

# COMMONWEALTH SECRETARIAT ARBITRAL TRIBUNAL

## RESEARCH TOOL I—CSAT JUDGMENTS: OVERVIEW

### *Introduction*

This *Overview* of the Judgments issued by the Commonwealth Secretariat Arbitral Tribunal (CSAT) is organized in into two Sections.

**Section 1:** Judgments are organized chronologically, from latest to earliest Judgment. Each Judgment is assigned a neutral Judgment No. (since the Tribunal’s citation convention has varied over time) and where appropriate, takes the suffix REVIEW BOARD (empaneled to hear a challenge to a first-instance Tribunal Judgment) or SERVICES (the Tribunal sitting on a commercial dispute arising from a ‘contract for services’, i.e., not a ‘contract for service’ held by an international civil servant).

This Section also sets out the parties (linking to the full Judgment), states the composition of the empaneled Tribunal and, under ‘Judgment by Tribunal’, broadly how the Tribunal disposed of the Application. Each Judgment is assigned one of more Keywords (out of a set of 29).

**Section 2:** Judgments are organized by Keywords (out of a set of 29). For greater accessibility, Keywords are organized under the following headings: A. Tribunal Competence; B. Employee Lifecycle; C. Administration; D. Conduct and Discipline; and E. Proceedings. Based upon Keywords, a Tribunal-researcher may then determine to which single-paragraph summaries of Judgments to read in the *Research Tool II—CSAT Judgments: Summaries*.

**NOTE:** This document is issued and updated by the CSAT Executive Secretary only as an aid to Tribunal-researchers to access the Judgments of the Tribunal. This document does **not** constitute, nor substitute for, legal advice, nor does it in any way supersede or is it capable of amending Judgments issued by the Tribunal.

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### Section 1:

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
44 REVIEW BOARD	<a href="#">Dr Tawanda Hondora and The Commonwealth Secretariat</a>	Judge McDonald-Bishop Judge Radhakrishnan Judge Levine Judge Injia Judge Shall	Review dismissed.	Contract Non-Renewal. Revision and Review.	CSAT Statute (2015), Arts. II, IX and XI.	20 June 2025
45	<a href="#">Dr Tawanda Hondora and The Commonwealth Secretariat</a>	President Narain Judge Callaghan Judge Roberts	Application dismissed.	Jurisdiction (Deadlines).	CSAT Statute (2015), Art. II	4 September 2024
44	<a href="#">Dr Tawanda Hondora and The Commonwealth Secretariat</a>	President Narain Judge Callaghan Judge Roberts	Application dismissed.	Contract Non-Renewal.	CSAT Statute (2015), Arts. II and IX.	25 June 2024

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
43 REVIEW BOARD	<a href="#">The Commonwealth Secretariat vs Ram Venuprasad</a>	President Erotocritou Judge Faerua Judge Narain Judge McDonald-Bishop Judge Callaghan	Review partly allowed.	Contract Non-Renewal. Due Process. Compensation. Revision and Review.	CSAT Statute (2015), Art. XI.	26 July 2019
42	<a href="#">HH, HL &amp; DW and The Commonwealth Secretariat</a>	President Rajah Judge McDonald-Bishop Judge Callaghan	Application dismissed.	Jurisdiction (Administrative Decision). Salary and Benefits. Unlawful Discrimination.	CSAT Statute (2015), Art. II.	11 October 2019
41(2)	<a href="#">Dr Josephine Ojiambo and The Commonwealth Secretariat</a>	President Goddard Judge Erotocritou Judge Narain	Application partly allowed.	Contract Non-Renewal. Compensation.	CSAT Statute (2015), Art. X.	24 May 2019

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
41	<a href="#">Dr Josephine Ojiambo and The Commonwealth Secretariat</a>	President Goddard Judge Erotocritou Judge Narain	Application partly allowed.	Contract Non-Renewal.	N/A	14 December 2018
40(3)	<a href="#">Ram Venuprasad and The Commonwealth Secretariat</a>	President Goddard Judge Rajah Judge Azinge	Application partly allowed.	Stay Application.	N/A	25 January 2019
40(2)	<a href="#">Ram Venuprasad and The Commonwealth Secretariat</a>	President Goddard Judge Rajah Judge Azinge	Application partly allowed.	Compensation.	CSAT Statute (2015), Art. X.	21 September 2018
40	<a href="#">Ram Venuprasad and The Commonwealth Secretariat</a>	President Goddard Judge Rajah Judge Azinge	Application allowed.	Contract Non-Renewal. Due Process.	N/A	16 April 2018

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
39 REVIEW BOARD	<a href="#">Chandni Shah and The Commonwealth Secretariat</a>	President Goddard Judge Rajah Judge Erotocritou Judge Faerua Judge Mason	Review dismissed.	Abolition of Position. Unequal Treatment.	N/A	November 2016
38	<a href="#">Dick Nuwamanya Kamuganga and The Commonwealth Secretariat</a>	President Jeans Judge Panton Judge Erotocritou	Application dismissed.	Unsatisfactory Performance. Due Process.	N/A	2 January 2017
37(2)	<a href="#">Irma Matus and The Commonwealth Secretariat</a>	President Jeans Judge Goddard Judge Azinge	Application partly allowed.	Probationary Termination. Unequal Treatment. Unsatisfactory Performance.	N/A	1 December 2016

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
37(1)	<a href="#">Irma Matus and The Commonwealth Secretariat</a>	President Jeans Judge Goddard Judge Azinge	Application partly allowed.	Probationary Termination.	N/A	24 October 2016
36 REVIEW BOARD	<a href="#">Efe Ototahor, Gizela Erasmus, and Olusola Aina and The Commonwealth Secretariat</a>	President Rajah Judge Panton Judge Eotocritou Judge Mason Judge Azinge	Review dismissed.	Transfer and Reclassification.	N/A	25 May 2016
32/34/35	<a href="#">Navdeep Singh Dadhwal, Sandeep Angra, and Surmukh Singh and The Commonwealth Secretariat</a>	President Jeans Judge Erotocritou Judge Faerua	Application dismissed.	Salary and Benefits. Unfair Treatment.	N/A	10 March 2016
33	<a href="#">Derrick Akintade and The Commonwealth Secretariat</a>	President Jeans Judge Rajah Judge Mason	Application dismissed.	Contract Non-Renewal. Abolition of Position.	N/A	29 April 2016

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
				Due Process.		
30/31	<a href="#">Madonna Lynch and The Commonwealth Secretariat</a>	President Jeans Judge Panton Judge Azinge	Applications dismissed.	Jurisdiction (Administrative Decision).	CSAT Statute (2015), Art. II.	18 December 2015
29	<a href="#">Chandni Shah and The Commonwealth Secretariat</a>	President Jeans Judge Panton Judge Azinge	Application dismissed.	Abolition of Position.  Unlawful Discrimination.  Jurisdiction (Administrative Decision).	N/A	18 December 2015
28	<a href="#">Kumar Chand Dogra and The Commonwealth Secretariat</a>	President Jeans Judge Rajah Judge Mason	Application dismissed.	Transfer and Reclassification.  Unlawful Discrimination.	N/A	8 May 2015
27	<a href="#">Sunder Singh and The Commonwealth Secretariat</a>	President Jeans Judge Rajah Judge Mason	Application partly allowed.	Salary and Benefits.  Transfer and Reclassification.	N/A	8 May 2015

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
				Unequal Treatment.		
24/25/26(3)	<a href="#">Efe Ototahor, Gizela Erasmus &amp; Olusola Aina and The Commonwealth Secretariat</a>	President Jeans Judge Dabee Judge Goddard	Application dismissed.	Transfer and Reclassification.	N/A	27 May 2015
24/25/26(2)	<a href="#">Efe Ototahor, Gizela Erasmus &amp; Olusola Aina and The Commonwealth Secretariat</a>	President Jeans Judge Dabee Judge Goddard	Application dismissed.	Salary and Benefits. Jurisdiction (Administrative Decision).	CSAT Statute (2007), Art. II.	25 March 2015
24/25/26(1)	<a href="#">Efe Ototahor, Gizela Erasmus &amp; Olusola Aina and The Commonwealth Secretariat</a>	President Jeans Judge Dabee Judge Goddard	N/A	Procedural Order.	N/A	25 March 2015
23	<a href="#">Madonna Lynch and The Commonwealth Secretariat</a>	President Jeans Judge Panton Judge Mason	Application dismissed.	Jurisdiction (Administrative Decision).	CSAT Statute (2007), Art. II.	18 July 2014



Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
22(2) REVIEW BOARD	<a href="#">Carmaline Ravindrani Bandara and The Commonwealth Secretariat</a>	Judge Rajah Judge Erotocritou Judge Dabee Judge Goddard Judge Faerua	Review partly allowed.	Salary and Benefits. Due Process. Revision and Review.	CSAT Statute (2007), Art. XI.	1 April 2015
22(1)	<a href="#">Carmaline Bandara and The Commonwealth Secretariat</a>	President Jeans Judge Pantaon Judge Mason	Application dismissed.	Salary and Benefits.	N/A	18 July 2014
21	<a href="#">Theodora Addo and The Commonwealth Secretariat</a>	President Jeans Judge Dabee Judge Mason	Application partly allowed.	Harassment. Unlawful Discrimination. Compensation.	N/A	9 April 2014
20(2) REVIEW BOARD	<a href="#">Julius Ndung'u Kaberere and The Commonwealth Secretariat</a>	Judge Oabee Judge Panton Judge Rajah Judge Goddard	Review dismissed.	Unlawful Discrimination. Unequal Treatment.	N/A	30 April 2014

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
		Judge Faerua		Other Misconduct.		
20(1)	<a href="#">Julius Ndung'u Kaberere and The Commonwealth Secretariat</a>	President Jeans	Application dismissed.	Procedural Order.	CSAT Rules (2006), Rule 23.	23 February 2014
20	<a href="#">Julius Ndung'u Kaberere and The Commonwealth Secretariat</a>	President Jeans Judge Ukeje Judge Erotocritou	Application dismissed.	Unlawful Discrimination. Unequal Treatment. Other Misconduct. Constructive Dismissal.	N/A	26 July 2013
19	<a href="#">HK and The Commonwealth Secretariat</a>	President Jeans Judge Ukeje Judge Rajah	Application partly allowed.	Jurisdiction (Deadlines). Salary and Benefits.	CSAT Statute (2007), Art. II.	30 May 2012

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
18	<a href="#">PH and The Commonwealth Secretariat</a>	President Jeans Judge Ukeje Judge Rajah	Application dismissed.	Salary and Benefits.  Unlawful Discrimination.	N/A	30 May 2012
17	<a href="#">CH and The Commonwealth Secretariat</a>	Judge Jeans Judge Panton Judge Dabee	Application dismissed.	Misconduct Procedure and Findings.  Harassment.  Constructive Dismissal.	N/A	10 January 2012
16(3) REVIEW BOARD	<a href="#">Monica Oyas and The Commonwealth Secretariat</a>	Judge Dabee Judge Panton Judge Rajah Judge Goddard Judge Faerua	Review dismissed.	Non-Promotion. Unequal Treatment.  Unlawful Discrimination.  Revision and Review	CSAT Statute (2007), Art. XI.	7 June 2013
16(2)	<a href="#">MO and The Commonwealth Secretariat</a>	President Jeans	Allowed.	Procedural Order.	CSAT Statute	21 May 2012

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
					(2007), Art. XI.	
16	<a href="#">Monica Oyas and The Commonwealth Secretariat</a>	President Jeans Judge Mehra Judge Ukeje	Application dismissed.	Non-Promotion. Unequal Treatment. Unlawful Discrimination.	N/A	26 August 2011
16(1)	<a href="#">Monica Oyas and The Commonwealth Secretariat</a>	President Hasan Judge Dabee Judge Ukeje	Application allowed.	Injunction. Procedural Order.	CSAT Statute (2007), Art. X.	31 August 2010
15	<a href="#">MH and The Commonwealth Secretariat</a>	President Hasan Judge Mehra Judge Panton	Application dismissed.	Unlawful Discrimination. Retirement Status and Benefits.	CSAT Statute (2007), Arts. II and XII.	June 2010
14(2)	<a href="#">AK and The Commonwealth Secretariat</a>	President Hasan Judge Mehra Judge Panton	Application partly allowed.	Unlawful Discrimination. Unequal Treatment.	N/A	June 2010

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
14(1)	<a href="#">Ann Keeling and The Commonwealth Secretariat</a>	President Hasan Judge Jones Judge Mehra	Application allowed.	Jurisdiction (Persons).	CSAT Statute (2007), Art. II.	June 2009
12(2)	<a href="#">Professor Victor Ohiometa Ayeni and The Commonwealth Secretariat</a>	President Banda Judge Sawyer Judge Hasan	Application partly allowed.	Contract Non-Renewal. Compensation.	CSAT Statute (2007), Art. X.	22 August 2008
12(1)	<a href="#">Professor Victor Ohiometa Ayeni and The Commonwealth Secretariat</a>	President Banda Judge Sawyer Judge Hasan	Application allowed.	Contract Non-Renewal.	N/A	12 October 2007
11	<a href="#">John Saddington and The Commonwealth Secretariat</a>	President Banda Judge Weekes Judge Sawyer	Application dismissed.	Contract Non-Renewal.	CSAT Statute (2005), Arts. II and XIV.	June 2006
9	<a href="#">Simmons &amp; Others and The Commonwealth Secretariat</a>	President Banda Judge Amet Judge Hasan	Application dismissed.	Salary and Benefits.	N/A	15 July 2005

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
8(3) SERVICES	<a href="#">Sumukan Limited and The Commonwealth Secretariat</a>	President Chappell Judge Sawyer Judge Weekes	Application partly allowed.	Compensation.	N/A	22 August 2005
8(2) SERVICES	<a href="#">Sumukan Limited and The Commonwealth Secretariat</a>	President Chappell Judge Sawyer Judge Weekes	Application partly allowed.	Contract Non-Payment.	CSAT Statute (2004), Art. XIV.	25 April 2005
8(1) SERVICES	<a href="#">Sumukan Limited (formerly Asset Management Shop Limited) and The Commonwealth Secretariat</a>	President Chappell	Application allowed.	Interlocutory Application. Jurisdiction (Deadlines). Contract Non-Payment.	CSAT Statute (1999), Art. II.	5 November 2003
7	<a href="#">Members of the Commonwealth Secretariat Staff Association and The Commonwealth Secretariat</a>	President Chappell Judge Weekes Judge Jallow	Application partly allowed.	Salary and Benefits.	CSAT Statute (1999), Art. X.	10 October 2003

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
6	<a href="#">Philip Pooran and The Commonwealth Secretariat</a>	Judge Jallow	Application allowed.	Jurisdiction (Deadlines).	CSAT Statute (1999), Art. X.	11 March 2022
5(2)	<a href="#">Rumman Faruqi and The Commonwealth Secretariat</a>	President Chappell Judge Weekes Judge Jallow	Application dismissed.	Contract Non-Renewal.	CSAT Statute (1999), Art. X.	22 November 2022
5(1)	<a href="#">Rumman Faruqi and The Commonwealth Secretariat</a>	President Chappell	Application partly allowed.	Interlocutory Application.	CSAT Statute (1999), Arts. IV, V, VIII, IX, XIII, and XIV.	23 February 2002.
3(2)	<a href="#">Selina Mohsin and The Commonwealth Secretariat</a>	Judge Weekes	Application allowed.	Compensation.	CSAT Statute (1999), Art. X.	9 November 2001

Judgment No.	Parties	Composition of Tribunal	Judgment by Tribunal	Keywords	Statute Article(s) Implicated	Date of Judgment
3(1)	<a href="#">Selina Mohsin and The Commonwealth Secretariat</a>	Judge Weekes	Application partly allowed.	Performance Review. Contract Non-Renewal. Unlawful Discrimination. Harassment.	CSAT Statute (1999), Arts. II and IV .	6 September 2001
2	<a href="#">Dr A S Saroha and The Regional Director, Commonwealth Youth Programme (Asia)</a>	President Cross Judge Amissah Judge Gloster	Application dismissed.	Jurisdiction (Persons).	CSAT Statute (1999), Art. II.	14 July 2000
1	<a href="#">Gurmeet Hans vs The Commonwealth Secretariat and Ms Seelawathi Ebert, Regional Director, Commonwealth Youth Programme</a>	President Cross Judge Amissah Judge Suresh	Application partly allowed.	Probationary Termination.	N/A	October 1998



## Section 2:

Keyword	Judgment No.
<b>A. Tribunal Competence</b>	
1. Jurisdiction (Deadlines)	45 19 8(1) 6
2. Jurisdiction (Administrative Decision)	42 30/31 29 24/25/26(2) 23
3. Jurisdiction (Persons)	14(1) 2
4. Revision and Review	44RB 43 22(2) 16(3)
<b>B. Employment Lifecycle</b>	
5. Probationary Termination	37(2)

Keyword	Judgment No.
	37(1) 1
6. Performance Review	3(1)
7. Unsatisfactory Performance	38 37(2)
8. Non-Promotion	16(3) 16
9. Transfer and Reclassification	36 28 27 24/25/26
10. Salary and Benefits	42 32/34/35(3) 27 24/25/26(2) 22(2) 22(1) 19 18 9

Keyword	Judgment No.
	7
11. Injury and Incapacity	[No corresponding Judgments.]
12. Retirement Status and Benefits	15
<b>C. Administration</b>	
13. Unequal Treatment	39 37(2) 32/34/35 27 20(2) 20 16(3) 16 14(2)
14. Unlawful Discrimination	42 29 28 21 20(2) 20 18

Keyword	Judgment No.
	16(3) 16 15 14(2) 3(1)
15. Abuse of Authority	[No corresponding Judgments.]
16. Due Process	43 40 33 22(2)
17. Abolition of Position	39 38 33 29
18. Contract Non-Renewal	44RB 44 43 41(2) 41 40

Keyword	Judgment No.
	33 12(2) 12(1) 11 5(2) 3(1)
19. Constructive Dismissal	20 17
20. Contract Non-payment	8(2) 8(1)
<b>D. Conduct and Discipline</b>	
21. Harassment	21 17 3(1)
22. Other Misconduct	20(2) 20
23. Misconduct Procedure and Findings	17
24. Misconduct Sanctions	[No corresponding Judgments.]
<b>E. Proceedings</b>	

Keyword	Judgment No.
25. Interlocutory Application	8(1) 5(1)
26. Procedural Order	24/25/26(1) 20(1) 16(2) 16(1)
27. Injunction	16(1)
28. Stay of Application	40(3)
29. Compensation	43 41(2) 40(2) 21 12(2) 8(3) 3(2)

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