



**Before:** Judge Teresa Bravo

**Registry:** Geneva

**Registrar:** René M. Vargas M.

RIXEN

v.

SECRETARY-GENERAL  
OF THE UNITED NATIONS

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**ORDER  
ON THE RESPONDENT'S  
EX PARTE FILINGS**

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**Counsel for Applicant:**

Christopher Bollen, Byrne-Sutton Bollen Kern

**Counsel for Respondent:**

Daniel Trup, WMO

## **Introduction**

1. The Applicant joined the World Meteorological Organization (“WMO”) Secretariat in August 2011 to work for the World Climate Research Program (“WCRP”), as a P-5 Senior Scientific Officer under a two-year fixed-term appointment (“FTA”). The Applicant’s FTA was renewed several times and the latest expired on 31 August 2021.
2. On 8 June 2020, the Head of Human Resources, WMO, informed the Applicant that, in the framework of the WMO restructuring exercise, his post was going to be abolished effective 30 September 2020.
3. On 3 September 2020, the Secretary-General approved a postponement of the Applicant’s separation until 31 December 2020. On 24 November 2020, another postponement was agreed until 31 March 2021, and, lastly, on 4 February 2021, the separation was deferred until 31 May 2021.
4. On 22 March 2021, the Head, WCRP Secretariat, announced via email that a new P-3 staff member would be entering into duty on 23 May 2021, and that the Applicant would end his service on 31 May 2021.
5. On 24 March 2021, the Applicant informed WMO that he was not interested in any further postponement of his separation. Accordingly, he pointed out that he expected his separation date to be effective on and associated formalities to be calculated at 31 May 2021, as previously agreed.
6. On 25 March 2021, the Head of Human Resources, WMO, informed the Applicant that the decision to terminate his contract had been rescinded and that his FTA would run until its original expiration date, i.e., 31 August 2021. This is the “contested decision”.
7. On 14 April 2021, the Applicant requested administrative review of the contested decision.

8. On 29 July 2021, the Applicant filed the current application contesting the decision to not terminate his appointment at the agreed date, but rather to extend it until the end of his FTA, resulting in him not qualifying for termination indemnity.

9. On 11 August 2021, the Respondent filed his reply.

10. On 19 August 2021, the Applicant filed a motion requesting leave to file comments on the Respondent's reply and to produce further evidence.

11. By Order No. 91 (GVA/2022) of 18 October 2022, the Tribunal invited the parties to a Case Management Discussion ("CMD") on 2 November 2022 at 2.30 pm (Geneva time). In the same Order, the Tribunal granted the Applicant's motion for leave to file comments on the reply and instructed the Respondent to provide the unredacted version of annex J on an *ex-parte* basis so it could rule on whether it should be disclosed to the Applicant or not.

12. On 19 October 2022, the Respondent filed *ex-parte* the unredacted version of annex J and his comments in this respect.

### **Consideration**

13. Having examined the Respondent's submission alongside the unredacted email contained in annex J, the Tribunal considers that the content of the said email is not confidential in nature and is essential for the disposal of the case thus, finds it appropriate to disclose it to the Applicant.

### **Conclusion**

14. In view of the foregoing, it is ORDERED THAT the Geneva Registry lifts the *ex parte* status of the Respondent's annex J so the Applicant can have access to it.

(Signed)

Judge Teresa Bravo

Dated this 21<sup>st</sup> day of October 2022

Case No. UNDT/GVA/2021/045

Order No. 94 (GVA/2022)

Entered in the Register on this 21<sup>st</sup> day of October 2022

*(Signed)*

René M. Vargas M., Registrar, Geneva