



ADMINISTRATIVE TRIBUNAL
TRIBUNAL ADMINISTRATIF

Jul 2026

SUMMARY TABLE OF REGISTERED APPEALS

Registration date	Case Number	Appellant	NATO Body	Issue	Date of hearing
24 Jul	2026/1464	Appellant	NSPO	Investigation	
		The appellant (also appellant in Case No. 2026/1439, 2026/1444 and 2026/1463) challenges the refusal of the Chairperson NSPO BOD to initiate an independent investigation into allegations of harassment, retaliation and abuse of authority. The appellant requests for a review of such decision and if declared unlawful, its annulment.			
24 Jul	2026/1463	Appellant	NSPA	Non-renewal of contract	
		The appellant contests the non-renewal of his contract alleging several procedural and substantial errors. He requests to the Tribunal proper redress of breached principles as, <i>inter alia</i>, impartiality, fairness, independence, duty of care and good administration. He requests for the annulment of the non-renewal notice (and the continuation of his appointment) or, failing that, for the adequate financial compensation.			
23 Jul	2026/1462	Appellant	NCIA	Data Protection	
		The appellant alleges that his family's personal data, collected during an event, have been unlawfully processed and retained by the Agency. He requests for financial compensation.			
22 Jul	2026/1461	Appellant	NCIA	Invalidity	
		Following the termination of his employment on invalidity grounds, the appellant (also appellant in Case No. 2026/1446) alleges procedural breaches in the handling of the process related to such invalidity. The appellant requests to the Tribunal to determine the invalidity as deriving from a professional illness and			

		requests for compensation for material and non-material damages.			
22 Jul	2026/1460	Appellant	NSPO	Whistleblowing	
		The appellant contests the decision of the Chairperson, NSPO BOD, to close without further investigations, the three whistleblowing reports he submitted. (The appellant has currently pending with the AT Case No. 2025/1432 and Case No. 2026/1434). The appellant request for the annulment of such decision and for financial compensation.			
22 Jul	2026/1459	Appellant	NSPA	Misconduct investigations	
		The appellant challenges the NSPA rejection of her requests for misconduct investigations and protection. She alleges, <i>inter alia</i>, breach of due diligence, manifest error of appreciation and law. The appellant also challenged the non-renewal of her contract under Case No. 2026/1447. The appellant requests for the annulment of the contested decision and for financial compensation.			
20 Jul	2026/1458	Appellant	SHAPE	Security matters	
		Follow-up of Case No. 2026/1453: the appellant challenges the regularity of the process conducted by SHAPE concerning the security breaches which ultimately lead to the withdrawal of her national security clearance and the termination of employment. The appellant requests for the annulment of the contested decisions and for financial compensation.			
12 Jun	2026/1457	Appellant	NSPA	Non-renewal of contract	
		The appellant challenges the Agency's non-renewal of contract in so far as it is conditional on the confirmation of his status by the national authorities. The appellant requests, <i>inter alia</i>, for the Tribunal to annul the rejection of his administrative review/complaint and for financial compensation.			
3 Jun	2026/1456	Appellant	NSPA	Disciplinary suspension	
		The appellant challenges her immediate suspension from duties and the initiation of disciplinary proceedings following a security violation. The appellant requests, <i>inter alia</i>, to be immediately reinstated.			
3 Jun	2026/1455	Appellant	NCIA	Non-renewal/secondment	
		The appellant challenges the Agency's non-renewal of contract in so far as it is conditional on the confirmation of his status by the national authorities.			

		The appellant requests for the Tribunal to annul the rejection of his administrative review/complaint and for compensation of the injury suffered.			
3 Jun	2026/1454	Appellant	CMRE	Disciplinary dismissal	
		Following investigations made by a Disciplinary Board, the appellant challenges his disciplinary dismissal and the disciplinary suspension. The appellant requests, <i>inter alia</i>, for the annulment of such decision and his reinstatement.			
18/5/2026	2026/1453	Appellant	SHAPE	Security	
		Following three different security breaches, the appellant challenges the characterization of the alleged violations and the proportionality of the measures taken by the Organization (suspended access to classified areas and notification to the national authorities). The appellant requests for the Tribunal to annul the rejection of her administrative review/complaint and to financially compensate her for the material and non-material damages.			
12/5/2026	2026/1452	Appellant	NSPA	Disciplinary suspension	
		The appeal is the fourth case on the appellant's further extension of his disciplinary suspension without pay (previous cases: 2025/1413, 2025/1419 and 2026/1438). The appellant requests for the annulment of the decisions and for non-material damages compensation.			
24/4/2026	2026/1451	Appellant	NAEW	Non-renewal of contract	
		The appellant challenges his non-renewal of contract. The appellant alleges several shortcomings in the performance evaluation. The appellant requests, <i>inter alia</i>, for his reinstatement and financial compensation.			
22/4/2026	2026/1450	Appellant	NCIA	Probationary period	
		The appellant challenges the termination of his contract following the end of the probationary period. He alleges, <i>inter alia</i>, lack of information sharing, breach of form, breach of duty of care, abuse of power, lack of proper performance feedback and opportunity to provide views. The appellant requests for the annulment of the decision, his reinstatement and compensation for material and non-material damages.			
24/4/2026	2026/1449	Appellant	JFC Norfolk	Retaliation/harassment	

		The appellant alleges several shortcomings and procedural breaches impacting on his employment, performance assessment and professional development. The appellant requests for proper redress, protective measures and adequate compensation.			
22/4/2026	2026/1448	Appellant	CMRE	Non-renewal of contract	
		The appellant challenges the non-renewal of his 3-years definite duration contract, after expiration. He alleges, <i>inter alia</i>, violation of the right to be heard, incomplete performance assessments, procedural irregularities, manifest error of assessment. The appellant requests for the annulment of the decision and compensation for material and non-material damages.			
24/3/2026	2026/1447	Appellant	NSPA	Non-renewal of contract	
		The appellant challenges the non-renewal of her 3-years definite duration contract, based on performance grounds. The appellant alleges several shortcomings in the appraisal process, and <i>inter alia</i>, breach of the principle of impartiality, duty of care and good administration. The appellant requests for the annulment of the decision, the compensation for the loss of chance to continue her employment with the Agency, and compensation for non-material damages.			
20/3/2026	2026/1446	Appellant	NCIA	Disciplinary dismissal	
		The appellant challenges the General Manager's decision to dismiss him from duties with immediate effect, following investigations and disciplinary proceedings. The appellant requests for the annulment of the decision, his reinstatement and compensation for material and non-material damages.			
20/3/2026	2026/1445	Appellant	NCIA	Disciplinary sanction	
		The appellant challenges the implementation of the General Manager's disciplinary sanction imposed on him (temporary suspension from duties without emoluments and removal from leadership responsibilities). The appellant requests for the annulment of the decision and compensation for material and non-material damages.			
20/3/2026	2026/1444	Appellant	NSPA	Vacancy/transfer	
		The appellant challenges a series of acts and omissions impacting on his employment, conditions of service and professional standing (in particular his request for transfer and performance appraisals).			

		The appellant requests, <i>inter alia</i> , for the annulment of the decision rejecting his internal transfer and for adequate compensation.			
5/3/2026	2026/1443	Appellant	IS	Non-renewal of contract	
		The appellant challenges the Organization's decision not to offer, on performance grounds, a new contract following the expiring of her 3-years definite duration. The appellant requests for non-material damage compensation.			
4/3/2026	2026/1442	Appellant	NSPA	Non-renewal of contract	
		The appellant contests the Agency's decision not to offer her a further contract due to alleged unsatisfactory performance and while still on sick leave. The appellant requests for material and non-material damage compensation.			
20/2/2026	2026/1441	Appellant	ACT	Disciplinary dismissal	
		The appellant challenges the Commander's decision to dismiss him from duties (Article 59.3(e) of the CPR). The appellant requests for the annulment of the decision and material and non-material damage compensation.			
19/2/2026	2026/1440	Appellant	ACT	Disciplinary dismissal	
		The appellant challenges the Commander's decision to dismiss him from duties (Article 59.3(e) of the CPR). The appellant requests for the annulment of the decision and material and non-material damage compensation.			
19/2/2026	2026/1439	Appellant	NSPA	Vacancy announcement	
		The appellant denounces irregularities in the publication and announcement of his post's vacancy. The appellant requests to the Tribunal the award of a symbolic moral damage compensation.			
19/02/2026	2026/1438	Appellant	NSPA	Disciplinary suspension	
		Following the submission of Case No. 2025/1413 and Case No. 2025/1419, the appellant further challenges the extension of his disciplinary suspension, without emoluments. The appellant requests the annulment of the decisions and the compensation of non-material damages.			
22/01/2026	2026/1434	Appellant	NSPO	Non-renewal of contract	
		The appellant challenges the non-renewal of his contract based on the Agency's grounds that a renewal is not deemed in the interest of the Organization.			

		The appellant requests for the annulment of the decision as well as compensation for material and non-material damages.			
21/01/2026	2026/1433	Appellant	BICES	Harassment	
		The appellant challenges the Director's decision rejecting her complaint under the NATO Policy on harassment, bullying and discrimination in the workplace. Case No. 2025/1415 is also by the same appellant. The appellant requests for the annulment of the decision and compensation of non-material damages.			
16/12/2025	2025/1432	Appellant	NSPA	Contract matters	
		The appellant challenges the Agency's rejection of his request to annul the GM comments which have been made on him, by her, and are visible on the contract-dedicated NSPA platform. The appellant requests for the annulment of the rejection decision and compensation for non-material damages.			
16/12/2025	2025/1431	Appellant	NCIA	Contract renewal	23 Jun
		The appellant is a staff member, under a definite duration contract, who, since 2018, served in one of the Agency's services. At the end of 2024, after a challenging year and a Performance Improvement Plan, she had been transferred to a different work area in the same duty location. Upon renewal of her contract in the new position she had been offered a one-year extension, without being granted the personal grade previously held. The appellant challenges such decisions. The appellant requests for the annulment of the contested decision.			
17/11/2025	2025/1427	Appellant	NSPA	Redundancy	24 Jun
		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. The appellant requests for the annulment of the contested decisions as well as compensation for material and non-material damages.			
10/11/2025	2025/1425	Appellant	NSPA	Invalidity	
		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.			

		The appellant requests the Tribunal to declare abusive the decision to declare him an invalid and requests for compensation for material and non-material damages.			
10/11/2025	2025/1424	Appellant	NSPA	Job assignments	
		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. The appellant requests for a redress of the situation as well as for non-material damage compensation.			
10/10/2025	2025/1420	Appellant	NCIA	Non-renewal of contract	23 Jun
		The appellant, a staff member under a definite duration contract, challenges the decision of non-renewal of contract with the Agency, upon its expiry. 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.			
01/10/2025	2025/1419	Appellant	NSPA	Disciplinary suspension	
		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. The appellant requests the annulment of the decisions and the compensation of non-material damages.			
30/09/2025	2025/1418	Appellant	NSPA	Contract termination	
		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. The appellant requests that termination be declared abusive and to award appropriate damages.			
9/09/2025	2025/1415	Appellant	BICES	Post grading	
		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. 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.			
23/07/2025	2025/1413	Appellant	NSPA	Disciplinary suspension	

	The appellant challenges the disciplinary suspension from his duties, following alleged serious misconduct. The appellant requests the annulment of such suspension.	
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