



SUMMARY TABLE OF REGISTERED APPEALS

Registration date	Case Number	Appellant	NATO body	Issue	Date of hearing
19/11/2025	2025/1428	Appellant	JFC Naples	Probationary period	
		<p>After the extension of the probationary period from six-months to one year, the appellant's contract was not confirmed, on performance grounds. The appellant alleges breaches in the evaluation process of his performance and of the relevant rules and directives.</p> <p>The appellant requests for the annulment of the decision, his reinstatement and compensation for material and moral damages.</p>			
17/11/2025	2025/1427	Appellant	NSPA	Redundancy	
		<p>Following the submission of Case No. 2025/1406 and Case No. 2025/141, with Case No. 2025/1427 the appellant further challenges the Agency's recruitment process as well as the decisions not to grant him compensation for annual and compensatory leave as well as overtime.</p> <p>The appellant requests for the annulment of the contested decisions as well as compensation for moral and material damages.</p>			
10/11/2025	2025/1426	Appellant	IS	Medical insurance	
		<p>The appellant, a retired NATO staff member, challenges the changes in the CPR, effective 1 July 25, relating to the contributions the medical insurance scheme (in particular, as a DCPS affiliate having received a lump sum, the additional premium paid for his Bridging Cover).</p>			

		The appellant requests the annulment of the change in the regulations and to reverse the decision to introduce an additional premium for existing retired staff falling under the Bridging Cover.			
10/11/2025	2025/1425	Appellant	NSPA	Invalidity	
		<p>Following an invalidity procedure and the conclusion of the Invalidity Board assessing the appellant's inability to work, the Agency recognized the appellant as an invalid. The appellant is challenging such decision and raises several shortcomings in the invalidity procedure.</p> <p>The appellant requests the Tribunal to declare abusive the decision to declare him an invalid and requests for material and moral damages compensation.</p>			
10/11/2025	2025/1424	Appellant	NSPA	Job assignments	
		<p>The appellant challenges the project assignments made by his manager, contending that they are diminishing his responsibilities. He also challenges how his harassment and performance claims are being handled by the Agency.</p> <p>The appellant requests for a redress of the situation as well as for moral damage compensation.</p>			
29/10/2025	2025/1423	Appellant	IS	Medical insurance	
		<p>The appellant, a NATO pensioner, challenges the changes in the CPR, effective 1 July 25, relating to the contributions the medical insurance scheme (in particular a new premium for Continued Medical Cover as a result of the rebalancing of contributions to the Retirees Medical Claims Fund).</p> <p>The appellant requests the annulment of the change in the regulations and the reimbursement of the premium paid.</p>			
29/10/2025	2025/1422	Appellant	IS	Medical insurance	
		<p>The appellant, a NATO pensioner, challenges the changes in the CPR, effective 1 July 25, relating to the contributions the medical insurance scheme (in particular a new premium for Continued Medical Cover as a result of the rebalancing of contributions to the Retirees Medical Claims Fund).</p> <p>The appellant requests the annulment of the change in the regulations and the reimbursement of the premium paid.</p>			
29/10/2025	2025/1421	Appellant	IS	Medical insurance	
		The appellant, a NATO pensioner, challenges the changes in the CPR, effective 1 July 25, relating to the contributions the medical insurance scheme (in particular a new premium for Continued Medical Cover			

		<p>as a result of the rebalancing of contributions to the Retirees Medical Claims Fund).</p> <p>The appellant requests the annulment of the change in the regulations and the reimbursement of the premium paid.</p>			
10/10/2025	2025/1420	Appellant	NCIA	Non-renewal of contract	
		<p>The appellant, a staff member under a definite duration contract, challenges the decision of non-renewal of contract with the Agency upon its expiry.</p> <p>The appellant requests for a new decision on a renewal and for damage compensation for, <i>inter alia</i>, lack of fairness and transparency in the processes.</p>			
01/10/2025	2025/1419	Appellant	NSPA	Disciplinary suspension	
		<p>The appellant, following the submission of Case No. 2025/1413 challenging the suspension from his duties, with this appeal further contests such suspension insofar it has been extended for a further period and his emoluments have been suspended.</p> <p>The appellant requests the annulment of the decisions and the compensation of non-material damages.</p>			
30/09/2025	2025/1418	Appellant	NSPA	Contract termination	
		<p>Following an unsuccessful Performance Improvement Plan (PIP) and an unsatisfactory performance appraisal for the 2024, the Agency terminated the appellant's definite duration contract with immediate effect.</p> <p>The appellant requests that termination be declared abusive and to award appropriate damages.</p>			
9/09/2025	2025/1417	Appellant	NSPA	Harassment	
		<p>The appellant, subject of harassment by her supervisor which had a significant impact on her health, submitted a harassment complaint with the Agency. By reason of the long delay taken by the administration to give feedback on the situation, take appropriate measures and to adequately protect her, the appellant submitted a request for compensation for fault and negligence by the Agency.</p> <p>The appellant requests the annulment of the decision rejecting her compensation claims and award the appropriate damages compensation.</p>			
9/09/2025	2025/1416	Appellant	NCIA	Sick leave termination	
		<p>The appellant challenges the termination of contract, following the expiry for the maximum period permitted under the CPR for extended sick leave. The appellant sought for continued employment on a part-time basis in recognition of his health situation.</p>			

		The appellant requests the annulment of the decision and compensation for material and non-material damages.			
9/09/2025	2025/1415	Appellant	BICES	Post grading	
		<p>The appellant challenges the effective downgrading of her post and revision of her job description, contrary to the implementation of her promotion and post upgrade.</p> <p>The appellant request for the annulment of the job description not reflecting her duties, the retroactive post upgrade and promotion, reinstatement in her previous role and responsibilities and compensation for moral prejudice.</p>			
18/08/2025	2025/1414	Appellant	IS	Medical insurance	
		<p>The appellant challenges the method used in calculating his contributions to the Retirees Medical Fund on his pension, alleging that the calculation is incorrectly based on the active staff salary scale rather than on the actual pension amount.</p> <p>The appellant requests, <i>inter alia</i>, for a recalculation of the amounts.</p>			
23/07/2025	2025/1413	Appellant	NSPA	Disciplinary suspension	
		<p>The appellant challenges the disciplinary suspension from his duties, following alleged serious misconduct.</p> <p>The appellant requests the annulment of such suspension.</p>			
14/07/2025	2025/1412	Appellant	SHAPE	Disciplinary dismissal	
		<p>The appellant challenges his disciplinary dismissal following claims of sexual harassment.</p> <p>The appellant requests the annulment of the decision, his reinstatement as well as non-material and punitive damages.</p>			
9/07/2025	2025/1411	Appellant	NSPA	Redundancy	
		<p>Following the suppression of his post (Case No. 2025/1406) the appellant unsuccessfully applied to other positions in the Agency. He pursued pre-litigation for alleged breaches in his redundancy rights.</p> <p>The appellant requests the annulment of the decisions and compensation for non-material damages.</p>			
20/06/2025	2025/1410	Appellant	CSO	Harassment	
		The appellant disputes the COS Director's handling of his harassment claims and the establishment of a settlement agreement aimed to improve the working relationship between the appellant and another CSO staff member.			

		The appellant requests for the annulment of such agreement, compliance with the CPR disposition in addressing his claims and compensation for non-material damage			
20/06/2025	2025/1409	Appellant	NSPA	Probationary period	
		The Appellant challenges the termination of his contract during the probationary period (performance grounds). The appellant requests for material damage compensation for the 3-years length of his contract.			
20/06/2025	2025/1408	Appellant	NSPA	Contract termination	
		The appellant, challenges the decision to terminate his contract for incapacity of service following the recognition of his invalidity and the granting on an invalidity pension by the insurance company. The appellant submitted a previous case with the AT (Case No. 2023/1377) contesting the non-renewal of his definite duration contract, a decision which was annulled (error of judgment). The appellant requests the annulment of the decision to terminate his contract and compensation for material and non-material damages.			
4/06/2025	2025/1407	Appellant	DIANA	Probationary period	
		The appellant challenges the early termination of her contract during the probation, on contentions of not being fit for the role. The appellant request for the annulment of the early termination of her contract and the compensation for material and non-material damages.			
7/05/2025	2025/1406	Appellant	NSPA	Suppression of post - redundancy	
		The appellant, whose post had been suppressed following the Agency's reorganization, submitted a complaint against such termination and against the recruitment process to another post, which was rejected. The appellant requests for the annulment of such decisions and compensation for moral damages.			
6/05/2025	2025/1405	Appellant	NSPA	Harassment – non-renewal of contract	
		The appellant challenges the Agency's decision not to initiate an investigation into allegations of phycological harassment and misconduct against the Chief of Staff, as well as the rejection of her request for protection against retaliation. She also challenges the non-			

		<p>renewal of her definite duration contract allegedly based on negative appraisal reports.</p> <p>The appellant requests the annulment of the decision, the reinstatement in her position and compensation for material and non-material damages.</p>			
6/05/2025	2025/1404	Appellant	NCIA	Reorganization - downgrading	
		<p>As part of the Agency's organizational restructuring, the appellant's post was downgraded from G22 to G20 and he was granted a personal grade for a limited duration.</p> <p>The appellant challenges such decisions requesting for their annulment and for non-material damage compensation.</p>			
22/04/2025	2025/1402	Appellant	IS	Medical insurance	9 Oct
		<p>The appellant challenges the method used in calculating Long-Term Care (LTC) contributions on his pension, alleging that the calculation is based incorrectly on the active staff salary scale rather than on the actual pension amount.</p> <p>The appellant requests, <i>inter alia</i>, for a recalculation of the amounts.</p>			
07/04/2025	2025/1401	Appellant	NCIA	Recruitment	
		<p>The appellant challenges the withdrawal of the Agency's employment offer, alleging that the decision was based on discriminatory grounds (parenthood).</p> <p>The appellant requests for material damage compensation.</p>			
20/03/2025	2025/1400	Appellant	NSPA	Contract – non renewal	9 Oct
		<p>The appellant contests the non-renewal of his definite duration contract (alleged unsatisfactory performance related to his managerial style).</p> <p>The appellant requests the annulment of the decision and compensation for material and non-material damages.</p>			