2025

ANNUAL REPORT OF THE

NATO ADMINISTRATIVE TRIBUNAL

Organisation du Traité de l'Atlantique Nord
B-1110 Bruxelles (Belgique)

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2025 Annual Report of the NATO Administrative Tribunal

Introduction

This is the twelfth Annual Report of the Administrative Tribunal (AT) of the North Atlantic Treaty Organization (NATO). It covers the period 1 January 2025–31 December 2025 and is issued on the initiative of the Administrative Tribunal, pursuant to Rule 4(h) of its Rules of Procedure (ROP).

Composition

In 2025, the composition of the AT remained unchanged and was as follows:

- Ms Louise Otis (Canada), President;
- Ms Seran Karataru Köstü (Türkiye), Member;
- Mr Thomas Laker (Germany), Member;
- Mr Fabien Raynaud (France), Member;
- Ms Anne Trebilcock (United States), Member.

Ms Seran Karataru Köstü served as Vice-President starting 1 July 2025.

Ms Laura Maglia served as the Tribunal's Registrar.

Organizational and administrative matters

The serving temporary staff member's contract was extended until the newly recruited legal assistant joined in April 2025. An intern supported the AT from May until November 2025.

At the beginning of 2025, the AT undertook a revision of its ROP, which were first adopted in 2013. The Tribunal reached out to the different NATO bodies' administrations, the Confederation of NATO Civilian Staff Committees and the Confederation of NATO Retired Civilian Staff Associations to give all stakeholders the opportunity to present their comments.

At a plenary session in the margins of its 45th session, the Tribunal initiated its revision work. In December 2025, the new provisions were included in the publication of Amendment 54 of the Civilian Personnel Regulations (CPR). The changes adopted related to simplifying language and streamlining procedures (i.e. those for interveners and witnesses).

At the same time as the ROP were published, the Tribunal also issued revised Practice Directions regrouping, *inter alia*, different policies that were previously available separately.

At the same plenary session, the Tribunal also adopted the following measures:

- enhanced anonymization of AT judgments published online (i.e. no abbreviation of initials and, to the extent possible, no indication of the posts/functions held);
- addition of a short summary of each case to the existing list of pending cases available online, to allow stakeholders to be informed more broadly of the subject matter of the appeals;
- online publication of judgments rendered by the AT after each session; and
- initiation of discussions between the Tribunal and the Organization to set up a case-law research tool on its public website, similar to existing tools for other international administrative tribunals.

Data Protection

Following the entry into effect of the NATO Personal Data Protection Framework Policy and the Implementing Directive on Personal Data Protection for the International Staff (IS), in February 2025 the NATO Secretary General appointed Ms Louise Otis and Ms Seran Karataru Köstü as Independent Decision-Making Authority (IDA) for the International Staff (IS), in accordance with the provisions of the Directive

and its Appendix on Data Subject requests and dispute resolution. Ms Laura Maglia has been appointed as IDA Registrar.

In accordance with the Framework Policy and the Implementing Directive, the data protection mechanism is a separate process, distinct from the proceedings under Articles 61 and 62 of the CPR and its Annex IX.

Tribunal proceedings in 2025

The Tribunal held the following sessions: 11 April 2025 (43rd), 25–26 June 2025 (44th), 9 October 2025 (45th), 17–19 December 2025 (46th).

With the agreement of the parties the 43rd and 45th sessions were held by videoconference. The necessary technical support was hosted at NATO HQ, while judges and parties attended online.

The Tribunal rendered 13 judgments, six of which were delivered in 2026 and are also covered in this Report.

The Tribunal's President issued seven orders and the Tribunal two orders.

The NATO Support and Procurement Agency (NSPA) was the respondent in four cases, the NATO Airborne Early Warning & Control Programme Management Agency (NAPMA) in three cases, the NATO Communications and Information Agency (NCIA) in two cases, and the NATO Science and Technology Organization Collaboration Support Office (CSO), the Defence Innovation Accelerator for the North Atlantic (DIANA), the NATO International Staff (NATO IS) and the NATO Communications and Information System Group (NCISG) in one case each.

The Tribunal resolved cases as quickly as possible, with judgments being issued within seven to ten months of the case being filed. The duration of the written procedure alone is around four months, to which must be added two periods of judicial closure (15 December–15 January and 1–31 August).

Cases were assigned to Panels of three judges, taking into account the principle of rotation and equitable distribution of workload. In each case, the President designated another member of the Panel or herself to serve as judge-rapporteur, *inter alia*, to prepare a draft judgment for consideration and approval.

The Tribunal's case law in 2025

During the period covered by this Report, the Tribunal rendered the following judgments and orders.

The AT President issued seven orders in total:

- three joining orders in **Case No. 2025/1406** and **Case No. 2025/1411**; **Case No. 2025/1413** and **Case No. 2025/1419**; and **Case No. 2025/1406-1411** and **Case No. 2025/1427**;
- three withdrawal orders in **Case No. 2024/1396**, **Case No. 2025/1401**, and **Case No. 2025/1414**;
- one order concerning the suspension of proceedings in **Case No. 2025/1401**.

In both **Case No. 2024/1396** and **Case No. 2025/1401**, the withdrawal order followed a request from the parties, respectively for an extension of the time limits and for a suspension pursuant to Rule 23 of the ROP in order to pursue an amicable settlement.

The Tribunal issued the following orders:

- one order was issued following a request for rectification of error (Rule 28 of the ROP) revision of judgment (Rule 29 of the ROP) and clarification of judgment (Rule 30 of the ROP) in **Case No. 2024/1398**;
- one order was issued following a request for clarification of judgment in **Case No. 2025/1402**.

Summaries of the rendered judgments grouped by topic

Appointments and contracts

Case No. 2024/1394 *(termination after probation)*

The appellant challenged the termination of his employment at the end of an extended probationary period. The appellant applied for a position that required fitness for military deployment, he underwent the mandatory pre-employment medical examination and was considered "fit for his job but not for military deployment". He was offered a contract, with a six-month probationary period, but the contract did not include any caveat or reference to any medical matters. Upon taking up his duties he was informed that he would be required to pass a medical test. The probationary period was extended for a further six months but the appellant did not pass the test for medical reasons. The NCIA terminated the appellant's contract. The Tribunal upheld its previous case law regarding the limited scope of judicial review and the Organization's discretionary powers at the end of a probationary period. It held however that, in the present case, by failing to include a caveat regarding the further medical requirement, the Agency had sent an incomplete job offer to the appellant. By doing so it deprived the appellant in part of the ability to make a well-informed decision, and consequently bears responsibility for a procedural flaw and negligence. The Tribunal granted compensation to the appellant.

Case No. 2024/1395 *(re-grading of post)*

The appellant challenged the decision to re-grade her post as a twin-graded post and the step assigned to her, further claiming retrospective compensation on the basis of having consistently performed higher-grade duties for an extended period of time.
The Tribunal recalled that the authorities involved in evaluating job descriptions and grading posts enjoy broad discretion and that the procedure is not under the sole control of an HONB. An HONB has neither the authority to determine what grade would be most suitable for a post nor to change or rescind decisions taken by the Board of Directors (a body composed of national representatives). The Tribunal noted that a serious and coherent process was followed during the evaluation of the appellant's

post, and that in applying the transfer procedure from the ABCL system to the new Single Spine Salary system, the NAPMA General Manager applied the same rationale in all cases to ensure fairness between comparable positions and maintain a uniform approach across the Agency. The appeal was dismissed.

Case No. 2024/1397 *(non-renewal, LOJI)*

The appellant, a NAPMA staff member in service for 15 years under successive definite duration contracts, contested the Agency's decision not to grant her Loss of Job Indemnity (LOJI) upon the expiry of her contract. The claim arose from a distinction in the CPR between "termination of service" and "termination of contract" as a basis for granting such entitlement. The Tribunal observed that the award of LOJI depends on the condition of actively terminating the contract, however since the appellant's contract ended by mutual agreement on the agreed date, she was not entitled to receive it under the CPR legal framework. The appeal was dismissed, however the appellant was granted compensation for breach of duty of care.

Case No. 2024/1398 *(non-renewal, disciplinary proceedings, harassment)*

The appellant challenged the non-renewal of his three-year definite duration contract with NAPMA. The non-renewal followed disciplinary proceedings initiated in relation to allegations of harassment, which the appellant also challenged. The Tribunal observed that no CPR regulation was breached, that the appellant failed to substantiate his claims according to which he was promised an extension of his contract, and that his employment with the Organization ended at the end of the contract. The Tribunal reiterated its consistent case law that definite duration appointments do not imply a right to renewal and shall not carry any such expectation. Concerning the disciplinary proceedings, the Tribunal held that the Disciplinary Board process was conducted in accordance with the applicable rules as provided by the CPR and in light of the principles of good governance and NATO's policy of zero tolerance for sexual harassment. The Tribunal dismissed the appeal.

Case No. 2025/1399 *(non-renewal, sick leave, disciplinary proceedings)*

The appellant contested the NCISG's decision not to compensate him for damage allegedly suffered owing to failings of the service. He had been employed under a three-year definite duration contract, extended owing to the suspension of the disciplinary proceedings, which couldn't be finalized due to the appellant's sick leave and then extended sick leave. The disciplinary proceedings were ultimately dropped and the appellant's contract ended two months after it had expired. The appellant alleged that procedural flaws caused him damage. The Tribunal rejected the appellant's claims as the Administration did not commit any error causing such damage.

Case No. 2025/1400 *(non-renewal, performance appraisal)*

The appellant, a NSPA staff member under a definite duration contract, contested the Agency's decision not to renew his contract on the grounds that the renewal was not in the interest of the service. The Tribunal assessed that there were breaches of procedural rules on performance appraisals. It referred to the provisions of the CPR stressing that the assessment of overall performance should also be based on the staff member's performance with respect to any competencies and/or attributes which have been established for his or her post. The Tribunal considered that soft skills constituted an important part of the appellant's job description and as such should have been assessed within a regular performance appraisal procedure. The Agency therefore did not follow its internal law regarding a proper performance assessment, did not respect the principle of good administration and neglected its duty of care. The Tribunal annulled the decision and the appellant was awarded material and non-material damages.

Case No. 2025/1404 *(reorganization, downgrading)*

Following a restructuring of the service, the appellant, a long-serving NCIA staff member, had their post downgraded, while retaining a personal grade for a period of three years. The appellant, who in the meantime resigned and was appointed in another NATO body at the same grade originally held, requested the annulment of the decision and compensation for non-material damage. Concerning the annulment of the decision, the Tribunal held that, considering his current situation, a ruling on annulment would no longer give rise to any practical legal effects. The Tribunal further held that in the context of the reorganization a serious and coherent process was followed, that pursuant to the CPR the General Manager had discretion to set a personal grade duration, and that the agency fulfilled its duty of care. The appeal was dismissed.

Case No. 2025/1405 *(non-renewal, harassment)*

The appellant challenged the NSPA's decision rejecting her request to initiate an investigation into allegations of psychological harassment and misconduct made by her against the Chief of Staff and the decision not to renew her contract on the basis of her performance appraisal. The Tribunal concluded that no manifest error of assessment was made by the respondent when it took the decision that the appellant's allegations of abuse of authority did not constitute misconduct, nor did the appellant demonstrate flaws in the decision to afford her protection from retaliation. The Tribunal also emphasized that disagreements about work performance or work-related issues can sometimes arise from individuals with different personalities or working styles collaborating in a professional, sometimes stressful, environment. Concerning the decision not to renew the appellant's contract, the Tribunal recalled its case law, the discretionary power of the Organization and its limited review. The appellant did not demonstrate the existence of grounds that would justify annulling that decision and the appeal was dismissed.

Case No. 2025/1407 *(termination during probation, freedom of association)*

The appellant challenged the early termination of her employment during her probationary period. The Tribunal recalled the wide discretion granted to the administration in the context of the probationary period and stated that in the present appeal the appellant did not show that the decision to terminate her contact was clearly mistaken or that there was a manifest error of assessment or a breach of the principle of proportionality. However, rules of procedure were breached which caused harm to the appellant. The Tribunal therefore annulled the decision to terminate the contract before the end of the probationary period and awarded the appellant compensation for non-material damage in relation to the breaches of the right of defence, the duty of care and of good administration and the exercise of freedom of association.

Case No. 2025/1408 *(non-renewal, invalidity)*

The appellant challenged the NSPA decision terminating his contract pursuant to Article 9.1(ii) of the CPR. The appellant had previously challenged the Agency's decision not to renew his contract on the grounds of unsatisfactory performance. That decision was annulled by the Tribunal. In parallel, an invalidity procedure had been initiated resulting in the appellant receiving a permanent invalidity pension at a rate of 60%. The Agency terminated the appellant's contract in accordance with Article 45.7 of the CPR, on the grounds of his incapacity. However, the appellant did not challenge the decision within the prescribed time limits and the appeal was dismissed.

Case No. 2025/1409 *(termination after probation)*

The appellant challenged the NSPA decision to terminate his three-year contract after the six-month probationary period on the basis of unsatisfactory performance and behavioural issues. The Tribunal noted that the Agency had not applied its own internal procedure, however referred to its consistent case law establishing that a decision terminating a contract during probation can be taken at any time and does not have to be preceded by the performance review discussed in Article 55 of the CPR.

The Tribunal observed that the appellant's rights of defence had been respected and the appeal was dismissed.

Harassment

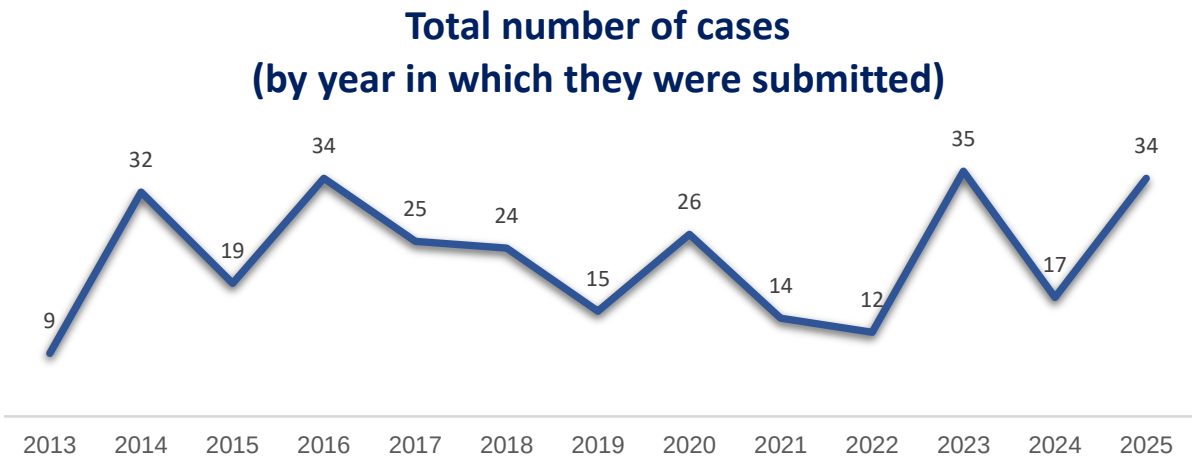
Case No. 2025/1410 *(harassment)*

The appellant contested the way the CSO Director handled what he considered be harassment and discrimination in a difficult working relationship with another senior member, deriving from a private dispute. The appellant also claimed that he suffered considerable non-material and physical damage as a result of the way in which the situation was handled and the refusal to initiate an official harassment procedure. The Tribunal referred to the NATO Policy on the Prevention, Management and Combating of Harassment, Bullying and Discrimination in the Workplace and concluded that the appellant did not submit a written complaint within the meaning of such policy. Further, no appealable decision was found, there was no serious violation by the CSO of the duty of care, and no causal link could be established in relation to the damage. The appeal was dismissed.

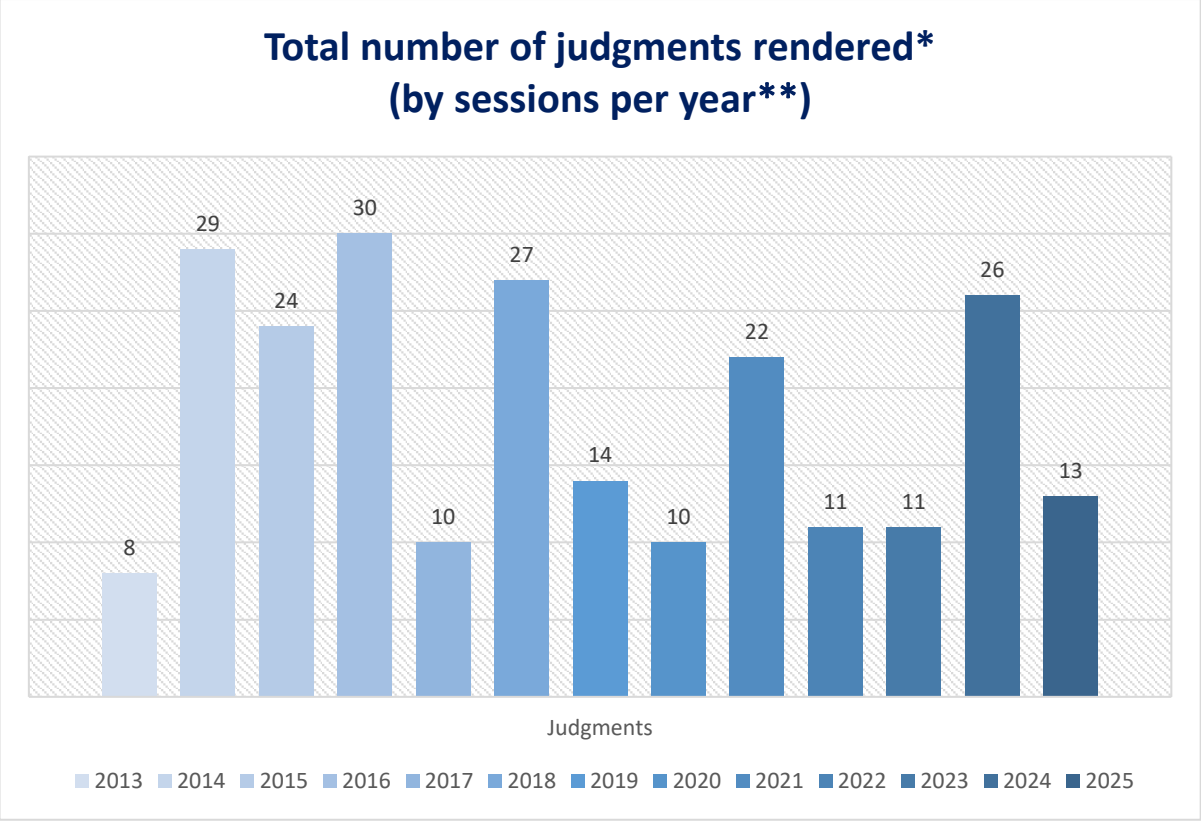
Social security

Case No. 2025/1402 *(contributions to insurance schemes, proportionality)*

The appellant, a retired NATO staff member whose monthly pension benefits had been permanently reduced by 60% following disciplinary proceedings, requested, *inter alia*, that the Tribunal rule his contributions to the Long-Term Care (LTC) insurance scheme be calculated based on the actual amount of his pension payout (and not the reduced pension received). The Tribunal referred to the principle of equality of treatment. It stressed that equality of treatment calls for treating equal circumstances equally but may also call for different treatment where unequal circumstances exist. In the present case, all retired staff were required to pay 0.3% of their (different) basic salary (based on their grade and step at the time of retiring), but the appellant alone had 40% of that sum from which to deduct contributions to LTC cover. The Tribunal held that it constituted discrimination against him and upheld the relief requested.

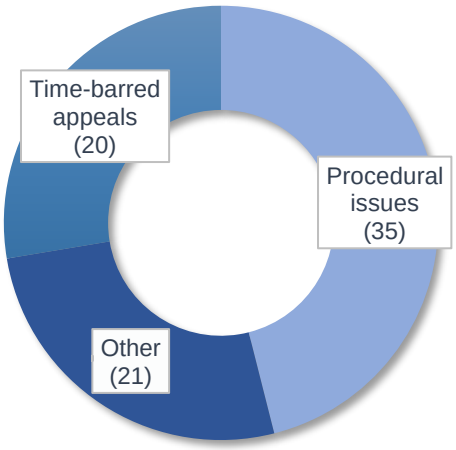


Total number of cases (2013-2025): 296.



Total number of Judgments (2013-2025): 235.
**The count of this chart includes joined and withdrawn cases.*
***Data covers the number of judgments rendered following the sessions held in the corresponding year.*

Inadmissible Cases

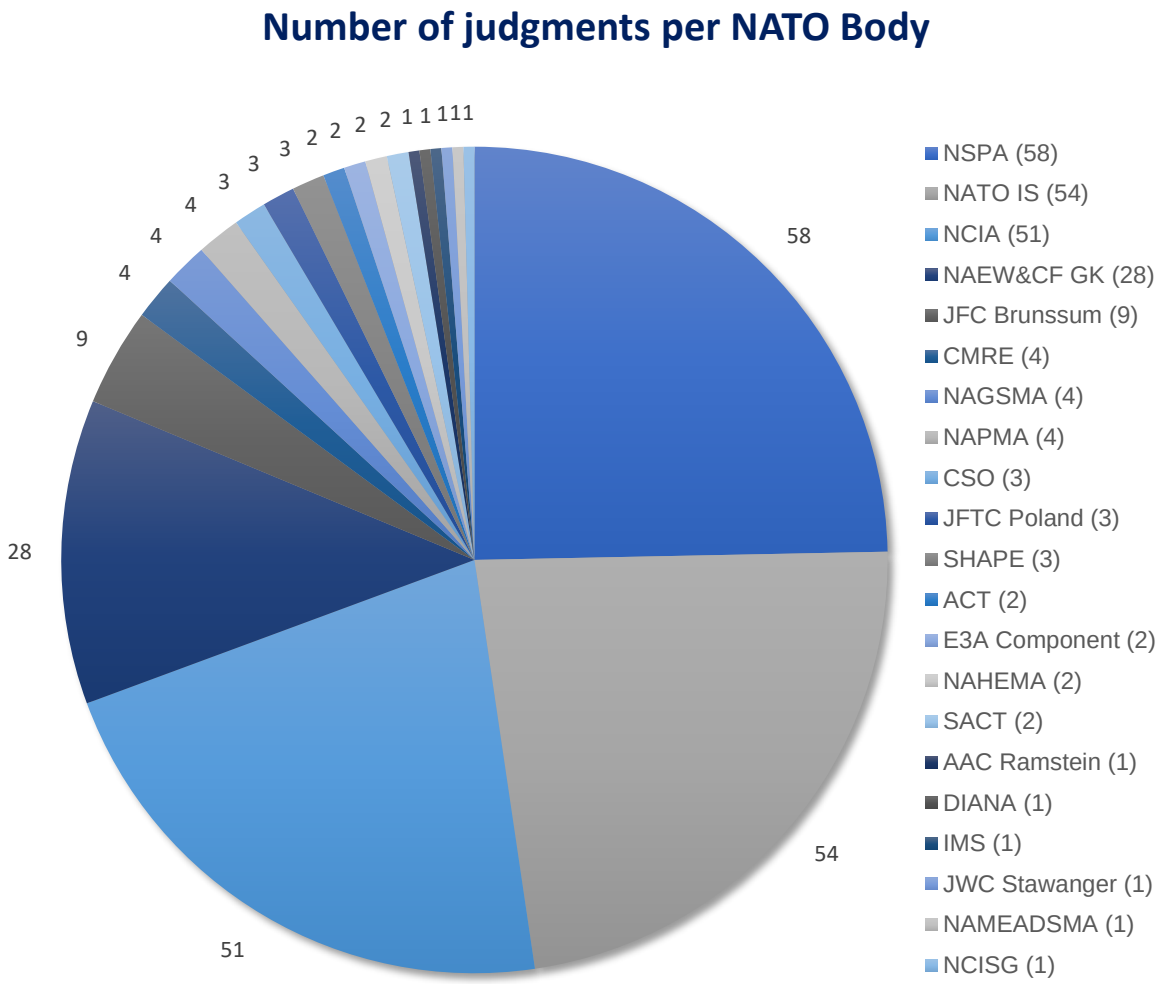


**Procedural issues: failure to comply with pre-litigation procedure and/or pre-litigation time limits, …*
***Other: no grounds for grievance, no right to appeal, claims outside AT jurisdiction, res judicata, …*

Total number of Orders by type

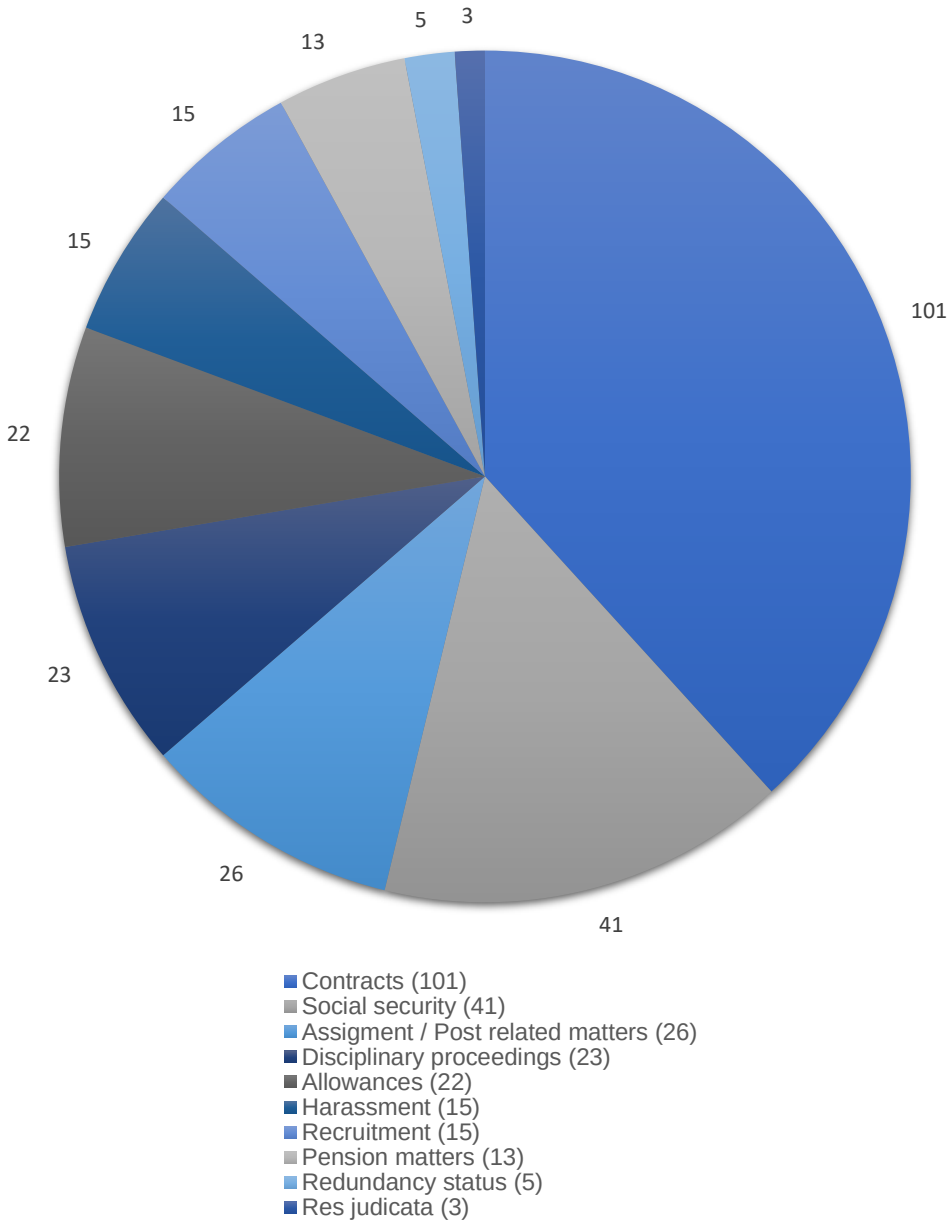
	Joining Cases (PRE-O)	Rule 10 (PRE-O)	Withdrawals/Rule 23* (Pre-O)	Rules (TRI-O) 28, 29, 30	Other**(PRE-O/TRI-O)
2013	1	0	1	0	0
2014	1	10	4	1	3
2015	4	1	0	0	3
2016	7	3	1	2	1
2017	2	1	3	4	0
2018	2	1	5	4	0
2019	2	3	2	3	2
2020	3	0	1	0	2
2021	0	1	2	1	2
2022	0	2	3	5	0
2023	2	0	2	1	0
2024	5	1	2	1	1
2025	3	0	4	2	0
Total	32	23	30	24	14

PRE-Order: joining/disjoining cases, Rule 10 (summary dismissal), Rule 16 (additional pleadings), Rule 17 (withdrawal), Rule 23 (amicable settlement), …
TRI-Order: Rule 28 (rectification of error), Rule 29 (revision of judgments), Rule 30 (clarification of judgments), …



Total number of Judgments (2013-2025): 235.

Types of disputes

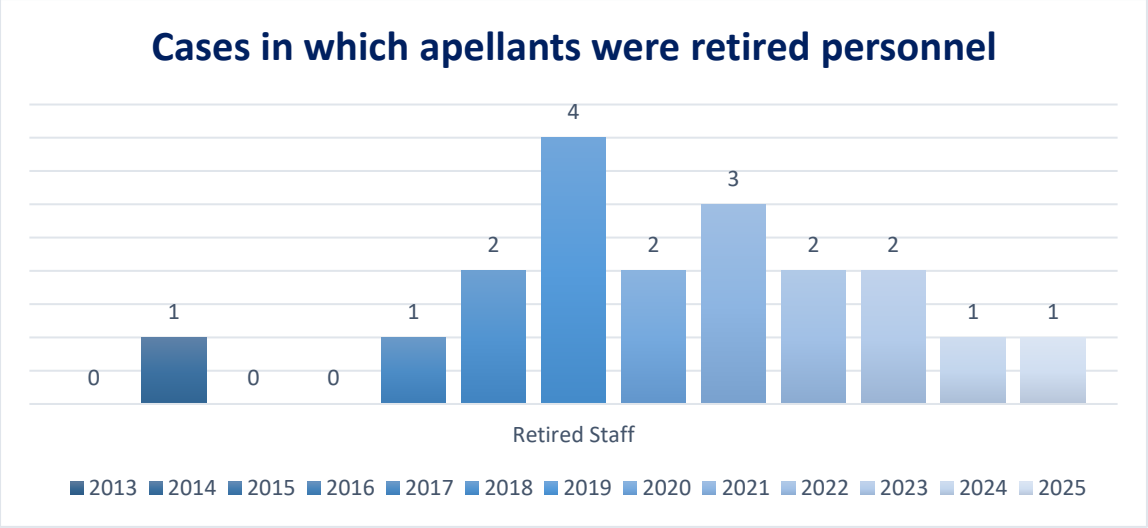


Contracts (101 cases):

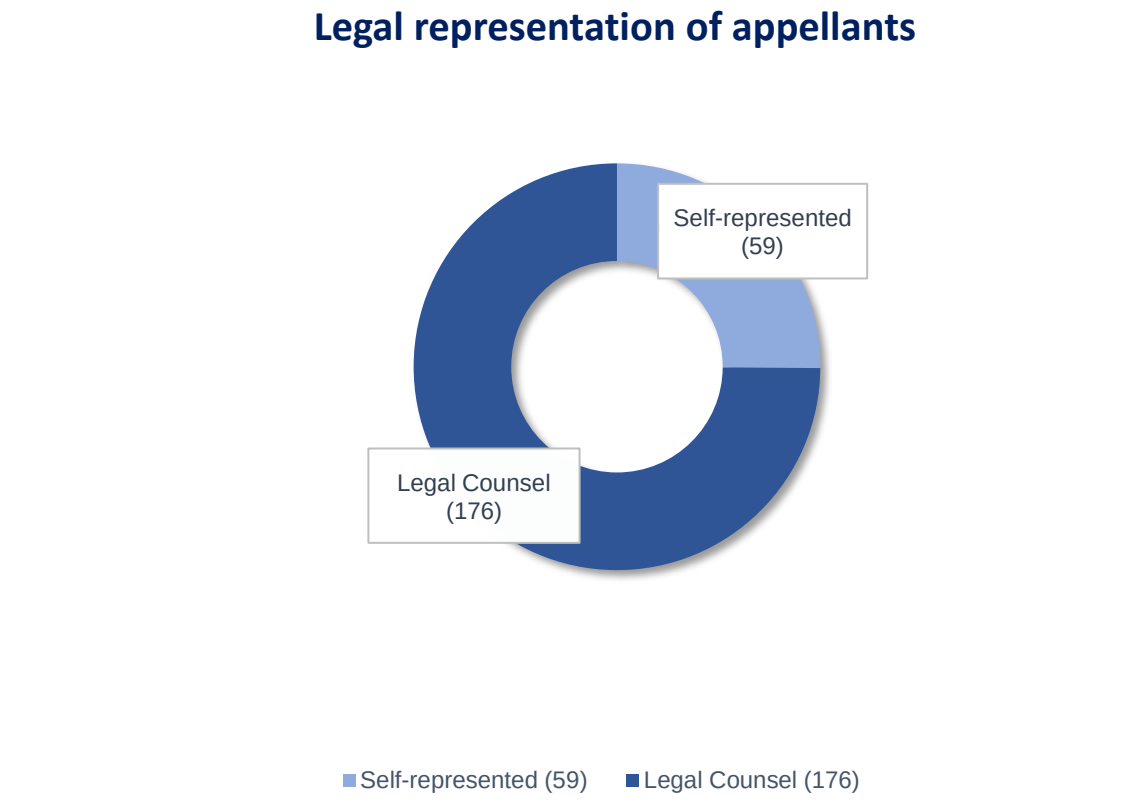
- *Termination of contract (53)*
- *Non-renewal (43)*
- *Requalification (5)*

Social security (41 cases):

- *Group insurance (12)*
- *Invalidity pension (12)*
- *Medical issues (6)*
- *Sick leave (5)*
- *Compensatory leave (4)*
- *Invalidity Board procedure (2)*



Data covers total number of judgments (2013-2025): 235.



Data covers total number of judgments (2013-2025): 235.

Annex 2

Judgements by category 2013-2015

Admissibility

Causes of inadmissibility	Judgments' references		
Non-respect of time limits	Year	No.	Cases
Non-respect of time limits during the pre-litigation procedure	2013	1	892 - (p.a.)[1]
	2014	-	
	2015	2	2014/1035[2]; 2015/1047
	2016	3	2014/1032; 2015/1049; 2015/1052
	2017	1	2016/1101 (p.a.)
	2018	2	2017/1251; 2018/1262-1263 (joined)
	2019	1	2018/1266-1271 (joined)
	2020	-	
	2021	-	
	2022	-	
	2023	-	
	2024	-	
	2025	-	
	Total:	**10**	
Time-barred appeals	2013	-	
	2014	3	899; 2013/1007; 2014/1012
	2015	4	2014/1033; 2014/1035; 2015/1044 (p.a.); 2015/1051
	2016	-	
	2017	-	
	2018	2	2018/1258; 2018/1260
	2019	-	
	2020	-	
	2021	-	
	2022	1	2021/1328
	2023	1	2022/1345
	2024	1	2023/1375
	2025	1	2025/1408
	Total:	**13**	

[1] *p.a. - partly admissible case*

[2] *Multiple causes of inadmissibility are recorded.*

Preliminary procedure	Year	No.	Cases
Failure to comply with Article 61 CPR	2013	-	
	2014	8	2013/1008; 2013/1009; 2014/1010; 2014/1013; 2014/1014; 2014/1015; 2014/1016; 2014/1018
	2015	1	2014/1040
	2016	2	2015/1068; 2016/1075
	2017	-	
	2018	1	2018/1126
	2019	1	2019/1288
	2020	1	2019/1292
	2021	1	2020/1320
	2022	-	
	2023	-	
	2024	3	2023/1364; 2023/1370; 2024/1383
	2025	1	2025/1410
	Total:	**19**	

No grounds for grievance	Year	No.	Cases
Appeal against a general rule/an act that doesn't constitute ground for grievance	2013	-	
	2014	5	900; 903 (p.a.); 906 and 2013/1004 (joined) (p.a.); 2013/1005; 2014/1019 (p.a.)
	2015	4	2014/1027-1043 (joined) (p.a.); 2014/1029; 2014/1040; 2014/1041-1045 (joined);
	2016	1	2016/1072
	2017	-	
	2018	6	2017/1127-1242 (joined); 2017/1113; 2017/1114-1124 (joined); 2017/1243; 2017/1247; 2018/1262-1263 (joined)
	2019	1	2018/1269
	2020	-	
	2021	-	
	2022	-	
	2023	1	2022/1346
	2024	3	2023/1375; 2023/1349; 2024/1382
	2025	-	
	Total:	**21**	

Claims outside AT jurisdiction	Year	No.	Cases
	2013	-	
	2014	1	2013/1006
	2015	1	2014/1041-1045 (joined)
	2016	1	2016/1056-1064 (joined)
	2017	-	
	2018	-	
	2019	1	2018/1276
	2020	-	
	2021	-	
	2022	-	
	2023	1	2022/1343
	2024	3	2024/1384; 2023/1375 (*res judicata*); 2023/1387 (*res judicata*)
	2025	-	
	Total:	**8**	

Types of disputes

Allowances		**22**
Dependent children's allowance	2015/1047; 2015/1053	2
Education allowance	2015/1051; 2017/1109; 2020/1321; 2021/1335; 2023/1351	5
Expatriation allowance	2017/1103; 2018/1268; 2020/1302	3
Hazard allowance	2017/1248; 2017/1250	2
Household allowance	2013/1009	1
Installation allowance	2015/1066; 2020/1297	2
Language allowance	2014/1018	1
Rent allowance	2014/1013; 2014/1014; 2014/1015; 2014/1017; 2014/1037	5
Subsistence allowance	2015/1067	1

Assignment/post related matters		**26**
Changes in job description	2013/1003; 2014/1036; 2023/1349-1350 (joined)	3
Grading of post	2016/1078; 2016/1079; 2016/1080-1092 (joined); 2016/1081-1096 (joined); 2018/1262-1263 (joined); 2019/1293; 2020/1306; 2020/1310; 2020/1312; 2020/1313; 2020/1314; 2020/1300; 2024/1395; 2025/1404	14
Resignation	2015/1050; 2016/1069; 2022/1345	3
Step increase	2013/1005	1
Transfer	889-890 (joined); 2016/1098; 2021/1324; 2021/1328 - 1334 (joined); 2023/1354-1376 (joined)	5

Type	Cases	Total
Contracts		**101**
Non-renewal *(including non-granting of an indefinite duration contract)*	897; 900; 903; 2013/1002; 2013/1007; 2014/1011; 2014/1012; 2014/1016; 2014/1022; 2014/1027-1043 (joined); 2015/1065; 2016/1074; 2016/1071; 2017/1111; 2017/1112; 2017/1125; 2017/1244; 2017/1249; 2017/1251; 2017/1252; 2018/1253; 2018/1254; 2018/1255; 2018/1258; 2018/1259; 2018/1260; 2017/1245; 2019/1280; 2019/1278; 2019/1283; 2020/1305; 2021/1335; 2022/1342; 2022/1343; 2022/1344; 2023/1365; 2023/1377; 2025/1399; 2024/1397; 2025/1405; 2025/1408; 2024/1398; 2025/1400	43
Requalification	2013/1008; 906-2013/1004 (joined); 2014/1041-2015/1045 (joined); 2015/1052; 2016/1056-1064 (joined)	5
Termination of contract (*i.e. end of probationary period, extended sick leave, withdrawal of security clearance, successive temporary contracts, dismissal, dismissal following disciplinary proceedings, suppression of post*)	883; 885; 889-890 (joined); 899; 902; 904; 2013/1001; 2014/1010; 2014/1028; 2014/1029; 2014/1030; 2014/1026-1039 (joined); 2014/1032; 2015/1044; 2015/1055; 2016/1082; 2016/1084; 2016/1085; 2016/1086-1093 (joined); 2016/1087-1091 (joined); 2016/1088; 2016/1089-1094 (joined); 2016/1090-1095 (joined); 2017/1105; 2017/1107-1110 (joined); 2018/1265; 2018/1277; 2018/1275; 2019/1289-2020/1301 (joined); 2020/1309; 2021/1323; 2020/1317; 2020/1308; 2021/1322; 2021/1324; 2021/1335; 2022/1338; 2022/1337; 2023/1353; 2023/1369; 2023/1370; 2023/1372; 2023/1379; 2023/1381; 2023/1380-2024/1389 (joined); 2024/1386; 2024/1388-1390 (joined); 2024/1392; 2024/1394; 2025/1407; 2025/1409; 2025/1428; 2025/1406-1411-1427 (joined)	53

Disciplinary proceedings		**23**
	891; 2014/1031; 2014/1034-2015/1042 (joined); 2015/1048; 2016/1072; 2016/1073; 2017/1104; 2017/1105; 2018/1276; 2018/1275; 2018/1270; 2019/1286; 2019/1289-2020/1301 (joined); 2020/1308; 2021/1322; 2021/1326; 2023/1348; 2023/1352; 2023/1354-1376 (joined); 2024/1388-1390 (joined); 2023/1378; 2024/1398; 2025/1399	23

Harassment		**15**
	2014/1033; 2017/1106; 2018/1266-1271 (joined); 2018/1275; 2019/1284-1285-1291 (joined); 2020/1320; 2020/1308; 2022/1336; 2021/1328-1334 (joined); 2023/1364; 2023/1368-2024/1383 (joined); 2024/1398; 2025/1405; 2025/1410; 2025/1412	15

Recruitment		**15**
	892; 896; 2014/1019; 2014/1035; 2014/1040; 2016/1083; 2018/1267; 2018/1276; 2021/1325; 2021/1328 - 2021/1334 (joined); 2022/1341; 2022/1346; 2023/1374; 2024/1382; 2023/1368-2024/1383 (joined)	15

Redundancy status		**5**
	2014/1023; 2016/1100; 2018/1256-1257 (joined); 2021/1335; 2025/1406-1411-1427 (joined)	5

Pension matters		**13**
	2017/1104; 2018/1269; 2020/1303; 2020/1315; 2021/1330; 2021/1327; 2021/1329; 2021/1333; 2023/1375; 2025/1421-1422-1423-1426-1430 (joined); 2026/1435; 2026/1436; 2026/1437	13

Res judicata		**3**
	2017/1113; 2017/1247; 2024/1387	3

Social security		**41**
Compensatory Leave	2023/1358-1359 (joined); 2023/1360-1361-1362-1363 (joined); 2023/1371; 2023/1373	4
Group insurance contribution	2016/1075; 2017/1114-1124 (joined); 2017/1127-1242 (joined); 2017/1126; 2017/1243; 2019/1281; 2020/1294-1296 (joined); 2019/1287; 2020/1304; 2023/1356; 2023/1357; 2025/1402	12
Invalidity Board procedure	2016/1070; 2016/1101	2
Invalidity pension	2015/1046; 2015/1054; 2015/1068; 2016/1076; 2016/1097; 2016/1102; 2019/1292; 2020/1311; 2019/1290-1298 (joined); 2022/1336; 2021/1332; 2025/1408	12
Medical issues	901; 2014/1021; 2015/1049; 2022/1339; 2021/1333; 2022/1338	6
Sick Leave	2023/1358-1359 (joined); 2023/1360-1361-1362-1363 (joined); 2024/1388-1390 (joined); 2024/1393; 2025/1399	5

Other		**13**
(*i.e. tax reimbursement; wearing of uniform; payment of fee for security clearance; inappropriate behavior*)	887; 905; 2013/1006; 2016/1077; 2018/1272; 2019/1279; 2019/1288; 2019/1282; 2020/1316; 2020/1307; 2024/1387; 2025/1400; 2025/1407	13

**Data covers total number of judgments (2013-2025): 235.*
***Judgments belonging to two or more types are counted in each type.*