

# UNDT/2010/150, Dzintars

## UNAT Held or UNDT Pronouncements

The applicant was not separated because of the expiry of his fixed term contract, but because of the applicant's shortcomings and of the fact that his performances did not meet expectations; the applicant was rated for two consecutive years "partially meets expectations". The Tribunal finds that the applicant has been afforded his due process rights and that his rights were not violated. In the present case, the decision not to renew the applicant's fixed-term appointment is not unlawful.

## Decision Contested or Judgment/Order Appealed

The applicant filed an appeal against the non-renewal of his fixed-term appointment.

## Legal Principle(s)

N/A

## Outcome

Dismissed on merits

## Full judgment

[Full judgment](#)

## Applicants/Appellants

Dzintars

## Entity

UNECE

## Case Number(s)

UNDT/GVA/2010/058

## Tribunal

UNDT

## Registry

Geneva

## Date of Judgement

19 Aug 2010

## Duty Judge

Judge Cousin

## Language of Judgment

English

French

## Issuance Type

Judgment

## Categories/Subcategories

Non-renewal

Reason(s)

Performance management

Performance evaluation

## Applicable Law

### Administrative Instructions

- ST/AI/2002/3

### Former Staff Rules

- Rule 104.12(b)
- Rule 109.7(a)