



UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/NBI/2025/052
Order No.: 195 (NBI/2025)
Date: 16 October 2025
Original: English

Before: Judge Sean Wallace

Registry: Nairobi

Registrar: Wanda L. Carter

OBALI

v.

SECRETARY-GENERAL
OF THE UNITED NATIONS

ORDER ON CASE MANAGEMENT

Counsel for Applicant:

Shubha Suresh Naik, OSLA

Counsel for Respondent:

Jérôme Blanchard, HRLU, UNOG

Introduction

1. The Applicant is contesting the Administration's decision to initiate recovery from his salary of approximately USD2,281 due to the redetermination of his salary step as directed in the Office of Human Resources ("OHR") guidelines, OHR/PG/2024/4/Rev.3, dated 13 September 2024.

2. After requesting two extensions, on 14 July 2025, the Respondent filed a reply arguing, *inter alia*, that the application is not receivable because there is no final administrative decision to review and that the Administration is currently reviewing the initial contested decision on the step determination, which led to the contested recovery, based on the new guidelines issued by OHR with retroactive effect.

Consideration

3. Three months have since passed without any indication from the Respondent that the requested review has been completed. This is despite internal communication on 16 June 2025 indicating that the review was "time-sensitive". The Tribunal notes that the contested decision was taken nearly a year ago and finds that there is no reason for further judicial delay awaiting a bureaucratic decision which appears to be moving at a glacial pace.

4. Having reviewed the submissions on file, the Tribunal considers itself sufficiently informed to decide this case. Thus, the parties may file closing statements on or before 30 October 2025.

Conclusion

5. In view of the foregoing, the Tribunal ORDERS THAT:

- a. By Thursday, **30 October 2025**, the parties may file closing submissions; and

- b. The closing submissions shall not exceed five pages using Times New Roman, font size 12, with 1.5 line spacing.

(Signed)

Judge Sean Wallace (Duty Judge)

Dated this 16th day of October 2025

Entered in the Register on this 16th day of October 2025

(Signed)

Isaac Endeley, for Wanda L. Carter, Registrar, Nairobi