

Consent Form for Legal Representation by the Office of Staff Legal Assistance

I consent to the Office of Staff Legal Assistance (OSLA) arranging to provide my legal representation. I consent to OSLA-appointed legal counsel accessing my UN personnel files and records. I agree that OSLA legal counsel may make enquiries with parties, both UN and non-UN, concerning my employment and performance record and may seek any other relevant information as required.

I authorize the Chief of OSLA to appoint a legal counsel on my behalf. I understand that the Chief of OSLA has the sole discretion of changing/substituting/alternating legal counsel representing me whenever he/she deems it appropriate and necessary. The Chief of OSLA's duty towards me will be limited to notifying me of the new legal counsel taking over my case.

I understand that OSLA legal counsel will keep me advised in conformity with a lawyer-client relationship of the actions taken on my behalf, including any steps toward a possible informal resolution of the dispute.

I understand that OSLA will make an assessment of whether they are in a position to provide legal assistance in my case. For this purpose OSLA may determine that my case is unlikely to succeed and thereby they will not be able to provide legal assistance and representation.

I further understand that OSLA-appointed legal counsel may withdraw for good cause from any matter in which he or she has agreed to act on my behalf. 'Good cause' shall include, but not be limited to, any situation in which a client seeks to insist upon a course of action incompatible with counsel's duties under the UN staff rules and regulations, the law and legal ethics, and to the UN Tribunals as officers of the court. A persistent failure to cooperate with or follow the advice of my legal counsel, or a serious breach of confidentiality or trust between counsel and the client may result in withdrawal of counsel from my case. OSLA-appointed counsel may withdraw should I engage or retain outside counsel to handle my legal representation, unless a specific co-counsel arrangement is agreed upon.

I further understand that in conformity with the respective Statutes of the UN Dispute Tribunal and UN Appeals Tribunal, as enacted by General Assembly Resolution 63/253 of 24 December 2008, as part of its judgment, the Tribunals may *inter alia* order one or both of the following:

(a) Rescission of the contested administrative decision or specific performance, provided that, where the contested administrative decision concerns appointment, promotion or termination, the [Dispute or Appeals] Tribunal shall also set an amount of compensation that the respondent may elect to pay as an alternative to the rescission of the contested administrative decision or specific performance ordered, subject to subparagraph (b) of the present paragraph;

(b) Compensation, which shall not normally exceed the equivalent of two years' net base salary of the applicant. The [Dispute or Appeals] Tribunal may, however, in exceptional cases order the payment of a higher compensation and shall provide the reasons for that decision.

Furthermore, where the Dispute or Appeals Tribunal determines that a party has manifestly abused the proceedings before it, it may award costs against the party.

The Dispute or Appeals Tribunal does not award exemplary or punitive damages.

The Dispute and Appeals Tribunal may refer appropriate cases to the UN Secretary-General or the executive heads of separately administered UN funds and programmes for possible action to enforce accountability.

If I do not understand the contents of this consent form, I should ask an OSLA legal officer to explain its terms in advance of signing.

I have carefully read this document and I am signing it of my own free will.

Name of Client (Print)

Signature of Client

Place and Date