

UNDT/2016/120, Wood

UNAT Held or UNDT Pronouncements

Role of Managers in the United Nations - A manager in the United Nations Organization is not supposed to set his or her supervisee up for failure as was done in this case. Rather, the manager has a duty to help the supervisee by affording him or her opportunity to improve in any area that his or her performance is found unsatisfactory. Duty to give reasons for non-renewal - The Respondent has a duty to provide reasons for the non-renewal of contract when requested by the affected staff member. The reasons proffered by the Respondent for the non- extension of the Applicant's TA contract are not supported by the facts and are riddled with material inconsistencies, contradictions, somersaults and afterthoughts.

Decision Contested or Judgment/Order Appealed

The Applicant is a former Information Management Specialist at the United Nations Children's Fund. On 19 December 2013, she filed an Application contesting the non-renewal of her Temporary Appointment (TA). The UNDT found that the non-renewal of the Applicant's TA was tainted by personal animus against her on the part of her supervisors.

Legal Principle(s)

N/A

Outcome

Judgment entered for Applicant in full or in part

Outcome Extra Text

Only financial compensation.

Full judgment

[Full judgment](#)

Applicants/Appellants

Wood

Entity

UNICEF

Case Number(s)

UNDT/NBI/2013/95

Tribunal

UNDT

Registry

Nairobi

Date of Judgement

1 Sep 2016

Duty Judge

Judge Izuako

Language of Judgment

English

Issuance Type

Judgment

Categories/Subcategories

Appointment (type)

Temporary appointment

Non-renewal

Reason(s)

Separation from service

Related Judgments and Orders

UNDT/2010/154

UNDT/2010/153

2011-UNAT-115

2012-UNAT-201

2014-UNAT-421