



UNITED NATIONS APPEALS TRIBUNAL TRIBUNAL D'APPEL DES NATIONS UNIES

Case No. 2024-1913

Sandrine Guezel
(Respondent/Applicant)

v.

Secretary-General of the United Nations
(Appellant/Respondent)

ORDER No. 596 (2025)

1. On 8 April 2024, the Secretary-General of the United Nations filed an appeal with the United Nations Appeals Tribunal (UNAT or Appeals Tribunal) of Judgment No. UNDT/2024/003 issued by the United Nations Dispute Tribunal (UNDT or Dispute Tribunal). The appeal was registered with the UNAT as Case No. 2024-1913.
2. The UNAT deliberated Case No. 2024-1913 at the UNAT's Spring Session in Nairobi, Kenya from 10–21 March 2025.
3. On 21 March 2025, at the Spring Session 2025 oral pronouncements, the UNAT announced the decision of the Appeals Tribunal in Case No. 2024-1913.
4. The UNAT granted in part the Secretary-General's appeal and modified Judgment No. UNDT/2024/003 by adjusting one remedy ordered by the Dispute Tribunal.
5. For the avoidance of doubt and for clarity for the parties, the UNAT issues this Order to memorialize in writing the UNAT's decision on remedies. The UNDT's order for compensation of seven months' remuneration for material damages is set aside, and the remainder of the UNDT Judgment is affirmed. In substitution, the material damages award made by the Appeals Tribunal requires the Secretary-General to pay Mr. Guezel's dependents interest on the sum of USD 293,461.63 at the applicable United States Prime Rate(s) for the period from 18 June 2019 to 1 July 2021. The combined compensatory amounts for moral harm and material damages shall not exceed, and if necessary, will be

capped at, the equivalent of two years' net base salary of the deceased staff member at the date of his death. The Secretary-General is ordered to execute this remedy within a 60-day period counting from the date of the oral announcement of 21 March 2025, and if unpaid by then, an additional five percent per annum rate of interest is to be added to the compensation calculated above until such payment is made to the deceased's dependents.

6. The full Judgment of the UNAT in Case No. 2024-1913 will be issued in the coming weeks.

It is so Ordered.

Original and Authoritative Version: English

Decision dated this 28th day of March 2025
in Auckland, New Zealand.

(Signed)
Judge Graeme Colgan,
Presiding

Decision dated this 28th day of March 2025
in Paris, France.

(Signed)
Judge Nassib G. Ziadé,

Decision dated this 28th day of March 2025
in Bangui, Central African Republic.

(Signed)
Judge Abdelmohsen Sheha,

Order published and entered in the Register on this
28th day of March 2025 in New York, United States.

(Signed)
Juliet E. Johnson,
Registrar