

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

I consent to the Office of Staff Legal Assistance (OSLA) arranging to provide me with legal advice and/or 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 to change/substitute/alternate legal counsel assisting me whenever he/she deems it appropriate and necessary. The Chief of OSLA's duty towards me in this regard shall be limited to notifying me of the new legal counsel taking over my case.

I understand that OSLA counsel will continually assess whether OSLA can provide legal assistance/representation in respect of my case. I understand that OSLA may determine at any stage that my case is unlikely to succeed and therefore OSLA will not be able to provide legal assistance and representation.

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. In instances where OSLA agrees to assist me pursuing my case before the appropriate recourse body, I agree to authorise the OSLA-appointed legal counsel to prepare and file legal submissions on my behalf.

I understand that OSLA counsel will abide by the OSLA Code of Conduct and the Code of Conduct for legal representatives appearing before the Tribunals.

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 the UN Dispute and Appeals Tribunals may *inter alia* order one or both of the following:

- (a) Rescission of the contested administrative decision or specific performance
- (b) Compensation, which shall not normally exceed the equivalent of two years' net base salary of the applicant.

I understand that The Dispute and Appeals Tribunal do not award exemplary or punitive damages, and that where the Dispute or Appeals Tribunal determine that a party has manifestly abused the proceedings before it, it may award costs against that party.

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 did not understand the contents of this consent form, I have asked a OSLA legal officer to explain its terms in advance of signing.

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

Name of Client (Print)

Signature of Client

Place and Date