

# **2015-UNAT-589, Salem**

## **UNAT Held or UNDT Pronouncements**

UNAT had before it an appeal of the Commissioner-General and a cross-appeal of Ms Salem. UNAT held that the procedural errors did not amount to an abuse of power. UNAT held that absent an abuse of power, the compensation for moral damages had to be vacated. UNAT granted the appeal, rejected the cross-appeal, and vacated the UNRWA DT judgment in its entirety.

## **Decision Contested or Judgment/Order Appealed**

UNRWA DT judgment: Ms Salem contested three decisions, namely: (a) the decision not to confirm her appointment after a probationary period and to separate her from service; (b) the decision not to investigate her complaint of discrimination and abuse of power; and (c) the decision to close the case in relation to her complaint of discrimination and abuse of power. UNRWA DT found for Ms Salem and awarded moral damages.

## **Legal Principle(s)**

It is not the role of the UNRWA DT to consider the correctness of the choice made by the Administration amongst the various course of action open to it. It is not the role of the UNRWA DT to substitute its own decision for that of the Administration.

## **Outcome**

Appeal granted

## **Outcome Extra Text**

No relief ordered; No relief ordered

## Full judgment

[Full judgment](#)

## Applicants/Appellants

Salem

## Entity

UNRWA

## Case Number(s)

2014-686

## Tribunal

UNAT

## Registry

New York

## Date of Judgement

30 Oct 2015

## Language of Judgment

English

## Issuance Type

Judgment

## Categories/Subcategories

Compensation

Non-pecuniary (moral) damages  
Discrimination and other improper motives  
Non-renewal  
Arbitrary or improper motive  
Reason(s)

## Applicable Law

Laws of other entities (rules, regulations etc.)

- UNRWA Organization Directive No. 20

UNAT Statute

- Article 9.1(a)

UNRWA Area Staff Regulations

UNRWA Personnel Directives

- PD A/4/Part VII/Rev.7

## Related Judgments and Orders

2014-UNAT-438

2010-UNAT-084

2013-UNAT-309

2012-UNAT-265