and its justification in the specific circumstances;
- b. Concerning the 2 February 2024 email on TJO 217636, provides copies of its two attachments regarding (a) the “full test that was shared with the candidates” and (b) the Applicant’s “response”.

11. By **4:00 p.m. on Thursday, 13 November 2025**, the Applicant is to file his response, if any, to the Respondent's 6 November 2025 submission. The response must be at a maximum length of two pages, using font Times New Roman, font size 12 and 1.5 line spacing.

12. Unless otherwise ordered, upon receipt of the Applicant's response, or at the expiration of the provided time limit, the Tribunal will adjudicate the matter and deliver Judgment based on the documentation on record.

(Signed)

Judge Francis Belle

Dated this 29th day of October 2025

Entered in the Register on this 29th day of October 2025

(Signed)

Isaac Endeley, Registrar, New York