



UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/GVA/2025/062
Order No.: 145 (GVA/2025)
Date: 9 December 2025
Original: English

Before: Duty Judge

Registry: Geneva

Registrar: Liliana López Bello

GICHUHI

v.

SECRETARY-GENERAL
OF THE UNITED NATIONS

**ORDER
ON CASE MANAGEMENT**

Counsel for Applicant:

Self-represented

Counsel for Respondent:

Sandra Baffoe-Bonnie, UNEP

Introduction

1. On 10 September 2025, the Applicant, a former staff member of the Secretariat of the Minamata Convention on Mercury, United Nations Environment Programme (“UNEP”), filed an application contesting the decision not to renew his fixed-term appointment (“FTA”) beyond 3 July 2025.
2. The Respondent filed his reply on 26 October 2025.
3. On 27 October 2025, the Respondent filed additional supporting documentation by which he informed the Tribunal that the Applicant had not been separated upon the expiry of her FTA but remained on Certified Sick Leave (“CSL”).
4. On 28 October 2025, the Tribunal encouraged the parties to explore amicable settlement and instructed the Applicant to file a rejoinder.
5. On 30 October 2025, the Applicant filed a rejoinder.
6. On 5 November 2025, the Applicant filed additional evidence refuting the Respondent’s assertion that the non-renewal decision resulted from financial constraints.
7. On 25 November 2025, the Respondent filed a motion seeking leave to file additional evidence and to make additional submissions in response to the Applicant’s rejoinder and subsequent filing of additional evidence.
8. On 3 December 2025, the Applicant filed a motion objecting to the Respondent’s motion of 27 October 2025 and a motion containing a “factual clarification and supporting statement”.
9. On 5 December 2025, the parties filed a joint motion informing the Tribunal that they decided to pursue informal resolution of this case through mediation with the United Nations Office of the Ombudsman (“the Ombudsman’s Office”). The parties thus requested the Tribunal to formally refer this matter to the Ombudsman and to suspend the proceedings until 15 December 2025.

Consideration

Suspension of the proceedings

10. Pursuant to arts. 10.1 and 10.3 of the Dispute Tribunal's Statute and art. 15 of its Rules of Procedure, the Tribunal shall suspend the proceedings during the mediation process at the parties' request.

11. The Tribunal notes that the General Assembly has consistently encouraged alternative dispute resolution. The Tribunal commends the parties for agreeing to engage in settlement discussions and urges them to consult and deliberate in good faith, with the assistance of the Ombudsman's Office, towards having this matter resolved amicably.

Pending motions

12. Since the parties are actively engaged in mediation, the Tribunal will reserve its adjudication of the pending motions to when, and if, the case is resumed.

Conclusion

13. In view of the foregoing, it is ORDERED THAT:

- a. The proceedings before the Tribunal in this matter are suspended during the mediation process until **Monday, 15 December 2025**, for the purpose of allowing the parties to engage in mediation;
- b. If a mediation agreement is reached within this period, the parties or the Ombudsman's Office shall inform the Tribunal accordingly without delay, and the Applicant shall confirm to the Tribunal, in writing, that his application is withdrawn; and

c. If no settlement agreement can be reached within the prescribed period, the parties or the Ombudsman's Office shall inform the Tribunal, which will resume proceedings in the matter, unless otherwise requested and decided.

(Signed)

Judge Sun Xiangzhuang (Duty Judge)

Dated this 9th day of December 2025

Entered in the Register on this 9th day of December 2025

(Signed)

Liliana López Bello, Registrar, Geneva