

UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/GVA/201 /0 1

! "#\$%&' No.: UNDT/201 '/023

Date: 20 (e)*"a*+ 201 '

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SECRETAR³⁴GENERAL
O(T5E UNITED NATIONS

JUDGMENT

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Case No. UNDT/GVA/201 /0 1

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"%-,@e-+ &.a& &.e staff \$e\$)e*sC se*0,8es / o"-#)e *eF",*e#)+ &.e O*ga%,Da&,o%
)e+O%# &.e e%# of 201B o* ea*-+ 20157 / .e% &.e ICT3

2'. O% ? a%# 31 !"-+ 201 7 &.e O,C ASG/O5R2 %O&,f,e# &.e A66-,8a%&s of &.e
8o%&esie# #e8,s,o%7 / .e*e)+ .e *e8o%#e*e# fo* a fo"*&. &,\$e &.e,* s",&a),-,&+ fo*
8o%Oe*s,o% &o 6e*\$a%e%& a66o,%&\$e%&s. T.e O,C ASG/O5R2 fo--o/e# &.e
*e8o \$ \$e%#a&,o%# of &.e 8e%&*a- *e0,e /)o#es a%# #e%,e# 6e*\$a%e%& a66o,%&\$e%&s
,&a),--3 .6665 3 (s) 5 .8043 (O)-2 . .046 2 5 2 o* .7843713 . 54(!)-14. 3 2 5 2 (%%)-0.960 2 2 1 (\$6.1403

!arties" su# \$issions

B2. T.e A66-,8a%&sc 6*,%8,6a- 8o%&e%&,o%sa*e:

a. T.e+ /e*e #,s8*,\$,%ake# aga,%sk7 o%8e aga,%7 #'e &o &.e fa& &.a& &.e+ /e*e /o*@,%g a& &.e ICT3 a& &.e &,\$e of &.e 8o%0e*s,o% e9e*8,se. T.e O,C ASG/O5R2 &,e# &.e A66-,8a%&Cs s",&a),-,&+ fo* 6e*\$a%e%& a66o,%&\$e%& e98-"s,0e+ &o f'"&"*e se*0,8e o"&s,#e ICT37 &.e*e)+ "%-a / f"--+ a##,%g a \$o),-,&+ 8*,&e*,o% &.a& #,#%o& a66-+ &o a%+ o&.e* e-,g,)e staff \$e\$)e* se*0,%g ,% %o%4#o / %s,D,%g e%&,&,esE

). I&,s %o& #,s6"te# &.a& &.e A66-,8a%&s \$ee& a-- &.e e-,g),-,&+ a%# s",&a),-,&+ 8*,&e*,a se& fo* &.e ,% ST/SGB/200' /10 ;Co%#s,#e*a&,o% fo* 8o%0e*s,o% &o 6e*\$a%e%& a66o,%&\$e%& of staff \$e\$)e*s of &.e Se8*e&a*,a& e-,g,)e &o)e 8o%#s,#e*e#)+ 30 !"e 200'> &o)e g*a%&# 6e*\$a%e%& a66o,%&\$e%&s. I ., -st a-- o&.e* staff \$e\$)e*s of &.e Se8*e&a*,a& / .o s,\$,-a*+ \$e& &.ese 8*,&e*,a /e*e a"o\$a&,8a--+ g*a%&# 6e*\$a%e%& a66o,%&\$e%&s #"*,%g &.s o%e4&,\$e 8o%0e*s,o% e9e*8,se7 &.e A66-,8a%&s /e*e %o&. I% e9a\$,%,%g / .e&.e* g*a%&,g 6e*\$a%e%& a66o,%&\$e%&s &o &.e A66-,8a%&s /as ,% &.e ,%&e*ests of &.e O*ga%,Da&,o%7 &.e A# \$,%sk*a&,o% -, \$,&e# ,&s 8o%#s,#e*a&,o% &o &.e fa& &.a& &.e+ /e*e se*0,%g ,% a #o / %s,D,%g e%&,&+. T.,s <"*e-e%&,g *e-,a%8e o% ICT3/2 ICTCs f,&e \$a%#a&e= /as 6*e0,o"s+ fo"%# &o)e "%-a / f"-)+ &.e A66ea-s T*,) "%a-E

8. T.e A# \$,%sk*a&,o% fa,-e# &o 8o%#s,#e* &.e %ee#s of &.e 2 ICT a%# &.e o%go,%g %ee#s of &.e ICT3E

#. As &o Ge%e*a- Se*0,8e A66-,8a%&s7 &.e A# \$,%sk*a&,o% "%-a / f"--+ a##e# a 8*,&e*,o% &.a& &.e A66-,8a%&s .a# &o)e s",&a)-e fo* 6os,&,o%#s o"&s,#e &.e,* #"&+ sta&,o% &o / .,8. &.e+ 8o"-#)e &*a%se**e#. T.e A# \$,%sk*a&,o% 8.a%ge# &.e 8*,&e*,o% of <&*a%se**a)-e s@,--s= &o a% ,ss"e of <&*a%se**a),-,&+= of &.e staff \$e\$)e*s. T.,s %e / 8*,&e*,o% /as %o& a66-,e# &o a%+ o&.e* Ge%e*a- Se*0,8e staff \$e\$)e* se*0,%g ,% %o%4#o / %s,D,%g e%&,&,es. ("&.e*\$o*e7 &.e O,C ASG/O5R2 *ef"se# &o \$a@e "se of staff *-es B.5;> a%# B.1A &.a& / o"-# .a0e a--o / e# fo* &.e A66-,8a%&sc \$o),-,&+E

e. As &o La%g"age A66-,8a%&s7 &. e O,C ASG/O5R 2 fa,-e# &o 8o%&s,#e* &. e %e8essa*+ -a%g"age *o-es &.e+ 6e*fo*\$ a& &.e ICT3 a%# &.a& &.e+ 8o"-# 6e*fo*\$ a& &.e 2 ICT a%#e-se / .e*e,% &.e O*ga%,Da&,O%. 5e a-so fa,-e# &o g,0e ,%#,0,#"a- 8o%&s,#e*a&,o% &o &.e,* &*a%sf**a)-e s@,--s. I&,s ,%8o\$6*e.e%&s,-e / .+ &.e La%g"age A66-,8a%&s /e*e %O& g,0e% a 6e*\$a%e%& a66o,%&\$e%& -,,\$&e# &o &.e ICT3 -,@e a-- o&.e* P*ofess,o%a- %o%4-a%g"age staff \$e\$)e*sE

f. T.e #e%,a- of 6e*\$a%e%& a66o,%&\$e%&s &o &.e A66-,8a%&s / as \$o&,Oate#)+)"#ge&a*+ 8o%&s,#e*a&,o%&s7 ,% 0,o-a&,o% of &.e A66ea-s T*,)"%a-Cs 6*e0,o"s .o-#,%g &.a& s"8. <\$a+ %o& &*"\$ 6 &.e *eF",*e \$e%& of eF"a- &*ea&\$e%&=E

g. T.e A66-,8a%&s *eF"est &.e T*,)"%a- &o:

\$-347(o)9.693.5801151 0 Td5(P)Tj5/R8 11.28 Tf520.7998 0 Td5[(S)1.74739(93-14.219(5)7.95892()9.6997939(%) -0221()-3.6665" +

Consideration

Legal framework

BB. T.e s!a*k,%g 6o,%& fo* &.e T*,) "%a-Cs *e0,e / of &.e -ega-,&+ of &.e 8o%&este# #e8,s,o% s &.e 8o% s,#e*a&,o% s of &.e A66ea-s T*,) "%a- ,% ,&s !"#g\$e%& Ademagic et al. and McIlwraith 2013⁴UNAT435' a%# Ademagic et al. 201⁴UNAT4[?]AB7 / .,8. *e\$a%#e# &.e #e8,s,o% s o% &.e 8o%0e*s,o% of &.e A66-,8a%&sC f,9e#4&e*\$ a66o,%&\$e%&s &o &.e ASG/O5R2 fo* *e8o% s,#e*a&,o% ;see⁷ e.g.⁷ Ademagic et al. 201⁴UNAT4[?]AB7 6a*a. 2'>.

B5. T.e A66ea-s T*,) "%a- 6*es8*,)e# &.e fo--o / ,%g ,% Ademagic et al. 201⁴UNAT4[?]AB7 at 6a*a. 5A7 / ,&. *es6e8& &o &.e *e8o% s,#e*a&,o% e9e*8,se &.a& .a#

A. I% #e&e*\$,%,%g / .e&.e* &.e staff \$e\$)e* .as \$e&&.e .g. s&a%#a*#s of eff,8,e%8+ a%# 8o\$6e&e%8e7 &.e \$os& *e8e%& f,0e 6e*fo*\$a%8e e0a-"a&,o% s o% *e8o*# of &.e staff \$e\$)e* /,-)e *e0,e/e#. I .e% &.,s *e8o*# s.o/s *a&,%gs of <f"--+ s"88essf"- 6e*fo*\$a%8e= o* <f"--+ \$ee&s 6e*fo*\$a%8e e96e8&a&,o% s= o* .,g.e*7 &.e *eF",*e\$e%& /,-)e \$e&.

'. I% #e&e*\$,%,%g / .e&.e* &.e staff \$e\$)e* .as #e\$0% s&a&e# s",&a),-,&+ as a% ,%&e*%a&,o% a- 8,0,- se*0a%& a%# .as \$e&&.e .g. s&a%#a*#s of ,%&eg*,&+ esta)-,s.e# ,% &.e C.a*&e*7 a%+ a#\$,% ,s&a&,0e o* #,s8,6-,%a+ \$eas"*es &a@e% aga,%s& &.e staff \$e\$)e* /,-)e &a@e% ,%&o a88o"%&.

10. I .e*e &.e a66o,%&\$e%& of a staff \$e\$)e* ,s -,,\$,&e# &o a 6a*,&8"-a* #e6a*&\$e%&/off,8e7 &.e staff \$e\$)e* \$a+)e g*a&e# a66o,%&\$e%& s, \$,-a*+ -,,\$, &e# &o &.a& #e6a*&\$e%&/off,8e. If &.e staff \$e\$)e* ,s s")seF"e%&+ *e8*",&e# "%#e* es&a)-,s.e# 6*o8e#"*es ,%8-"#,%g *e0,e/)+a 8e%& a- *e0,e/)o#+ fo* 6os,&,o% s e-se / .e*e ,% &.e U%,&e# Na&,o% s Se8*e&a*,a&7 &.e -,,\$, &a&,o% ,s *e\$e0e#.

50. I% 0,e/ of &.e fo*ego,%g7 &.e T*,) "%a- /,- e9a\$,%e:

a. I .e&.e* &.e A#\$,% ,s&a&,o% #,s8*,,\$,%a&e# aga,%s& &.e A66-,8a%&s ,% &+,%g &.e,* s",&a),-,&+ fo* 6e*\$a%e%& a66o,%&\$e%&s e98-"s,0e+ &o f"&"*e se*0,8e o"ts,#e &.e ICT3E

). I .e&.e* &.e A#\$,% ,s&a&,o% e**e# o* a)"se# ,&s #,s8*e&,o% ,% -,,\$, &,%,& ,&s e9a\$,%&,o% of &.e A66-,8a%&sC (&a*sfe**a)-e s@,-s &o 6os,&,o% s ,% &.e Se8*e&a*,a& o"ts,#e &.e ICT3 a%# &.e 2 ICTE a%#

8. I .e&.e* &.e A#\$,% ,s&a&,o% e**e# ,% &a@,%g ,%&o a88o"%& &.e -,,\$, &a&,o% s5 / R (&)0.874347(e7e47(o).

\$ e\$)e* a%#)e g,0e% a 6e* \$a%e%& a66o,%& \$e%& o%8e ,& / as fo"%# &.a& ;1> &.e+ .a#
\$e& o* e98ee#e# &.e,* 6e*fo* \$a%8e goa-s #"*,%g &.e \$os& *e8e%& f,0e +ea*s a%#

/e*e a-- se*0,%g ,% #o / %s,D,%g e%&,&,es7)" & .e stake# & .a& & .,s e96*ess,o% / as
,%&e*6*ete#) *oa#-+ a%# ,%8-"#e# staff \$e\$)e*s / .o / e*e #ee\$e# %o& ko)e s",&a)-e
)ase# <o% o6e*a&,o%a- *ea-,&,es of & .e,* ass,g% \$e%& a%# & .e,* ,%#,0,#"a-
8,*8" \$ska&8es=. A)se%& a%+ o&.e* *easo% 6*o0,#e# fo* & .e,* #e%,a- of a 6e* \$a%e%&
a66o,%& \$e%& a%# g,0e% & .e & . *ee 8*,&e*,a *e-,e# "6o% ko e9a\$, %e & .e staff \$e\$)e*sC
8a%#,#a8,es7 ,& ,s *easo%a)-e ko ass" \$e & .a& \$os& of & .ese 1 A? staff \$e\$)e*s7 ,f %o&
a--7 /e*e #e%,e# a 6e* \$a%e%& a66o,%& \$e%& o% & .e g*o"%# & .a& & .e+ /e*e se*0,%g ,%
#o / %s,D,%g e%&,&,es. Co%0e*se-+7 & .ose staff \$e\$)e*s / .o / e*e / o*@,%g fo* %o%4
#o / %s,D,%g e%&,&,es a%# \$e& & .e 6e*fo* \$a%8e a%# 8o%#"8& *eF",*e\$e%&s /e*e

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! "# \$ % & ' () * + , - . / : ; < = > ? @ A B C D E F G H I J K L M N O P Q R S T U V W X Y Z [\] ^ _ ` a b c d e f g h i j k l m n o p q r s t u v w x y z { | } ~ ¡ ¢ £ ¤ ¥ ¦ § ¨ © ª « ¬ ® ¯ ° ± ² ³ ´ µ ¶ · ¸ ¹ º » ¼ ½ ¾ ¿ À Á Â Ã Ä Å Æ Ç È É Ê Ë Ì Í Î Ï Ñ Ò Ó Ô Õ Ö × Ø Ù Ú Û Ü Ý Þ ß à á â ã ä å æ ç è é ê ë ì í î ï ð ñ ò ó ô õ ö ÷ ø ù ú û ü ý þ ÿ

?B. I& ,s %o& #,s6"le# &.a& &.e A#\$,%,s&*a&,o% -, \$,le# ,&s e9a\$,,%a&,o% of &.e A66-,8a%&ksC &*a%&sfe**a)-e s@,--s ko e9,s&,g 6os,&,o%&s ,% &.e Se8*ea*,a& as of 2011 o"&#e &.e ICT3 a%# &.e 2 ICT7 "s,%g &.e \$a66,%g e9e*8,se \$e%&,o%e# a)o0e ;see 6a*a. ?3>. No 8o%&s,#e*a&,o% / as g,0e% ko &.e 6oss,) ,-,&+ ko *ea,% &.e A66-,8a%&ks7 o* so\$e of &.e \$7 ,% &.e ICT37 o* ko &*a%&sfe* &.e \$ ko &.e 2 ICT.

?5. I& a66ea*s f*o\$ &.e 8o%&este# #e8,s,o%&s &.a& &.e A#\$,%,s&*a&,o% / as of &.e 0,e / &.a& &.e A66-,8a%&ksC 8a*ee* 6*os6e8&ks a& &.e ICT3 / e*e ko - , \$,le# ko)e ka@e% ,%&ko a88o"%"& g,0e% ,&s e96e8&e# 8-os"*e a& &.e e%# of 201B. I% &. ,s 8o%&e8&,o%7 &.e 8o%&este# #e8,s,o%&s st&ke:

Ta@,%g ,%ko a88o"%"& +o"* ,%# ,0,#"a-)a8@g*"%"#7 F"a-,f,8a&,o%&s a%# s@,--s7 as a& Se6&e \$)e* 20117 ,& / as "%-,@e-+ &.a& +o"* se*0,8es / o"-#)e *eF" ,*e#)+ &.e O*ga%,Da&,o%)e+o%# &.e %ee#s fo* +o"* se*0,8es a& &.e ICT3. S6e8,f,8a--7 ,& / as %O& e96e8&e# &.e O*ga%,Da&,o% / o"-#)e ,% a 6os,&,o% ko *ea,% +o" ko 6e*fo*\$ &.e f"%8&,o%&s +o" / e*e 6e*fo*\$,%g)e+o%# &.e e%# of &.e +ea* 201B/ea*+ 20157 / .e% &.e ICT3 / as s8.e#" -e# ko 8-ose. I .e*ea& &. ,s 6e*,o# \$a+ .a0e e9&e%#e# fo* \$o*e &.a& &. *ee +ea*s7 ,& #oes %o& : "s&,f+ a 8a*ee* a66o,%& \$e%&. (o* &.ese *easo%&s7 I #o %o& 8o%&s,#e* &.a& +o"* ,%# ,0,#"a- F"a-,f,8a&,o%&s a%# s@,--s \$a@e +o" s" ,&a)-e fo* 8o%0e*s,o% ko 6e* \$a%e%& a66o,%& \$e%&.

?? . T.e)a8@g*"%"# #o8" \$e%&ka&,o% o% &.e 201? *e8o%&s,#e*a&,o% e9e*8,se a-so s" gges& &.a& &.e 2 ICT / as %o& 8o%&s,#e*e# e,&.e* ko offe* a%+ 8a*ee* 6*os6e8& ko &.e A66-,8a%&ks7)" &.e *easo%&s fo* s"8. 8o%8-"s,o% a*e -ess 8-ea*.

? . T.e \$e\$O*a%#" \$ f*o\$ O5R2 ko &.e Ce%&ka- Re0,e / Co\$ \$,le&e ,% *es6e8& of P*ofess,o%a- staff s" gges& &.a& &.e A#\$,%,s&*a&,o% \$a,%ka,%e# ,&s 0,e / s e96*esse# ,% &.e &/o 6*e0,o"s *o"%#s of -,&,ga&,o%)efo*e &. ,s T*,) "%a- a%# &.e A66ea-s T*,) "%a- &.a& &.e 2 ICT / as \$ea%& ko a)so*) &.e *e\$a,% ,%g / o*@ of &.e ICT37 / .,8. / as ,&se-f 8o\$,%g ko a% e%#7 a%# &. "s #,# %o& offe* a%+ -o%g le*\$

O% 22 De8e\$)e* 20107 &.e Se8"*,&+ Co"%8,- a#o6&e# Reso-"&,o% 1'?? ;2010>7 *eF"est,%g &.e ICT3 &to 8o\$6-e&e a-- *e\$a,%&g / o*@)+ 31 De8e\$)e* 201B a%# 6*e6a*e fo* 8-os"*e a%# &*a%&s,&,o% &to &.e I%&e*%&a&,o%a- Res,#"a- 2 e8.a%&s\$ fo* C*,\$,%a-T*,"%a-s ;< 2 e8.a%&s\$ => ;S/RES/1'?? ;2010> 6a*a. 3>. O% 1A 2 a+ 20117 &.e P*es,#e%& of ICT3 a%# &.e P*ose8"tO* of &.e ICT3 6*o0,#e# &.e,*),4a%%"a- *e6o*&s &to &.e Se8"*,&+ Co"%8,-7 8o%f,*%g &.at a-- &*a-s / o"-#)e 8o\$6-e&e#)+ 201B ;S/2011/31?7 A%#e9 I7 6a*a. BE E%8-os"*e VII> a%# a-- a66ea-s7 e98e6& fo* o%e7)+ 2015 ;E%8-os"*e VII>. A88o*#,%g-+7 ,% Se6&e\$)e* 20117 &.e ICT3 /as \$a%#&e# &to 8o\$6-e&e ,&s / o*@)+ 201B7 a%# ,& /as 6*o:e8&e# &.at \$ost of ,&s / o*@ / o"-#)e 8o\$6-e&e#)+ &.,s &,\$e.

?A. I% &"*%7 O5R2Cs \$e\$o*a%#" \$ &to &.e Ce%&a- Re0,e / Pa%- ,% *es6e8& of Ge%e*a- Se*0,8e staff states &.at &.e *easo% fo* %o& 8o%&s,#e*,&g e\$6-o+\$e%& o66o*%&,"%&,es &at &.e 2 ICT /as &.at &.e ,s e%&,&+ #oes %o& fa-- "%#e* &.e a"t.o*,&+ of &.e Se8*ea*,&at:

U6o% 8-os"*e of &.e ICT37 &.e*e /,-)e %o 6os,&,o%&s / ,&.,% &.e Se8*ea*,&at fo* Ge%e*a- Se*0,8e Staff ,% T.e 5ag"e. O&.e* U%,&e# Na&,o%&s)o#&,es ,% T.e 5ag"e7 s"8. as &.e I%&e*%&a&,o%a- Co"*& of !"st,8e ;IC!> a%#/o* &.e K 2 ICT7 #o %o& fa-- "%#e* &.e a"t.o*,&+ of &.e Se8*ea*,&at a%# staff 8o%&a8&e# &to &.e Se8*ea* (.)-0.9S8,8 24(S)12.4061(e)-14.3 2 3 2 ()-5

%ea / 50.960 2 2 1(a)-3.6665 3 (&)0.8d5 [(N)-3. 2801(a)-3.6960 2 2 1(%)-0.960 2 2 1(a)13..370899 3 SAC 696 (e) 20 (960721

1. T.e T*,) "%a- f,%#s &.a& ,& fe-- / ,&.,% &.e a\$),& of &.e A#\$,%,s&*a&,o%Cs
#,s8*e&,o% &o #e8,#e / .e&.e* o* %o& &o 8o%#e* 6os,&,o%#s ,% &.e ICT3 o* &.e 2 ICT
,% ,&s e9a\$,%a&,o% of &.e A66-,8a%&sC &*a%sf**a)-e s@,--s. T.e A#\$,%,s&*a&,o% .as
8o%#s,s&e%&-+ e96*esse# &.e 0,e / &.a& %o%e of &.ese e%&,&,es offe*e# 8a*ee* 6*os6e8&s

l . e off,8,a- *e6o%ks a%#) "#gels a0a,-a)-e ad l . e l , \$e7 ,l / as %ok a% e**o* fo* l . e
A# \$,%,s&*a&,o% &o *e-+ o% l . e \$.

B. l% l . ese 8,*8" \$ s&a%8es7 l . e T* ,) "%a- f,%#s l . ad ,l / as %ok a% "%easo%a)-e
e9e*8,se of #,s8*e&,o% %o* 8o%&*a*+ &o l . e A66ea-s T* ,) "%a-Cs #,*e8&,o% s fo* l . e
A# \$,%,s&*a&,o% &o e98-"#e 6os,&,o% s ,% l . e ICT3 a%# l . e 2 ICT f*o\$ l . e 6oo- of
6os,&,o% s <*eF" ,*e# o% a% o%go,%g)as,s= &a@e% ,%&o a88o"%& fo* assess,%g l . e
A66-,8a%&ksC l*a% sfe**a)-e s@,--s #"* ,%g l . e *e8o% s,#e*a&,o% e9e*8,se.

5. T . e T* ,) "%a- ,s a-so of l . e 0,e / l . ad)+ e96a%#,%g ,&s *e0,e / of l . e A66-,8a%&ksC
8a*ee* 6*os6e8&)e+o%# l . e ICT37 l . e A# \$,%,s&*a&,o% f"-f,--e# ,&so)-,ga&,o% &o &a@e
,%&o 8o% s,#e*a&,o% l . e ,%&e*s&ks of l . e ICT3 &o \$ a,%&a,% ,% ,&se \$ 6-o+ staff \$ e \$)e*s
/ . o \$ ee& <l . e . ,g . es& s&a%#a*#s of eff,8,e%8+7 8o \$ 6e&e%8+ a%# ,%&eg* ,&+ es&a)-,s . e#
,% l . e C . a*&e*= &o 8a**+ o"l ,& \$ a%#a&e7 as #,*e8&e#)+ l . e A66ea-s T* ,) "%a- ,% ,&ks
! "#g\$e%& Ademagic et al.

AB. T.e A66-,8a%&s a-so a*g"e &.a& staff *"-e B.1A / o"-# 8o%&s&,"&e a%o&.e* -ega-
a0e%"e &o o0e*8o\$e &.e 6"*60*(&e#)a**e* *a,se#)+ &.e A#\$,%s&*a&,o% ,% *eF",*,%g
se*0,8e s")seF"e%& &o &.e ICT3. T.e A66-,8a%&s 8-a, \$ &.a&,f &.e+ /e*e *eF",*e# &o
*es,g% f*o\$ &.e,* 6os,&,o% a& &.e ICT3 ,% o*#e* &o)e *e4e\$ 6-o+e# a& a%o&.e* #"&+
s&a&,o%7 as asse*(&e#)+ &.e Res6o%#e%&7 s&a&ff *"-e B.1A / o"-# a--o / fo* &.e 6oss,)-,&+
&o *e,%s&ake &.e \$7 *es"-&,g ,% 8o%&,%"o"s se*0,8e.

A5. S&a&ff *"-e B.1A 6*o0,#es &.a& <GaH fo*\$e* s&a&ff \$e\$)e* / .o .e-# a f,9e#4&e*\$
o* 8o%&,%" ,%g a66o,%&\$e%& a%# / .o ,s *e4e\$ 6-o+e# "%#e* a f,9e#4&e*\$ o* a

'3. As lo ok .e* #"+ stak, o% s7 O5R 2 ,% #, 8a&e# ,% ,& s \$e \$ o*a%#" \$ lo & .e Ce%& a- Re0,e / Pa%e- #a&e# 22 !"%e 201 & .ak:

(o* & .e A staff \$e\$)e*s ,% Sa*:e0o7 & .e & /o staff \$e\$)e*s ,% Be-g*a#e a%# & .e o%e staff \$e\$)e* ,% Jag*e)7 & .e*e / ,--)e %o Ge%e*a- Se*0,8e 6os,& ,o% s -o8a&e# at & .ese #"+ stak, o% s / ,& . ,% & .e Se8*eta* ,& "6o% 8-os"*e of & .e ICT3.

'B. T.e Ce%& a- Re0,e / Pa%e- e%#o*se# & . ,s 8o%8- "s, o% ,% ,& s \$e \$ o*a%#" \$ lo & .e ASG/O5R 2 #a&e# 2' !"%e 201 .

'5. Ik a66ea*s7 .o /e0e*7 & .ak o%e of & .e & /o Ge%e*a- Se*0,8e staff \$e\$)e*s -o8a&e# ,% Jag*e)7 2*. Go*a% Geo*g,:e07 /as "-& , \$a&e+ g*a%&e# a 6e* \$a%e%& a66o,%& \$e%& o% ? !"-+ 201 7 o% & .e)as, s & .ak & .e 8o"-#)e & *a% sfe**e# lo & .e U% ,&e# Nat, o% s 2, ss, o% ,% Moso0o ;<UN 2 IM=>. 2*. Geo*g,:e0 /as a% I%fo* \$a&, o% Ass, sta%& at & .e G45 -e0e-. A88o*# ,% g lo & .e A66-, 8a%& s7 & .e fa& & .ak & .e *e a* e -, \$,&e# U% ,&e# Nat, o% s e%& ,& ,es ,% a #"+ stak, o% ,s %o& a -ega-)a** ,e* lo 8o%0e*s, o% s ,%8e a Ge%e*a- Se*0,8e staff .as)ee% g*a%&e# 6e* \$a%e%& a66o,%& \$e%& o% & .e)as, s of a% "%8e*ka, % 6os6e8& of e \$6-o+ \$e%& ,% a -, \$,&e# \$a%#a&e age%8+ of o%-+ 30A staff \$e\$)e*s.

'?. T.e T* ,) "%a- f, % #s & . ,s a*g" \$e%& "%6e*s" as, 0e. T.e 8o%0e*s, o% of 2*. Geo*g,:e0Cs a66o,%& \$e%& #e \$o%stak&e & .ak & .e A# \$,% ,s&ta&, o% -oo@e# at . ,s ,% #, 0, # "a- s@, --s a%# & .e 6oss,) , - ,& +7 e0e% ,f *e \$o&e7 & .ak & .e)e & *a% sfe**e# lo a 6os,& ,o% ,% Be-g*a#e "6o% & .e 8-os"*e of & .e ICT3. Ik #oes %o& s "66o* & & .e A66-, 8a%& sC asse* & ,o% & .ak & .e e9, ske%8e of o%go, %g 6os,& ,o% s at a #"+ stak, o% ,s %o& \$a&e* ,a- lo & .e #e&e* \$,% ,& ,o% of & .e Ge%e*a- Se*0,8e staff \$e\$)e*sC & *a% sfe**a)-e s@, --s.

' . Ik .as %o&)ee% esta)-, s.e#7 o* e0e% a--ege#7 & .ak & .e Res6o%#e%& 8o \$ \$,& &e#

of &.e O*ga%,Da&,o% ,% *es6e8& of / .ek.e* &to g*a%& &.e A66-,8a%& 6e*\$a%e%&
a66o,%&\$e%& 6"*s"a%& &to se8. 2 of ST/SGB/200' /10.

102. Ik ,s / ,&.o" & #,s6" &e &.a& &.e A66-,8a%& \$ee& &.e .,g.es& sk&a%#a%#s of
eff,8,e%8+7 8o \$6e&e%8e a%# ,%&eg*,&+ as es&a)-,s.e# ,% &.e U%,&e# Na&,o%& C.a* &e*
a%# &.a& &.e,* se*0,8es / e*e esse%&,a- &to s"88essf"--+ f"-f,- &.e \$a%#a&e of &.e ICT3.
5o / e0e*7 &.e g*a%&,%g of a 6e*\$a%e%& a66o,%&\$e%& ,s %&ok a" &to \$a&,8 a%# ,s s") :e8&
&to so \$e -e0e- of #,s8*e&,o%)+ &.e O*ga%,Da&,o%7 / .o s.a-- &a@e ,%&to a88o"%& &a-- ,&is
,%&e*es&is. T.e A66-,8a%& / e*e e%&,&e# &to ,%#0,#"a-7 <f"-- a%# fa,*= 8o%&s,#e*a&,o%
of &.e,* s",&a),-,&+ fo* 8o%0e*s,o% &to a 6e*\$a%e%& a66o,%&\$e%& a%# &.e*e ,s %o
e0,#e%8e &.a& &.s *,,s *.& / as 0,o-a&e# ,% &.e 201? *e8o%&s,#e*a&,o% e9e*8,se.

