

UNDT/2021/059, Ridha

UNAT Held or UNDT Pronouncements

The Tribunal found that the contested decision was not based on improper motives as had been alleged by the Applicant. Rather, UNDP had acted fairly and transparently. Thus the Tribunal held that there was no illegality, irrationality and unfairness in the impugned decision.

Decision Contested or Judgment/Order Appealed

The Applicant contested UNDP's decision not to renew his fixed-term appointment beyond 31 December 2018.

Legal Principle(s)

Pursuant to staff regulation 4.5, a fixed-term appointment does not carry an expectancy of renewal. However, according to the Tribunal's jurisprudence, discretionary decisions regarding renewal of appointments are subject to evaluation for reasonableness, lack of arbitrariness or improper purpose.

Outcome

Dismissed on merits

Full judgment

[Full judgment](#)

Applicants/Appellants

Ridha

Entity

UNDP

Case Number(s)

UNDT/NBI/2019/047

Tribunal

UNDT

Registry

Nairobi

Date of Judgement

24 May 2021

Language of Judgment

English

Issuance Type

Judgment

Categories/Subcategories

Non-renewal

Arbitrary or improper motive

Separation from service

Expiration of appointment (see also, Non-renewal)

Applicable Law

Staff Regulations

- Regulation 4.5(c)