

# **RULES OF PROCEDURE OF THE ADMINISTRATIVE TRIBUNAL**

## **CHAPTER IX JUDGMENT**

### **Article 50: Judgments, voting and other formalities relating to decisions**

1. The presiding member of each sitting panel shall designate one of its members to serve as the first opening judge and to prepare a draft judgment.
2. When a draft has been prepared, and a copy delivered to each member, it shall be open for discussion and put to a vote by the Tribunal.
3. The draft shall become the judgment of the Tribunal if it is approved by a majority vote.
4. The separate explanation of a member's vote that differs in whole or in part from the statement of the reasons or the conclusions of a judgment shall be included as an appendix to that judgment.
5. The three members of the Tribunal that took part in the Panel shall sign the judgment.
6. In the event that a majority of the Tribunal votes against the draft, another member shall be designated by the President to prepare a new draft judgment, which shall be submitted to the Tribunal for approval.

### Forms of redress

7. The Tribunal's judgment may include any form of redress it deems necessary and appropriate to properly settle the matter in dispute, including but not limited to reinstatement, affirmation of individual rights and responsibilities, and damages. In addition the Tribunal may order the losing party to pay the prevailing party an indemnity for attorney's fees and costs. The payment of additional sanctions may be ordered in cases where the Tribunal considers that the losing party has brought a clearly frivolous claim or defense, did not have solid grounds for litigating, has been totally defeated, has clearly acted with disregard or malice toward the rights and interests of the other party, or has unnecessarily prolonged the proceedings. The maximum amount that can be awarded for the total of attorneys' fees and costs shall ordinarily not exceed the equivalent of one month's remuneration (salary and post adjustment) at the P-4, step 6 level on the "with dependent" salary scale for headquarters, in a process involving up to ten complainants, and twice that amount in a process involving more than ten complainants.

### Clarification of the judgment

8. For the purposes of Article XI, paragraph 2, of the Statute, any of the parties may request, in writing, a clarification of the judgment, within thirty days following the date of his notification thereof. The Tribunal shall decide as appropriate, without reconsidering the merits of the case.